

Board of Directors Minutes, October 22, 2025

A meeting of the Board of Directors (the Board) of Trans Pride Initiative, a Texas corporation, was held October 22, 2025. The meeting was done by video conference.

Attendees

- Directors present: Nell Gaither
- Directors present by remote connection: Josh Crabtree, and James Fairchild
- Directors absent: Bret Camp

Call to Order

- Chair Nell called the meeting to order at 7:18pm. A quorum of directors was present, and the meeting, having been duly convened, was ready to proceed with business.

Announcements

- There were no announcements.

Reports from Officers

- **President**
 - The president noted that she was invited to help plan a 2026 trans conference concerning responses to the current political situation as well as beyond, so has taken some time. Noted she may not continue because not a great fit for the project.
 - The president noted the report from our web host about a DDOS attack in August, and after a change to using Cloudflare for the name server, the issue seems to be under control.
 - The president noted that a previous request to hold funds for an informal group has not been followed up, so seems to have been dropped.
 - There were no questions or comments for the president.
- **Secretary**
 - Acting secretary referred to the minutes from the June 25, 2025, board meeting, asking if there were any comments or questions or corrections.
 - There were no comments or questions or corrections.
 - The acting secretary requested that the board approve the minutes as provided.
 - Josh motioned that the minutes be approved as provided, James seconded, and the vote to approve was unanimous.
 - The acting secretary asked if there were any questions about the work of the secretary since the last meeting, and there were none.
- **Treasurer**
 - The acting treasurer referred to the reports provided—bank reconciliation detail and summary reports, and an income and expense report for the year to September 30.

- Also mentioned that we have more in our bank than the FDIC insures, so might be good to set up something different, which is covered in new business. Brief discussion by all about FDIC limits.
- The acting treasurer asked if there were any questions or comments or concerns related reports; there were no questions or comments.

Committee Reports

• **Fundraising Team**

- Borealis Fund for Trans Generations grant was received: \$20k general operations, \$10k organizational development.
- Noted Borealis is restructuring for 2026 due to changing social work environment:
 - apparently Fund for Trans Generations will continue under their Race, Gender, and Disability Justice pillar of funding, and Nell thought that was beyond 2026, but they may have meant through 2025.
 - Regardless, it was stated that funding under Fund for Trans Generations will not substantially change.
 - Nell reported that Borealis says the reorganization is expected to increase funding opportunities, that they are dedicated to continuing funding for the same work, and they are intending to strengthening resources.
- Nell asked if there were any comments or questions about the work of the Fundraising Team since the last meeting, and there were no questions or comments.

• **Action Team: Prison Support**

- Nell, for the Action Team Prison Support Committee, noted that we are still able to keep up with the prison letters, and that the backlog is about 30 days.
- TPI resources now on Edovo nationwide. We have received some new contacts from that, and are posting a prison newsletter on our resources called Midwest Rainbow News.
- TPI is continuing to submit PREA audit deficiency comments to DOJ. Noted that one auditor got angry about information TPI provided and subsequently did not audit that facility (reason not known), and that another auditor made false claims indicating she did not understand the auditor handbook. Her documented misunderstanding was communicated to the PREA Management Office to support our evidence of audit problems.
- Nell noted TPI is contributing to a project to provide alternate identification cards and know your rights info for persons in detention and prisons. This has added some to the work load and making it harder to keep up with PREA other work.
- TPI is participating in a national network of trans / queer prison support groups geared toward sharing resources and coordinating across the nation and even to some extent internationally. This also is taking more time away from TPI specific work.

• **Other Teams and Committees**

- There were no questions or discussion about the other teams and committees.

Unfinished Business

- Per agreement at the April 19, 2022, board meeting, the status of a search for a Secretary will remain unfinished business until someone is identified to replace Max and fill the position.
 - Nell noted that there have been no persons expressing interest in the position.
 - There were no other comments related to filling the Secretary position.
- Nell noted that after learning about current prices of real estate, the Community Land Trust idea is probably not practical for TPI.
 - James suggested that without partnering with some other group that owns properties, it probably would not be practical.
 - The idea was tabled for now, but if there is an opportunity to pursue this idea, we can revisit.
- Nell asked about considerations for legal work, providing the Prison Legal New/HRDC as an example. Wondered if what funds we have could be a way of starting legal work around trans rights, with the hope that being selective could pay it's own way after initial effort.
 - Lots of unknowns about this.
 - Worth considering, but will need to find out more info.
 - Will keep this in mind as possibility based on opportunities.
- There was no other unfinished business.

New Business

- Nell brought up risks and issues related to current political environment.
 - Oct 10, talked to attorney. Noted it was a pretty limited conversation due to time.
 - He mentioned that an attorney in Austin might be willing to help us mitigate risk. Only know the name Morgan for now, so will follow up.
 - He suggested considering setting up a trust, dividing bank account to get below FDIC limit, larger board, using corporate financial structures to separate for protection.
 - Josh commented on individual trusts and support for that/ Nell noted she does not know anything about trusts, and doesn't know how a corporate trust works.
 - Josh and James asked about corporate structures for protection, but Nell said they did not discuss what that specifically meant due to time, other than changing the corporation registration to a different address.
 - May consider CPA to limit financial questions; he knows one that may do it.
 - Strongly advised "delete me" account, suggested VPN.
 - Nell noted feeling like these unnecessary because our work is all legal and documented.
 - James noted "delete me" may only be for individual, but looked up and does have business service.
 - Josh agreed that a VPN would be advisable for added security.
 - Both suggested these would likely be good to do.
 - Nell noted these are both below what is needed for board approval, so she will go ahead and get a VPN and look into the business "delete me" service.

- The attorney said communications with the Prairieland arrestees, even as part of our established prison letter program, would be a risk.
 - Nell noted that the person who wanted to write to Prairieland arrestees through program had been notified about the risks.
 - At least for now those persons have been removed from the backlog.
- Josh asked what the primary concern about risk was for TPI, if it was bank failure, asset forfeiture, arrest of officers, or what.
 - Nell stated that the attorney did not seem to think something like arrest or asset forfeiture were big concerns, he mainly indicated we need to “tighten up” our corporate structure.
 - Nell noted that she felt after the conversation our biggest risk would be cancellation of our status as a Texas nonprofit corporation, which would likely mean loss of IRS status and loss of ability to have a bank account.
 - Nell noted that even if TPI ceased as an official organization, our prison support activities would continue as a private endeavor.
- Josh suggested and all agreed that if we need to get an attorney to take care of these types of things, that would generally meet board approval.
- Nell next mentioned considering changing banks while making changes to get under the FDIC limit, and doing some research into banks that we might want to switch to.
 - Noted preliminary like for Amalgamated Bank.
 - James noted another bank he had seen that might be good, but didn’t remember the name at that time.
 - Josh asked about local credit unions, and Nell noted considering the former teachers credit union, now the Credit Union of Texas, but reviews seems to indicate not a good choice.
 - Board will continue to look at banks.
- Nell asked if any board member had new business to bring up, and no new business was brought before the board.
- With no other new business, Nell asked if we could set a time and date for the next meeting, and a tentative time was set for February 25, 2026, at 7:15pm.

Open End

- There were no open end discussions at this meeting.

Adjourn meeting

The meeting was adjourned at 8:39pm.

Respectfully submitted,

Nell Gaither, Acting Secretary

Date