

December 15th, 2019. 5:30pm.

Present (8/13): Jered, Carly, Bendy, Jon, Dan, Gougey, Frank, Blake

Remote:(4/13): Talena, Liz, Julia, Magneato

Late (1/13): Kendra

Leads / Guests:

Minutes recorded by: various

Remote joining details:

[Redacted]

## Agenda:

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### Ordering Food (20 min)

### Approve Old Minutes

[link redacted]

# Review Old Actions

[Link redacted]

Finances discussion (~15 min)

- Info sharing with other orgs re: potentially dangerous people - Frank, Jon, Dan, Gowdey (~2 min)
- [Participant] ConComm issue- Talena to do by next meeting (~2 min)
- Firefly Somerville Open Studios - Bendy to ask and connect Dennis & Ala - Registration closes January 31 2020 (~2 min)
- Polaris Incident - deferred until after holidays (~2 min)
- Return Stress & GTFO - Dan, KP (~2 min)
- Etiquette in the field - Dan (~1 min)
- Alt-burn - Jered (See agenda item below)
- Volunteer & safety cluster appreciation/retention - Magneato, Bendy, Carly ~1min
- Leadership summit invite list - Carly, all (5-10 min)
- [Participant] info to ConCom - Gougey ~1min
- Bylaws - Jered (2 min)
- Task force to handle on behalf of BOD, starting with [problem participant behavior] Dan, Gowdey, Magneato ~1min
- Info to ConCom re second-hand story - Gougey ~1min
- Reaching out to Terry re:[Participant] - Blake
  - [Participant] was burned out, not "fired", all OK (other than needing a new lead)
  - Need to verify with [Participant] (Liz) and then possibly follow up with [Participant] about [redacted]
- Ask Drew to take BOD off his FB profile - Brian - done

# New Actions

- Prepare 2019 Financial Transparency Report - Julia
- Update signing authority on the Citizens Bank to new VP - Julia
- Post-Holiday cards for 2019 - Gougey (5 min)
  - Abbie Smith Howe did them before - where is the list? Where did she print the photo cards?
  - Select a photo and get clearance:  
<https://gallery.fireflyartscollective.org/index.php?/category/305>

## Communications Topics

Do we need more formal communication with FestCom & Art Core about ongoing status updates?(~15 min)

- Jon: Exploration of volunteer change awareness topics
- Joint FestCom/BOD meeting 2x a year
- Overall org structure / FestCom ambiguity and engagement
- Jon to go to next FestComm meeting

## [Participant] issue revisited (10 min)

- Dan to put draft in doc; remove line about “[name] and [name]”
- “At your request, the board will review...”
- Consensus reached to send letter after edits

Restorative justice (~5 min)

Suggestion of training for BOD on how to respond to and communicate with survivors

## Trust between Leadership and the Community (~20 min)

[Link redacted]

Top Themes (Jon’s interpretation)

- What does the board do and are our responsibilities aligned with the community?
- How do we decide, communicate, and revisit over time our stance on safety vs. freedom of expression?
- Do we have a culture problem(s) in our volunteer org?

What are our responsibilities to the community? What are we?

Who does what?

What does the community think about who we are? What is the community think we do?

Alignment of responsibilities & mission statement

Firefly City Council meeting @ the Cambridge or Somerville public library Open Forum to talk with the board

Top down approach to snark. Volunteers in leadership roles need to be mindful of what they say, how it comes across, and how it can be interpreted.

## Election of 2020 Officers (by 8pm)

**President:** Talena (as previous VP)

**Vice-President:** Nominations: Carly

**Clerk:** Jon

**Treasurer:** Julia

Approved 13-0-0.

### **Optional roles:**

Director of Communication: (devolved to Communications Committee)

Tech Lead: (devolved to Technology Committee)

Director of Legal Affairs: empty

Art-Reach Lead: empty

Director of Organizational Development: empty

## Top 3-5 BOD priorities for 2020

- AltBurn
- Stable Succession Management for FestCom
- Work with FestCom on event size management
  - Being able to scale the event
- Detailed Core Logs for AARs/ConComm
- Strategy for dealing with people / removing people - need a 3rd option. Maybe Travis (encore) has some knowledge on this from working at another event?
- Long-Term Planning Discussion
- Community Identification, Community Needs Assessment -- knowing and shaping audience, self-selection
- Brainstorming about long-term property plays
- New Code of Conduct & ConComm / BOD implications

## Board agendas and followup, communications

- Agendas ahead of board meetings
- Project management
- Following up on actions
- Time box meetings and have more of them if necessary?

## BOD / ConCom Process (~30 min)

Do we have consensus in the community on domestic abuse and danger to individuals being a problem we should cover?

Is ConCom only for serial abusers/rapists?

What scopes of action do we have the resources to effectively address?

Warning letters for more people with problematic behavior?

What are our community's standards? What part of the community are we listening to?

Understanding how and why people are coming forward more now

Boosting visibility of ConCom?

Add ConCom to Volunteers section

Make path to ConCom form / info easier to find on website?

## Consent Document (Gougey) (~20min)

- Something on our "Our Culture" page
- In the Firefly Survival Guide
- In pre-event emails to participants
- Affirmative of cultural norms, not if you do X then
- Carly reach out to people who said they would be interested in getting involved in 2017 survey
- Reach out to Julia Jerome, former Boston B.E.D. folks, ConComm

## Discuss Survey Free Responses

Let's make sure to review this regularly as we consider decisions for the coming year: [link redacted]

## Volunteer Holiday Party

No location yet, Carly wants to have this settled by the end of the week and will spend time researching locations.

## Leadership Summit (~15 min)

- please nominate people on the form so we can discuss
- suggestions for other regional burn leaders to invite? - please think about this / nominate people so we can discuss
  - agenda
- please consider if there are any topics you want to cover at the event
- Create a document for the Leadership Summit

- Review current nominees: [link redacted]

## Diligence Request re: [Participant]

Frank to reach out in response.

## Alt-Burn Discussion Questions

See here: [link redacted]

Topics:

- Should we stipulate that proposals will be made public for community discussion?
- Community criteria development? Feedback form?
- Community voting component? (Anyone with link? Ticketed addresses?)
- Public physical meeting on process? On proposals?
- Do we want to offer feedback on proposals and opportunity for revision?
- Discussion topic for Leadership Retreat
- Budget [link redacted]
- Timeline

Bump to email and next meeting.

## Frank's Final Polite Rant & Overeager Enthusiasm

Firefly is Frank's favorite thing.

## Other (5 min)

## Next Meeting Topics

- Review AltBurn planning timeline.
- Leadership Summit agenda

## Next Meeting Date (team, ~5min)

New President to send Doodle poll.