

January 26, 2020, 5:30pm.

Present (3/12): Carly, Kendra, Dan

Remote:(3/12): Liz, Jon, Bendy

Late (1/12): Blake, Gougey (remote)

Absent (5/12): Magneato, Talena, Julia, Jered

Leads / Guests:

Minutes recorded by: various

Agenda:

[Ordering Food](#)

[Approve Old Minutes](#)

[Review Old Actions](#)

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[Trust between Leadership and the Community](#)

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[Board agendas and followup, communications](#)

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[Discuss Survey Free Responses](#)

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[Alt-Burn Discussion Questions](#)

[Other \(5 min\)](#)

[Next Meeting Topics](#)

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Review Old Actions

Longstanding Actions list

Finances discussion (~15 min)

- Info sharing with other orgs re: potentially dangerous people - Frank, Jon, Dan, Gowdey (~2 min)
- [Participant]/[Participant] ConComm issue- Talena to do by next meeting (~2 min)
 - Dan has a different interpretation of the facts than those in the email summary

- Dan would support [Participant] getting an apology from Firefly on how the situation was handled
- Liz says the board talked to a lot of camp leads which provided more context
- This is an ongoing issue because BOD was asked to review it by [Participant], which is per our process
- Dan says it seems like Talena thinks [Participant] is a threat to Firefly, so maybe that's unresolved
- 6 present voted to close this case with no further action
- Moving the full consensus vote to BOD email
- Firefly Somerville Open Studios - Bendy to ask and connect Dennis & Ala - Registration closes January 31 2020 (~2 min) Terry volunteered to take this up at FestComm meeting, Bendy sent email confirmation
- Polaris Incident - deferred until after holidays (~2 min)
 - [Discussion of incident resolution]
 - Should talk to Festcom about how to be more intentional about GTFO planning such that the likelihood of future vehicle incidents is reduced, also reduction of accidents in general
- Return Stress & GTFO - Dan, KP (~2 min)
 - Dan sent Kendra a proposal late in 2019
 - Dan has been the last BOD person onsite late Sunday -- the last people there on Sunday -- it's not good.
 - Dan: Plan to stage stuff for removal the following weekend with some sleep and an empty truck -- loading Joe's garage should occur mostly on the next weekend instead of last day of Firefly. 8? DPW people showed up the following weekend this year.
 - Liz: do we have approval from Kirk to leave stuff on his land another week? Dan: stuff has already been left without a plan 1-2x
 - Dan: we spend a month getting stuff in, getting it all off in a day doesn't check out
 - Next steps: talk to FestCom about this initiative and get input from them. -- A U-Haul's worth of stuff / 8-10 people's worth of stuff.
 - Kendra will look at it, Dan and Kendra will go back and forth on it, try to share with BOD ahead of time, but share with FestCom by this Friday 1/31
- Tanks in the field - Dan (~1 min)
 - Dan edited the survival guide with some things, it is done -- can remove this from the longstanding items
- Alt-burn - Jered (See agenda item below)
 - Tabling discussion for now
 - Agreement for BOD to review and provide feedback by the end of January
 - If no feedback is received before 1/31, default answer will be accepted
 - At the end of January, good to go out to the community for feedback and revision
- Volunteer & safety cluster appreciation/retention - Magneato, Bendy, Carly ~1min

