

# Parents, Families and Friends of Lesbians and Gays, NH

September 17, 2002  
Board Meeting Minutes

The PFLAG NH Board of Directors met on September 17, 2002 at South Congregational Church in Concord, New Hampshire.

In attendance were: Gayle, Lisa N., Margie, Mike Cassavaugh, Roberta, BarbieAnn, Lisa H., Jeremy, John, Cheryl, Ruth, Paula, Duncan, Carol, Peg Gage, and Sheila.

John opened the meeting at: 6:40 pm.

## Items Discussed:

### 1. Old Business

#### Nashua Chapter:

An article was printed in the newsletter requesting people interested in establishing a Nashua PFLAG chapter to contact Sheila. There has been no interest shown.

### 2. Subcommittee Reports

#### **Admin/Finance:**

Cheryl distributed a year-to-date financial statement, which showed that PFLAG NH has taken in \$5,105.00 in income, but has paid out \$17,354.01 in expenses. This report emphasized the need for ongoing grant writing.

*Outcome:* John and Lisa H. made a motion to accept the financial report. All approved, the motion passed.

*Action Item:* Create a grant-writing committee for future funding.

#### Fiscal Year:

Cheryl suggested changing the internal fiscal year to 10/1 – 9/30 based on our membership drive. This would give a more accurate accounting of membership and fundraising, since the membership drive starts in October, but the accounting year starts in January.

*Outcome:* John and Roberta made a motion to accept the 10/1 – 9/30 fiscal year. All approved, the motion passed.

*Action Item:* The new fiscal year will be reported at the Annual Meeting.

## **Membership:**

The 2003 membership drive is due to begin in October. Sheila has been working on updating and enhancing the database and has reactivated everyone in the database to receive the membership and fundraising letters. About 1000 membership letters will be sent out.

*Action Items:* John will write the 2003 membership drive letter before he departs to Canada in October.

### 3. Other items discussed:

#### MA PFLAG State Board:

Roberta and Gordon will be representing PFLAG NH at a general meeting of MA State PFLAG Representatives and Chapter Presidents on Saturday, Oct 19<sup>th</sup>, in Fairhaven, MA. The purpose is to assist MA in establishing a state board modeled on NH's state board.

#### Southern NH HIV/AIDS Task Force Benefit:

Margie, Lisa H., Sheila, and Cheryl (and possibly Roberta) will represent PFLAG NH at the Task Force benefit on October 20, 2002. Margie will do a presentation on what PFLAG is all about and what it has meant to her as a parent of a gay child. Sheila and Cheryl will staff an information and resource table and Lisa and Roberta will be available to network with people and answer questions.

#### Charitable Foundation Grant and Public Welfare Foundation Grant:

John wrote and submitted a grant to the Charitable Foundation requesting \$5000 a year, for 3 years. He has given copies, both electronic and paper, to Sheila to keep on file for future grant writing and for historical purposes. John is also writing a letter of inquiry to the Public Welfare Foundation requesting \$10,000 a year for 3 years. Both grants are for operating costs.

#### Nominating Committee:

The 2003 Annual Meeting is approaching and nominations for the 2003 board are needed.

*Outcome:* A nominating committee was created for the upcoming board elections, at the Annual

Meeting, 2003. Committee members will be Ruth, Paula, and Lisa N., with Ruth as chair.

The following board members are either resigning, up for re-election, or finishing their 6<sup>th</sup> year.

|                             |                                |
|-----------------------------|--------------------------------|
| Ruth                        | Finishing 6 <sup>th</sup> year |
| Doris (No. Country)         | Resigning                      |
| John (President & Seacoast) | Resigning                      |
| Margie (Concord)            | Up for re-election             |
| Duncan (Straight Spouse)    | Up for re-election             |
| Gayle (Lakes Region)        | Up for re-election             |

**Action Item:** Each board member will submit a potential candidate to the nominating committee by the next board meeting.

Newsletter/Mailing Volunteers:

Judy Putnam, Nancy Greaney, and Ellie Dubois will retire as volunteers for mailing the newsletter after the November mailing. They have volunteered their services for many years. New volunteers will be needed, or the administrative assistant will need to take over these duties.

