

Unalaskans Against Sexual Assault & Family Violence provides safety, education, and advocacy services to empower people and create a culture of nonviolence and respect.

**USAFV BOARD OF DIRECTORS REGULAR MEETING
MONDAY, NOVEMBER 29, 2021 - 17:30 (RESCHEDULED FROM NOVEMBER 22, 2021)
ZOOM MEETING DUE TO SOCIAL DISTANCING**

MEETING MINUTES:

BOARD MEMBERS PRESENT:

Karen Kresh, Chair (Seat C – Exp 03/24)
Juliette Vries, Vice-Chair (Seat D – Exp 03/22)
Shirl Treiber, Sec/Treas (Seat B – Exp 03/23)
Carlos Tayag (Seat E - Exp 03/23)
Erica Aus (Seat I – Exp 03/24)
Vacant (Seat G - Exp 03/22)
Vacant (Seat H – Exp 03/23)

STAFF PRESENT:

M. Lynn Crane, Ex. Dir

GUESTS PRESENT:

Remy Tayag
Brian Kupilik (Altman, Rogers & Co)

Vries,
Tayag

MPC

BOARD MEMBERS ABSENT:

Jay King (Seat A – Exp 3/22)
Bea Dietrick (Seat F - Exp 03/24)

1. **CALL TO ORDER:** Kresh called the meeting to order at 17:30.
2. **ROLL CALL:** A quorum was present.
3. **READING OF MISSION STATEMENT:** Vries read the mission statement.
4. **APPROVAL OF THE AGENDA:** Vries moved to move the Review & Acceptance of the Draft Audited Financial Statement to the top of the Agenda, Tayag seconded. Revised Agenda approved by consensus.
5. **APPROVAL OF MINUTES:**
 - Aus moved to approve the draft minutes of the 11/01/21 Regular Meeting; Tayag seconded. Motion passed by unanimous voice vote.
6. **REGULAR REPORTS:**
 - **ED NARRATIVE REPORT:** Board reviewed the ED narrative report.
 - **YTD FINANCIAL REPORT:** Aus moved to accept the FY22 Financial Report as of 11/24/21; Vries seconded. Board discussed the financial report. Motion passed by unanimous roll call vote: Treiber – Aye; Tayag – Aye; Vries – Aye; Aus – Aye; Kresh – Aye.
7. **UNFINISHED BUSINESS:**
8. **NEW BUSINESS:**
 - **ITEM – DRAFT AUDITED FINANCIAL STATEMENT FOR FY21:** Vries moved to accept the draft audited financial statement for FY21; Tayag seconded. Brian Kupilik from Altman Rogers & Co. gave a brief recap of the audit process and the report. Board discussed the financial report. Motion passed by unanimous roll call vote: Aus – Aye; Treiber – Aye; Tayag – Aye; Vries – Aye; Kresh – Aye.

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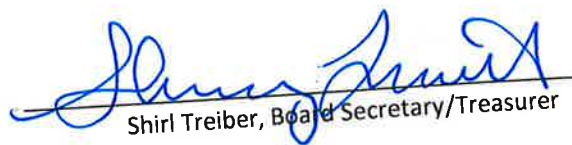
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- **ITEM – RECOMMENDED REVISIONS TO EMPLOYEE HANDBOOK – USAFV WEBISTE & SOCIAL MEDIA POLICY:** Aus moved to approve the proposed revisions to the Employee Handbook, Vries seconded. Board discussed the proposed revisions. Motion passed by unanimous roll call vote: Tayag – Aye; Treiber – Aye; Vries – Aye; Aus – Aye; Kresh – Aye.
- 9. **OTHER BUSINESS/DISCUSSION ITEMS:**
 - **COMMITTEE MEETINGS & REPORTS:**
 - **STRATEGIC PLAN REVIEW – NEXT STEPS & TIMELINE:** Board discussed the progress on and proposed revisions to the Strategic Plan. Board plans to devote time at the December and January meeting to work through this process.
 - **OTHER:**
- 10. **CORRESPONDENCE:** None.
- 11. **ANNOUNCEMENTS:**
- 12. **PUBLIC INPUT:** None.
- 13. **FOR THE GOOD OF THE ORDER:** Board received the Board Calendar updated 11/24/21 and Strategic Plan approved 09/23/19.
- 14. **SCHEDULE NEXT MEETING:** Next Regular Board Meeting is scheduled for Monday, December 27, 2021 at 17:30. Board discussed possibly moving the December meeting to ensure that the full Board can attend.
- 15. **ADJOURNMENT:** Meeting adjourned at 18:36.

