

**Grand Rapids Pride Center
Board of Directors Meeting
January 11, 2021 Minutes**

Present: Annie, Cat, Charissa, Chief, Devin, Eric, Gina, Lucy and Jazz (staff)

Agenda

December meeting minutes: Devin asked for a motion to approve, Annie motioned and Eric seconded the motion. The motion passed unanimously.

Center Update:

- Interns are slowly returning to this semester
- We have raised over \$17K for our End of Year appeal and some are still coming in
 - Woohoo! Congratulations to all on their hard work to spread the word for this end of year fundraising effort
- Head's Up: We received a threatening email, spurred off the terrorist activities in Washington D.C.. Jazz will file a report with the County and the FBI was interested in hearing more. Jazz said another local center received a similar email. The man lives in Hesperia, Michigan.

Financial Update:

- The approved budget needs to be entered into Quickbooks
- Then, Jazz can set up the automatic sending of monthly financial reports to be sent one week before each meeting

Grant Update:

- Lucy has been working with Jazz on grant development to help increase their capacity and ensure we do not have any gaps in this arena
- Lucy shared that our last Wege grant was intended to hire a Wellness Coordinator, but when COVID hit, we were able to use these funds to cover Thomas' position/doing that work. We will receive our 2nd year of this grant support this quarter and again in August.
 - Anne will reach out to Wege to begin a conversation about grant reporting and applying for our next round of support
- Jazz shared highlights of the DHHS grant that starts this month and concludes at the end of the summer.
 - What: A grant focused on discovering what drives LGBTQ+ to use tobacco
 - How: Using a survey and focus groups (10)
 - When:
 - Jan-March: Recruiting partners across the state, creating survey and focus group research plans with a project committee
 - March-May: Implementing the research - survey and focus groups
 - June-August: Calvin analyzing results, creating/communicating reports on what we discovered

- Help by:
 - Promoting our RFP for marketing/design of the related materials

Fundraising in 2021

Pride in 2021

- Have determined we will not have an in-person Pride
 - Needed to make this decision so that we could proceed forward with sponsor solicitation
- Will connect with the board once we have more details, knowing they will need to assist with sponsorship and partner solicitation.

Doing more

- Jazz suggested we host a virtual fundraising event before Pride so that we are not waiting for June to get funds in the door
 - Virtual open-house
 - Literally do a virtual tour of GRPC and why/what we do
 - Share the CAP and recruit committee members
- Would like to have something online that would raise funds before our annual largest fundraising event
- Discussed the importance of coordinating our annual 2021 requests, at least for businesses, as one ask
- Jazz, Devin, Lucy and Eric to connect on March event and how it coordinates with Pride activities
- If anyone else is interested in joining in the Pride or March event activities, contact Jazz

CAP Update

- Cat shared a large amount of resources that can be used for the board's continued learning. Ze suggested that the 3rd Monday of each month beginning in March the board hosts a one-hour resource share on something they are passionate about/have expertise in.
 - Jazz reminded us that we are [Center Link](#) members and that we can access their resources.
- Listening sessions:
 - Lucy recommended we host a listening session with our facilitators in the next month - Lucy will work with Jazz on that
 - The discussion included confirming why we need funds for this and for what:
 - Compensating listening session participants
 - Compensating a professional facilitator to facilitate and document themes/findings
 - Covering staff time for managing this effort
- Board Recruitment

- It has been six months since we started this discussion after receiving the demand to add a black person to our board. It is very disappointing that this is the case. Let's look back at this so that we do not repeat this.
 - In June, we received a demand letter from a group of LGBTQ community members which was the impetus for us developing our Community Action Plan.
 - Following that board meeting, we asked that group for suggested recommendations of whom may be interested in our board.
 - Devin explained he felt like we would be tokenizing people if we reached out to those recommended with a cold contact.
 - Jazz was also a strong advocate for waiting until our board was ready and would not cause more harm. They organized a training for the board which we hosted in the summer. They also wanted to see more work on our CAP to ensure those we were asking to join would be welcomed into a safer environment.
 - In our response to the group, we did share why we would not be meeting the demand of recruiting a black person within thirty days.
 - We should have reached out to the group who wrote the demand letter and been more transparent about where we were in our progress with the public
 - We now feel like we are more ready and recognize that we need to be more intentional about avoiding tokenism.
 - Lucy will work with Jazz on how we should share an update on this topic and our overall CAP to the group who wrote it.
- Jazz expressed their confidence in our board and its ability to really do the work to make the center more inclusive. "We know we have a history of transphobia, of biphobia. We have been racist, sexist, ableist, etc. We have so much opportunity now and cannot let our history bog us down. It is okay to acknowledge our history, but we cannot get stuck there."
- We ended by discussing the importance of having these knotty conversations in the boardroom. Devin explained that his style is forward thinking and fast moving, so he does not mean to be short, his intent is to recognize our past and get us towards activating our future state.

Board/Intern Gathering

- Devin is working on scheduling this so the board can meet our current interns. This event was previously cancelled when an intern had a positive COVID test.

Meeting was unanimously voted to adjourn at 8:43pm.

Respectfully submitted,
 Lucy Dyer Joswick
 Board Secretary