

GNPS Board Policies in Effect

July, 2025

AGREEMENTS FOR WORKING TOGETHER

March 12, 2024 Minutes

As a board, we realize that working together can be facilitated by adopting and following practices and agreements that are designed to maintain relationships and support our group and individual effectiveness. It is our intention to create a culture in which we have:

- A safe, nonjudgmental environment for open, responsible, and constructive communication,
- A context of partnership,
- Mutual trust and respect,
- The ability to count on each other to do what we say and by when we say we'll do it, and
- The ability to be effective and productive.

To this end, we agree with one another that we will:

1. Be compassionate with others and ourselves.
2. Respect others and their time. (Make sure people have time to talk before beginning a conversation.)
3. Listen when others speak. Speak one person at a time during meetings. (No side conversations.)
4. Communicate our contact information to other Board members.
5. Use a means of communication that is appropriate to the person.
6. Respond to all messages within 24 hours unless we have notified the board of our unavailability.
7. Complete our commitments and communicate progress.
8. Attend all meetings unless we have communicated our absence in advance.
9. Begin our meetings on time and end on time.
10. Respect other board members by turning off all cell phones, pagers, etc., during board meetings.
11. Speak as one voice. Once decisions are made, each of us owns the decision, and we present a united front.
12. Have fun!

CHAPTER REPRESENTATIVE EXPENSES

April 8, 2025, minutes

The Board agrees to offer to reimburse the Gila Chapter representative to the NPSNM board for the cost of lodging for one night, at the conference rate, for the state board meeting held in conjunction with the state conference and to reimburse mileage at our policy rate for travel to and from both annual state board meetings.

CONSERVATION TOPICS AT GENERAL MEETING

September 16, 2003, minutes

GNPS will allow a 2-minute presentation on a conservation topic at each general meeting/program. The purpose is to inform and spark interest in others to participate.

CONSERVATION LETTERS

September 12, 2023, minutes, original policy November 11, 2003, minutes

If a GNPS member wants to write a letter on a conservation issue, they should work with the chapter Conservation Committee, which will seek approval for the letter from the GNPS Board.

EXPENDITURES WITHOUT BOARD APPROVAL

September 12, 2023, minutes, original policy October 13, 2020, minutes

The GNPS Board must approve any expenditures over \$200 or over \$500 for those of the Silva Creek Botanical Garden Steering Committee.

FIELD TRIP ORGANIZER

April 4, 2025, minutes

The board approved a reimbursement of \$50 per field trip to the field trip organizer.

GRANTS POLICY

September 12, 2023, minutes, original policy, September 2004, minutes

Grant requests are accepted for a minimum of \$100 and a maximum of \$1,000. The procedures to follow are spelled out on the GNPS website.

MEMBERSHIP LIST AND ADVERTISING

September 12, 2023, minutes, policy previously revised February 15, 2017, original policy May 11, 2004

The GNPS membership list is not to be shared with any other organization, non-profit or private. Also, no advertisements will be accepted in our bulletin, email communications, or meetings from for-profit companies or organizations.

PAYMENT FOR SPEAKERS

Motion adopted by email May 21-22, 2023, original policy November 11, 2003, minutes

GNPS will reimburse program speakers for mileage at half of the current IRS business-use reimbursement rate, rounded up to the next whole cent.

PETS

September 10, 2024, minutes

Dogs and other pets are not allowed at events, including field trips, unless they are service animals.

PUBLICATION DISCOUNTS

October 10, 2024, minutes

Other nonprofit organizations may have discounts on publications offered by GNPS, provided the remaining price covers the total cost of the publication to GNPS.

REPRESENTATION OF GNPS

March 14, 2023, minutes

The Board unanimously agrees that only the President or the President's designee is authorized to represent or speak on behalf of the Society.

SCBG MURAL CRITERIA

June 10, 2025 minutes

The mural in the Silva Creek Botanical Garden will recognize the following:

Donors

Minimum donation levels are:

\$500 for any individual or a non-profit organization.

\$1000 for any agency or business.

Star Volunteers

The general criteria are someone who goes above and beyond, has been an active member of the board, a committee, or other volunteer effort for at least four years, made a real difference to GNPS and/or the garden, and works well with others.

The nominee does not necessarily have to meet all the criteria. The GNPS Board will decide who is accepted.

In Memoria/ In Honor Of

Family members and friends may donate \$500 to honor an individual or in memory of someone who has passed away. The honoree must have been a member of GNPS.

SILVA CREEK BOTANICAL GARDEN POLICIES

Approved by the GNPS Board

ART ACQUISITION

Motion adopted by email, October 16, 2021

All art installations donated or otherwise must be approved by the Steering Committee and the GNPS Board. It must also further the mission of the SCBG and align with its long-range plan. A Selection Committee will be appointed for proposed works of art.

DECISION-MAKING

Motion adopted by email, December 21-23, 2020

Any changes to the Silva Creek Botanical Garden (SCBG) must be approved by the SCBG Steering Committee. All significant, structural, or costly additions or changes to the garden must also be approved by the GNPS Board.

EVENTS

June 10, 2025, minutes

The Silva Creek Botanical Garden is not available for events unless they are an official function of the Gila Native Plant Society. Educational, scientific, and/or artistic events may be permitted but must be approved by the Steering Committee of the Garden.

HERBICIDE AND PESTICIDE USE

Motion adopted by email, September 11, 2021

Recognizing that even organic non-toxic compounds (e.g., garlic and soap sprays) can endanger native bees and other life, only minimally invasive, non-toxic, observation-based insect and weed control practices will be used at the SCBG.

SIBERIAN ELM POLICY

January 19, 2023, minutes

Siberian elm seedlings will be removed as they are discovered. Larger elms in the garden will continue to be steadily reduced in stages over several years.