PASSED AND APPROVED THIS 29th DAY OF December, 2021, AT THE USAFV BOARD OF DIRECTORS MEETING, IN UNALASKA, ALASKA.



Karen Kresh, Board Chair



Shirl Treiber, Board Secretary/Treasurer

THE FOLLOWING REVISIONS TO THE EMPLOYEE HANDBOOK WERE APPROVED AT THE USAFV BOARD OF DIRECTORS REGULAR MEETING ON 11/29/21:

THIS WILL GO INTO SECTION VIII, O. OF THE EMPLOYEE HANDBOOK, UNDER “TECHNOLOGY & COMMUNICATION”

USAFV Website & Social Media Accounts

USAFV maintains social media accounts (Facebook, Instagram) and an agency website for many reasons. Among these are:

- To promote awareness of USAFV’s services and programs
- To increase awareness of news and issues related to domestic violence; sexual assault; elder abuse; child abuse; stalking; mental health; other anti-violence, oppression, and justice-related issues; and to influence the digital discourse by adding USAFV’s voice to those conversations
- To increase awareness of legislative issues which impact those served by USAFV, particularly those impacted by interpersonal violence
- To ignite social change and broaden social awareness
- To promote awareness of other helping systems and agencies, particularly USAFV partners
- To keep those who support USAFV (grantors; business and corporate members and donors; and individual members and donors) aware of USAFV’s activities
- To provide the public with information about the activities of USAFV’s Governing Board
- To recruit volunteers and Board Members
- To fundraise
- To advertise USAFV events
- To promote health and well-being

All posts to USAFV’s social media accounts and website should support USAFV’s mission to empower people and create a culture of non-violence and respect. Posts must conform to the following:

- Respect for others and no personal attacks
- No hate speech, bullying, sexism, racism, transphobia
- No sharing of copyrighted material including literary works, photographs, or video
- No sharing of violent or sexually explicit material
- Trigger warnings for posts that may be upsetting for those who have experienced trauma
- Avoid the spread of misinformation

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THE FOLLOWING REVISIONS TO THE EMPLOYEE HANDBOOK WERE APPROVED AT THE USAFV BOARD OF DIRECTORS REGULAR MEETING ON 11/29/21 (CONT):

USAFV welcomes comments on our social media and website, but USAFV has the right to remove any comments and will remove those which are:

- Threatening, bullying, or personally attacking other people or organizations
- Identifying individuals
- Commercial endorsements or sales attempts
- Sexist, racist, homophobic, transphobic, ageist, ableist, etc.
- Deliberately spreading misinformation

Communications with Program Participants via USAFV social media or website

USAFV discourages the use of social media platforms as methods of providing direct services to survivors. Social media is not a private method of communication. Risks range from someone intercepting their messages, to others having access to their social media accounts, to privacy settings changing resulting in "private" conversations becoming public.

- When Program Participants, or potential Program Participants, reach out to USAFV via social media or website, USAFV will request that the Participant contact us through another means, such as our 24-hour Crisis Line or our Crisis Text Line, which is available 8 am to 11 pm daily
- Providing support via USAFV social media should be avoided whenever possible.
- When USAFV receives messages or other communications from Program Participants, or potential Program Participants, via USAFV's social media accounts, the best default privacy and safety practice is to document relevant information and then delete the messages.

The Executive Director grants USAFV staff access to post on USAFV's social media and website, and USAFV expects staff to use common sense when posting on behalf of USAFV.

USAFV Employee, Volunteer, & Board Member Personal Social Media Sites, Blogs, and Websites:

USAFV expects all employees, volunteers, and board members to recognize that what they post on their own personal social media sites, blogs, and websites can reflect upon USAFV. Specifically, posts that condone or endorse violence; spread misinformation; disparage USAFV; or contain language that is sexist, racist, bullying, homophobic, or otherwise discriminatory in some way, could negatively impact USAFV's image in the community. We ask that our employees, volunteers, and board members consider this, and use common sense as they choose what to share and post as they enjoy their social media accounts. It is also important that when USAFV staff, volunteers, and Board members communicate via their personal social media accounts, websites, or personal blogs, they include a statement that the views they express are their personal opinions and not those of USAFV.