*Outcome:* Gayle volunteered to help with the newsletter mailings and Sheila indicated that her mother and sister would like to help.

**Action Item:** John will prepare certificates of appreciation for Judy, Nancy, and Ellie, to be presented to them at the Annual Meeting.

Bulk Mail Permit:

The current bulk mail permit will expire on November 10, 2002. Since the permit is in Manchester, and the Manchester volunteers will no longer be doing the mailing, the question is whether to move the permit to a more central location (Concord), or to leave it in Manchester because of costs associated with moving it.

**Action Item:** Cheryl has an appointment with the post office on September 18<sup>th</sup> to discuss the options. The current volunteers will assist with the November mailings to train the new volunteers. Also, the November newsletter and membership drive will be mailed out BEFORE November 10<sup>th</sup> to beat the deadline, allowing more time for the new paperwork on the permit to be processed. All newsletter items MUST be submitted to David by October 20<sup>th</sup>.

Democracy Project (Gill Foundation):

John and Sheila distributed a report from the Democracy Project, based on the list

enhancement services they provided. The report showed that a majority of our members are women, in the 45-64 age range, and that 60% of our members belong to only one GLBT organization.

Scholarship Administration Request:

PFLAG NH has received a request to administer a scholarship, funded through estate planning, upon the death of the donor. The scholarship requirements would be for a GLBT student, from the Massenic High School, with non-supporting parents.

*Outcome:* Lisa and Duncan made a motion to respectively decline the request because it was felt that scholarship administration is beyond the scope of PFLAG NH's by-laws, the requirements are too specific, and the board cannot predict where it will be that far into the future (potentially up to 40 years or more). All accepted, the motion passed.

**Action Item:** John will inform the donor of the board's decision.

Action Plan:

John passed out a copy of a sample action plan to everyone, to promote discussion on PFLAG NH's goals and deciding priorities for the next year.

*Outcome:* Each item on the action plan was discussed and priorities were decided. Priorities – Set Organizational Goals for the coming year; Grantwriting; Speaker Bureau Development; Revitalize the Advisory Board; Increase Membership; and Collaboration with External Organizations.

**Action Items:** Each member of the board is expected to review the action plan, make suggestions for additions or deletions, and decide what parts of the plan they can be responsible for working on by the next board meeting.

Margie and Mike Cassavaugh will take over and develop the Speaker Bureau database, to include more information for grant writing purposes. They will also develop a Speaker Bureau brochure to be used for marketing and promotion.

The nominating committee will review the current make-up of the Board, seek new volunteers, and develop committees and their structure. They will also create bios for all current board members.

#### Advisory Board:

There was discussion about revitalizing the Advisory Board, and it is felt by many that PFLAG NH did not properly utilize the board.

*Outcome:* The Advisory Board will be revitalized with people from specific focus groups geared to current projects.

**Action Item:** Each board member is expected to bring a name of someone who they think should be part of the advisory board to the next board meeting.

#### 4. Chapter Reports:

##### Keene:

No new people. Planning a November program with Marc Adams. Roberta talking with GLSEN people in this area in order to do more collaboration. Keene chapter is buying it's own Lunchbox.

##### Concord:

Nine people attended. One new person attended who had seen our article in Equality Press and talked to Margie last week.

John spoke of Grant writing he will be involved in for the board. He met with John Monroe and went over some of the data John Monroe had collected. John will be working with Susan McNeil from the Keene Aids office on some of this.

Our new person who is trans spoke of the dynamics with her 23 year old son, his wife, ex-wife and changes since moving to a small New Hampshire town from Boston. Also she spoke of the clubs visited and joined "Women Meeting Women", which seem to be a way to meet people.

One member spoke of house cleaning this summer, found old pictures. Good for the sole to face childhood problems. The discussion lead to harassment in schools and the good that is coming from the book project. Another member shared his loss of childhood sometimes just trying to survive and get through the day. Therapy has helped him come to terms with this. Another member spoke of a lonely childhood being different. Later after coming out members spoke of bonds with their brothers.

