

GLOBE National Board Meeting  
7 April 2021, 1530 - 1640

Members Present:

James Hatt  
John Louie  
Jimmy Chavez  
Brock Shetley  
Michael Tull  
Kelly Pagels  
Sani Zanic

Additional Attendees: FAA GLOBE Name Change Committee

Andrea Zimbardi  
Gioia Albi

Actions: Charter/ by-laws issues

1. Introduction of the Charter/by-laws issues
  - a. 501c3 Update by Jim Hatt
    - i. Discussed the current FAA GLOBE 501c3 status: GLOBE never had a 501c3 status; utilized the status by stating affiliation with FED GLOBE who is a 501c3 in order to make tax free purchases; GLOBE was never incorporated nor held the status of 501c3 on its own;
    - ii. Charter/by-laws discussion and update by Andrea Zimbardi: There are two issues that were discovered in the by-laws;
      - One of those issues was that the article 8 in the Finance section stating/interpreting that GLOBE is an established 501c3 organization. If GLOBE is not an established 501c3 organization then the issue of what type of legal and or financial obligations does the organization have;
      - Second issue is that this status is directly tied to the rules and GLOBE charter. In case of name change to FAA Pride, article 7 states that FAA GLOBE must be dissolved and that any funds, dues, revenue must be distributed to a tax exempt organization; this ties directly into the 501c3 status in that if GLOBE is not a 501c3 then GLOBE will need to figure out the finances first and foremost;
    - iii. Board Questions/Response: Does GLOBE want to move forward with a 501c3 status and applying for one? It was determined that we need more information on how to file for a 501C3 and to research on the pros and cons;
    - iv. Next Steps and Timeframe: Additional research needed on the tax implications of our current status; comparison of other employee organization's charter; whether we are the only organization that is not considered a 501c3; is there a threshold and whether we would need a sponsor to move forward without the 501c3 status; what does this mean for our logo change budget? Should we proceed with logo change committee? Additional research as well as speaking with a lawyer will be part of next steps
2. Additional Business:

- a. PRIDE 2021
    - i. Discussed potential speakers for the event and having DOT Secretary Pete Buttigieg; it is currently on Secretary's calendar
    - ii. GLOBE would use June Pride event as an opportunity to introduce the name change to FAA Pride
    - iii. It was decided that GLOBE will be collaborating with DOT Pride on the Pride 2021 events
  - b. Next meeting
    - i. TBD.
3. Meeting adjourned at 1640.

Sani Zanic