

## **GMSA Board Meeting held on March 29, 2021 on Zoom**

**GMSA Officers (3):** Randy Lizotte (president), Chad Cleverly (treasurer), Danielle Viau (vice-president)

**GMSA Board Members (12):** Erik Johnson (Vermont Choices), Marjorie Burns (BSAC), Hasan Ko (Champlain Voices), Tesha Thibodeau (Winds of Change), Taylor Terry (Capitol Advocates Together), Kris Medina (Communication Alliance), Antoine Polgar (Speak Up Addison County), Jon Fitzgerald (Next Step Self-Advocates), Caroline Gillen (Self-Advocates Becoming Empowered of Rutland) Jennifer Rainville (Brattleboro Region Advocacy Group), Carol Patenaude (Newport Self-Advocates), Skye Peebles (Ally)

**Self-Advocates (9):** Rebekah Thompson, Levi Gardner, Cory Savage, Michelle Haberin, Christopher Michael Bernier, Katharine Breunig, Amanda Daniels, Marshall Dennutt, Susan Mandell,

**Allies (7):** Lee Reilly, Jacob Weber, Wendy Summarsell, Mary Ruffing, Ross Almo, Jennifer Merrill, Abijah Manga from VT LEND.

### **Agenda:**

**#1 Welcome Skye!**

**#2 Money Report**

**#3 Pick a date for Voices and Choices**

**#4 Seven more questions about diversity at GMSA**

**#5 Statement supporting Asian community and donation to an Asian group**

**#1** Randy Lizotte started the meeting at 10:00. Randy introduced **Skye Peebles**; a new Ally Board Member elected to the Board in February 2021. Each person introduced themselves and provided brief updates about local groups.

**#2** Chad Cleverly presented a report on GMSA’s finances. The details were provided by our accountant at Aris Solutions.

**Green Mountain Self-Advocates Balance Sheet as of 2/28/2021**

Cash	\$ 390,320
Money People Owe Us (SARTAC)	\$ 70,147
Bills we paid early	<u>+ \$ 1,575</u>
Total Assets – how much we are worth	<b>\$ 462,042</b>
Our accountant says that if we never got another penny, GMSA could keep operating for 2 and half years.	907 Days cash on hand
This means it takes about 55 days for people to pay us for the work we do.	55 Days revenue in receivables

During Covid the government has been giving out money to help businesses. GMSA has received some of this money.

**GMSA got money from a program called PPP.** This means Payroll Protection Plan. It is a LOAN but the rules said if you pay people to work during Covid you did NOT have to pay back the loan.

- Last May we got \$19,000 from PPP round 1.
- In February we applied for Round 2 of PPP. We hope to get \$16,634

#2 Also last year the legislature approved giving GMSA money from another Covid program. We got 2 grants. In August we received \$28, 511 and in December we received \$24, 425. **In total GMSA will receive \$88,570 in Covid funding.**

**Let’s Compare Our Finances From Last Year With This Year**

	Last Fiscal Year July 1, 2019 to February 2020		This fiscal Year July 1, 2020 to February 2021
<b>Revenue Money Coming In</b>	<b>\$143,183</b>		<b>\$205,093</b>
<b>Expenses Money We Spend</b>			
Wages	58,697		52,206
Fringe benefits	5,770		4,968
General operating expenses	27,335		29,927
Program expenses	0		2,110
Travel	3,487		459
Rent for Office	<u>+ 10,360</u>		<u>+ 10,360</u>
	<b>\$105,650</b>		<b>\$100,030</b>
<b>The amount of money we are saving</b>	<b>\$37,533 Last year</b>		<b>\$105,063 This year!</b>

**#3 Pick a date for Voices and Choices**



The board discussed the 3 date options for our conference.

1. April 4 & 5 Monday/Tuesday
2. April 25 & 26 Monday/Tuesday

3. May 9 & 10 Monday/Tuesday the day after Mother's Day

A motion was made and passed to select April 25 and 26.

Our contract with the Double Tree in Burlington includes the same rental (\$2,800) and same food/beverage minimum (\$35,000) and a reduced room rate of \$119.

We have the option of shifting the conference to an earlier date if the Governor says large groups can gather in 2021. The hotel said they would be delighted to have us in November! They cannot wait to have us all back in-house!

**#4 The board discussed 7 more assessment questions about diversity at GMSA.**

6. Our organization knows all of us have learned false ideas about people who come from diverse cultural groups.

True

True some times

Not True

Don't Know

For example, we have heard hurtful and false comments about youth, disabled women, people of color, immigrants, people who are gay, and others.

7. Discrimination is treating people badly because of who they are. Our organization believes it is our responsibility to fight discrimination, including racism, ableism, sexism and more.

True

True some times

Not True

Don't Know

8. \_\_\_\_\_ clearly says we are committed to including people from all cultures in our mission statement and our handbook.

True

True some times

Not True

Don't Know

## Who We Are

9. \_\_\_\_\_ requires our board members show that they can work with people with diverse beliefs, and attitudes and who speak more languages than English.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
True	True some times	Not True	Don't Know

10. Many different people live in our state. For example, they are black and white, gay and straight, men and women, Christian and Muslim and much more. The diversity of people in my organization should reflect the diversity of the people who live in our state.

• The diversity of our board is similar to the diversity of our state.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	Don't Know

• The diversity of our staff is similar to the diversity of our state.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	Don't Know

• The diversity of our partners is similar to the diversity of our state.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	Don't Know

11. \_\_\_\_\_ provides training and coaching on how to welcome people from diverse groups:

Board Training  Yes  No  Don't Know

Staff Training  Yes  No  Don't Know

Ally Training  Yes  No  Don't Know

Member Training  Yes  No  Don't Know

12. \_\_\_\_\_ job descriptions and group agreements describe what people need to do to work with people from diverse cultures.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yes	No	Don't Know

## **#5 Statement supporting Asian community and donation to an Asian group**

Brainstorm from GMSA for Statement in Support of Asian Americans

“The Asian community is not feeling safe. We look at their struggle and see how people have blamed Covid-19 on them. It is appalling that hatred is getting spread further and faster because people are repeating false comments. Why are we so willing to accept these false statements?”

Chad Cleverly - GMSA Treasurer

*“A door was opened for us here when we came to Vermont but people are still not trusting us. People don’t always show us the way they feel. We are behind the scenes because people don’t often see Asians across Vermont. They don’t know if we are Friend or Foe. In most towns, people do not see Asian Americans talking to each other, greeting each other.*

*Hasan Ko - GMSA Board Member*

Brainstorm from GMSA for Statement in Support of Asian Americans

- We need to listen to them
- As we try to understand hate crimes in Vermont, when a person of color is a victim of a crime immediately call it what it is, a Hate Crime. Do NOT wait to investigate.
- In Vermont and elsewhere our legal system has been made by whites. We must make sure that when investigations of Hate Crimes are done they must be guided and reviewed by people of color. They must give their opinion about the situation.
- Say something to support the call for equitable representation and equal pay on their boards, commissions, and positions of leadership