Cy remembered speaking in one high school health class and how her speaking made one macho student realize he was one of the

problems. If we can touch one person and make a difference we have moved forward.

Kelly spoke of problems with her 17-year-old foster child. We all gave her our support.

##### Announcements:

National conference Sept. 26 – Sept 29<sup>th</sup> Margie will be attending.

Next month Margie will miss the support meeting, as she will be at the So N.H. Aids Task Force Benefit Dinner. Gordon and Paul will run the meeting.

Margie received a flyer in the mail for new fiction book called "The Rainbow Kite" by Marlene Fanta Shyer. It's about a 15-year-old boy coming to terms with his homosexuality. The story is seen through the eyes of his little bother. Price was reasonable so Linda will order for chapter. John volunteered to pay for.

Paul announced Keene is having a Gay and Lesbian Film Festive 1st week in October.

##### Speaker Bureau News:

Sept 16, 2002 – Margie will be showing "That's A Family Video" to a class from NHTI studying for their Associates Degree in Sociology. She will give a brief overview of what PFLAG is and our mission. The class is held at Hillsboro-Deering High School and possible the Principal will be attending to understand more about our speaker's bureau for a future panel at the high school.

Oct. 8<sup>th</sup>, 2002 – Roberta, Margie and Michael Cassavaugh will be speaking in Springfield HS, VT. in a Sociology class and meeting with their GSA.

Nov 8, 2002- A panel will be speaking at Timberlane Regional High School (Plaistow, NH) for their Professional Development Day. Two workshop sessions. Roberta will be doing a Safe Schools GLSEN piece and the rest of the panel will tell their stories and answer questions. This is for educators so this is very exciting for us to be a part of their training!!! My contact expected 100-200 people.

##### Lakes Region:

The Sept meeting had eight people attending, including one new person. We had support time and watched the first segment of the film, "If These Walls Could Talk, part 2". The upcoming Multi-Cultural Market Day was discussed also.

### Upper Valley:

The Upper Valley PFLAG chapter met on Monday September 9, 2002 in Auditorium A of Dartmouth Hitchcock Medical Center. Five people were present including two first time attendees. We had planned to view a video but instead provided support for the new people. One was a mother who was supportive of her son, a senior in a boarding school, but was looking to find out what policies similar schools had concerning gay youth. The question, raised by her son, was not about anti-discrimination or protection policies but about what behavior (non sexual) between gay and other members of the same sex were considered appropriate, i.e. was it appropriate for him to be working in a dorm room, doors closed with another male. The consensus was that such policies would provide more problems than help and might unduly restrain ordinary interactions.

The other new person at the meeting was a father who was dealing with his 14-year old son who had suggested that he was gay or bi. Suggestions, support your child and be patient, and support for the father were offered.

One regular member spoke about how years earlier her son, so unhappy at the prospect of being gay, had decided he was trans. Help from a non judgmental counselor and the acceptance of his family let him to find that it was alright to be gay.

### Plymouth:

Tuesday, September 10th. I attended.no others came. I did invite a student at the high school and his mother but they had a conflict. They may come another month.

### Seacoast:

Again about 20 people attended our September support meeting. The program was "Legal Issues (for the Non-straight AND Straight Public)" as presented by lawyer Mary Notaris. It had been decided that we would split into two small groups for the Support section of the evening, the first time this had been tried in a while. Several people returned for this evening that haven't been seen in a while.

Mary Notaris is licensed to practice in Maine, Mass., and NH; with her actual offices in Salem, NH. Her clientele seems to be mostly gay/lesbian. She described the legal situation(s) that gay or lesbian couples can find themselves in, if the couple's wishes are not fully and properly

documented in wills, powers of attorney and powers of attorney for health care. (Since gay and lesbian relationships aren't legally recognized currently, on the death or incapacitation of one partner, the remaining or competent partner will probably not be recognized by the authorities (legal or hospital) without these previously written up documents being produced for verification. Mary also answered questions from several people in the audience dealing with partnership issues.

### **GLSEN Report:**

GLSEN National has laid out a 3-year plan for helping schools to be safer.

