

Board of Directors Minutes, April 13, 2021

A meeting of the Board of Directors (the Board) of Trans Pride Initiative, a Texas corporation (the corporation), was held April 13, 2021. The meeting was done by phone and video conference.

Attendees

- Directors present by remote connection: Nell Gaither, Bret Camp, Robyn Crowe (partial)
- Directors absent: none
- Guests present: none

Call to Order

- Chair Nell called the meeting to order at 5:38pm with Nell and Bret in attendance. A quorum of directors was present, and the meeting, having been duly convened, was ready to proceed with business.
- Robyn Crowe joined the meeting at 5:41pm, but had a bad connection. Robyn left the meeting or was disconnected at 5:45pm.

Announcements

- There were no announcements.

Reports from Officers

- **President**
 - Noted the 2020 Form 990 was completed and accepted by the IRS. Bret commented that it looked fairly straightforward, and Nell responded that it was. Bret noted no questions.
 - **NOTE:** Robyn Crowe joined the meeting here, and Nell reviewed the above bullet item and asked for questions or comments. Robyn noted none.
 - Nell commented that TPI has a new web site that is simpler and responsive, and also notes the shorter hours (noon to 8pm Tuesday through Saturday).
 - There were no further questions or comments for the president.
- **Secretary**
 - Acting secretary asked if there were any questions or comments for the acting secretary since the last meeting, and there were none.
 - Nell asked that the board approve the minutes from the September 8, 2020, board meeting and September 9, 2020, special meeting by email. Bret motioned that the minutes be approved, Robyn seconded, all present voted to approve the minutes.
 - There were no further questions about the work of the secretary.
- **Treasurer**
 - Acting treasurer made reference to the summary and detail reconciliation reports and asked if there were any questions or concerns.
 - Bret commented that our financial situation was quite good and asked why.
 - Nell noted that we have several good funding sources, and that they are multiyear grants that have continued to be awarded while our expenses were low.

- We also have had limited volunteers and staff to take on projects that we could fund.
- And no paid staff during most of 2020.
- Robyn asked if it were possible to hire someone, and if so what would we need.
 - Nell commented that if hiring, it would probably be better to hire someone who could take on multiple roles and not be confined by a narrow job description.
 - Nell noted that if hiring someone, especially for more than 30 hours, we would also need to hire someone with human resources experience to make sure we were taking care of payroll taxes, insurance, benefits, and other employee items appropriately.
- **NOTE:** Robyn left or was disconnected at this point.
- There were no additional questions about the work of the treasurer.

Committee Reports

- **Fundraising Team**
 - Nell noted we received a 2021 grant of \$25k from Bessemer Trust February 1, 2021.
 - Noted we have received about \$3,000 in individual donations.
 - Noted applications are in at Borealis Fund for Trans Generations and Trans Justice Funding Project.
 - There were no questions or discussion about the fundraising work.
- **Action Team: Healthcare Committee**
 - Noted the anti-trans stigma in healthcare settings report was published in December.
 - There were no questions or discussion about the healthcare work.
- **Action Team: Prison Support**
 - Noted UT Austin Law Civil Rights Clinic is providing some assistance with letters, including Public Information Act requests and a legal memo about PREA.
 - Noted Project 103 suit dismissed on technicality February 9, 2021, but we will file again a different way on behalf of TPI members.
 - Noted UT Austin Law Human Rights Clinic has submitted a letter to another entity concerning Texas Family Code 45.103, the entity not disclosed until we hear if they will accept the request for action.
 - There were no further questions or discussion about the prison committee work.

Unfinished Business

- Routine action item delayed for pertinent new business
- There was no unfinished business.

New Business

- Nell proposed that the “routine action item” related to approving all actions of the President since the last board meeting be discontinued. Nell noted it feels unethical and that it is redundant because the purpose of the board meeting was to address this issue.
 - Bret agreed that it could be discontinued
 - Nell said there probably wouldn’t be a conflict of interest if she voted as the two members currently present constituted quorum.
 - Bret suggested an email “special meeting” to record all board members, and Nell agreed.

- There was no new business to consider at this time.

Open End

- Bret mentioned that our financial condition was quite good and asked if Nell should receive a stipend or salary or other remuneration.
 - Nell noted that she did not feel a need and as such would rather encourage a mutual aid approach and would rather see the funds go to the community.
 - Nell explained off the record why she did not feel a need for remuneration.
- There were no further open end discussions.

Adjourn meeting

Bret motioned to adjourn the meeting, and Nell seconded, and all attending board members voted yes to adjourn. The meeting was adjourned at 5:57pm.

Respectfully submitted,

Nell Gaither, Acting Secretary

Date