- Carly: send the invite out to more people. Carly will do this tonight
- We're guessing it doesn't include rangers: Bendy will reach out to Oryx and Magneato and have them reach out to their volunteers who went above and beyond
- Leadership summit invite list - Carly, all (5-10 min)
 - Carly to make an eventbrite for confirmations
 - Bendy to invite [Participant]
 - Carly to work with Dan on getting invite list trued up
- Leadership summit ops
 - Food:
 - Catering? Rather have people be focused on why we're there.
 - Can we find someone who's in the community?
 - Ask Vermonters for Vermont refs
 - Blake to be the point person on catering
 - Food Allergies -- something in the comms next week
 - How the event will roll
 - Ground rules for event
 - Not a party
 - Can I bring my pet / kid - no
 - Define how people should be participating
 - Designated facilitators
 - CSMs, ask people from group to volunteer
 - Ask Helen to help with this
 - Everyone is here because we care - be respectful
 - Share the podium -- 20% of the people should not be speaking 80% of the time, make sure we're engaging everyone
 - Actively trying to solicit the opinions of everyone in the room
 - Help facilitate action after the summit -- lens of this is something we're all doing together and will move forward with together, not just "hey BOD do this"
 - Figuring out how to organize better and work together better
 - Taking notes
 - Put out requests for people to take notes
 - Use those big pads of paper?
 - Shared google docs where members of sections can comment / add
 - Unconference model
 - BOD to make a list of topics, then open up for the group
 - Period of time to add things to list
 - Period of time to vote on topics
 - Have agenda set 1 week out
 - Big group conversations
 - Breakout sessions

- Introductions: This is who I am, this is why I'm here in one sentence
 - Designated facilitators and note takers for each group
 - Rideshare logistics
 - Create a google sheet -- use the work weekend format -~~Dan~~-Spaceman
- [Participant] info to ConCom - Gougey ~1min
 - Blake: Need to document complaints and reports for the future BOD
 - Second hand report of hospitalization resulting from his behavior at a recent [theme camp] event
 - Dan sent Bendy the link again -- Bendy to follow up with [Participant]
- Bylaws - Jered (2 min)
- Task force to handle on behalf of BOD, starting with stalking- Dan, Gowdey, Magneato ~1min
 - Dan is burning out and needs others to step up on this
 - Gowdey will follow up with Frank: ask Frank what his recommendation would be

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) - list here
 - 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>
- Carly to follow up with L-Train re: Polaris incident
 - Dan to close the loop with [Participant] re: Polaris incident
- Kendra to move document regarding exodus burnout to Festcomm
- All: take a look at alt-burn proposals and leave comments
- Carly and Bendy: publish potential topics and solicit additional topics for the Leadership Summit
- Bendy to invite [Participant] to Leadership Summit
- Bendy to arrange facilitators/notetakers for leadership summit topics
- Blake to follow up on Food for Leadership Summit
- Dan to create spreadsheet for Leadership Summit rideshare
- ??? to tell [Participant] to forward Leadership Summit invites along
- ??? to ask [Participant] to act as a facilitator at the Leadership Summit
- ??? to make crowdsourcing document for Leadership Summit topics
- Bendy to follow up on [Participant]/FIRF etc. for [Participant]
- Gowdey to email Frank about reports of [conduct violations] and follow-up
- Dan and Carly to respond to [Participant] email
- Carly to ask Sage to confirm with [Participant] the nature of their departure from [core]

- Bendy to reach out to Encore regarding security and psych eval on-site needs
- Dan to poke [Participant] about survey stuff

Communications Topics

Discuss person who emailed us about helping with Sanctuary in a Zendo way

- If you require professional help, you should get that handled offsite
- Encore can do psych evals -- bendy can you talk to them about this?
- Ask Encore if they have a mental health person who can be the oncall
- Tell Sanctuary: identify what your needs are and let us know

Way for people to be safely removed from the event

- “D Lot” -- a tent at the edge of the event and an inflatable mattress, we’ll make sure you have water?
 - Strategy for dealing with people / removing people - need a 3rd option. Maybe Travis (encore) has some knowledge on this from working at another event?
 - Jered: ask Interbecs, other event leads how they handle this?

[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
- Blake is cool with this letter if the general sentiment seems the same.
- Everyone has 3 days to comment before it gets sent.

Restorative justice (~5 min)

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

After Burn Summary

- We haven’t sent it out yet
- We typically send it out
- Survey Core could do it, or BOD could do it
- Dan to poke Aaron about the survey stuff
- Send it out to the community at least one week before the leadership summit
- Try to get Aaron to break out non-binary people in survey

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 Y
- 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: [url removed]

Other (5 min)

Brief announcement from Liz

Next Meeting Topics

- Review and approve AltBurn planning timeline.
- Leadership Summit agenda

Next Meeting Date (team, ~5min)

President to send Doodle poll.