- 1) Make anti-LGBT bullying, harassment, and name-calling unacceptable in America's schools.
- 2) Engage and empower educators as partners in creating schools where every student can fully participate in school life regardless of sexual orientation or gender identity/expression.
- 3) Ensure that the national education agenda to create effective schools includes LGBT issues.

Also the NEA's National board recently adopted historic guidelines to eliminating anti-GLBT bias in schools and strengthening the organization's work on the issue. In 2001, the NEA created a task force on sexual orientation to study the challenges facing GLBT students and school employees. They goal was to make recommendations so specific programs could be implemented by the NEA.

In 2002,the NEA board of directors approved proposals that, among other things, encourage the adoption of inclusive anti-harassment policies and the development of materials for classroom and community discussion on these issues, and that would allow increased organizational focus on advocating for the passage of laws to protect teachers and school staff from discrimination based on sexual orientation and gender identity in the work place. These bold new recommendations are also the first to specifically include transgender students.

### **5. Other Business:**

The board presented John Monroe, President of PFLAG NH with a cake and farewell gifts. John is resigning as President, due to relocation back to Canada. John worked above and beyond his duties as President, and will be missed by all.

Roberta and Carol will fill in as co-presidents until a new president is chosen at the annual meeting in January.

The next board meeting will be October 15, 2002, at the South Congregational Church in Concord.

Respectfully submitted,

Sheila Dion  
Administrative Assistant

# *Parents, Families and Friends of Lesbians and Gays, NH*

## **AUGUST CHAPTER REPORTS**

### **Concord Chapter:**

Five people attended. One new person. Member of gay daughter brought other daughter. Differences were discussed. How do we teach our children about differences and train the school staff to be more tolerant? New person stated her children were harassed after they moved out of VT (Because they lived in VT.). Margie explained our Safe Schools program and the book "Hatred in The Hallways".

Discussion on churches and differences within each one. How can we make them better? Gordon and John gave their insight.

Margie announced PFLAGNH winning National's Education award for our Safe Schools book project. We discussed programs. Margie ask Gordon to try with Cy to put together a program for the fall of their activities with the UU Church.

According to John the PFLAG article is in the latest issue of Equality Press. Margie couldn't locate any copies. John will have some mailed to her. He also is working with a youth group in Hillsboro and wanted Margie to put together some pamphlets. She gave him some from ours at the meeting and will bring more to next meeting.

Not many new people attending for summer months but Margie felt the ads that Paul is doing are still necessary as she has received some support calls.

### **Seacoast Chapter:**

As has become standard for Seacoast Chapter, our August Support Meeting was very interesting as the program was

"Video Clips" presented by long-time members Scott and David. Amongst the approx 20 people attending, we had two new attendees (John's parents (!!), who have never previously attended a PFLAG meeting) who fit right in and didn't shy away from joining the discussion, as can happen for first timers.

Whereas the video program usually consists of short scenes from up to 10-15 movies, this year Scott and David decided to show a smaller selection, but picked longer scenes. The 'transformation' scene from "Just Like A Woman" made quite an impact. Also included with the videos was Roberta Barry's 7-minute film on Boston's 2002 Gay Pride Parade/Day. Since Boston's Pride Day always falls on the same date as Portsmouth's Market Square Day, this was quite informative as most of the chapter has never attended/seen a Gay Pride Parade - many chapter members either work Seacoast Chapter's information table or stay indoors to avoid the crowds.

### **Plymouth Chapter:**

Tuesday, August 13th. I attended, no others came.

### **Upper Valley Chapter:**

The Upper Valley PFLAG chapter met Monday August 12 in Auditorium A of the Dartmouth Hitchcock Medical Center. Seven people were in attendance. One new person came after seeing the monthly notice in the Valley News. Two other individual who had phoned about coming did not show up. We hope to see them in future months. Some of the discussion was about how to deal with the situation of children with glbt parents.

In September we plan to watch the video Gender Unknown about individuals with inter-sex conditions.

### **Lakes Region Chapter:**

In August we had a cook-out at the camp of Dick & Ruth Stuart on Winnisquam Lake. Eight people attended. The program for the Sept meeting was planned.