Board of Directors Minutes, February 25, 2026

A meeting of the Board of Directors (the Board) of Trans Pride Initiative, a Texas corporation, was held February 25, 2026. 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
- Guest present: Jace Bryan [spelling?], left at 7:43pm

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

- Jace introduced himself and expressed his interest in possibly getting involved with TPI
- There were no further announcements.

Reports from Officers

- **President**
    - Nothing to report.
    - There were no questions or comments for the president.
- **Secretary**
    - Acting secretary referred to the minutes from the October 22, 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 for December 2025, budget and expenses overview for 2025, and a proposed budget for 2026.
    - The acting treasurer asked if there were any questions about the proposed budget.
        - Josh asked about our insurance, what type we had; Nell explained that we just have general liability.
        - James asked if TPI is still satisfied with the office space at Morrell Avenue; Nell answered all is well here with very minor issues all resolved.

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        - Nell explained the budget includes allocations for each currently inactive committee just in case someone comes in and wants to take on building a committee.
        - Josh asked what the supplies line item covers; Nell responded that is general office supplies.
        - There being no more questions, the acting treasurer asked that the board approve the proposed 2026 budget.
        - James motioned that the budget be accepted, Josh seconded, and the vote to approve was unanimous.
    - 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**
    - Nothing to report, and no questions.
- **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 45 days.
    - Nell noted we published a report called *Subverting Compliance,* about TDCJ not complying with PREA requirements. The report also discusses what appears to be a means of implementing the "homosexual conduct" law, found unconstitutional by *Lawrence v Texas,* within the prison system three years after the Lawrence decision.
    - The report also provides evidence of screening manipulation that appears to result in about 78% of trans and intersex persons housed at the 23 facilities with most sexual violence. This manipulation appears to be done by considering "consensual sexual contact" in institutional settings as sexual abuse and providing an opportunity to flag persons admitting to consensual sexual contact as abusers.
    - Nell noted TPI is making out PREA audit comment letters more concise to save time.
    - Nell briefly discussed the federal effort to modify PREA, and how TPI will try to help with the public comment process.
    - Nell also mentioned that TPI is somewhat involved in community ICE monitoring.
- **Other Teams and Committees**
    - There were no questions or discussion about the other teams and committees.

Unfinished Business

- Nell noted that because this is the annual meeting of the board, we are to elect board members, and that per Texas law there must be three minimum members.
    - Nell stated that if there were no objections, we could vote to continue board membership with the current slate of members.
    - Josh motioned that TPI continue by reelecting the current slate of members, James seconded the motion, and all present voted aye to continue with the current slate of members.
- Nell noted that every other year, the TPI board is required to elect officers of the organization.

- Nell noted that the current officers are Nell Gaither as President, Vice-president is vacant, the Secretary is Max Lucky (Nell is acting Secretary), and the Treasure is vacant (Nell is acting Treasurer).
    - James asked whether a new person can be elected as an officer at any time, or do they have to wait for the biannual election; Nell responded that elections can be any time, but an election is required every other year.
    - Nell suggested that if no objections, we could continue with the current officers.
    - James motioned that we continue with the current officers, Josh seconded, and all present voted aye to continue with the current officers.
- 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 some work has been done on researching banks, and there are more community credit unions than expected, so the focus is there. Josh added that a credit union named TruWest may be worth considering, and that is who DSA North Texas uses.
- There was no other unfinished business.

New Business

- Nell asked if we could set a time and date for the next meeting, and a tentative time was set for June 24, 2026, at 7:15pm.
- Nell noted that there is a 2026 Trans Conference (https://translib.net/) and asked if the board would be ok with supporting travel for low income folks to the conference. The board approved of $2k to $2.5k for support.
- There was no other new business.

Open End

- There were no open end discussions at this meeting.

Adjourn meeting

The meeting was adjourned at 8:12pm.

Respectfully submitted,

__________________________________ ________________________

Nell Gaither, Acting Secretary Date