

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

## AGENDA BOARD OF DIRECTORS MEETING

Being Produced Remotely — Wednesday, November 3, 2021 – 7:00 PM

### I. Closed Session of the Board (20 mins)

#### A. Called to Order at:

**Timestamp:**

### II. Standing Items (70 mins)

#### A. Welcome & Check In

##### 1. Welcome:

**Timestamp:**

##### 2. Land Acknowledgement read by:

#### B. Attendance

##### 1. In attendance:

##### 2. Apologies:

##### 3. Not Present:

##### 4. Quorum Attained:

#### C. Appointment of Meeting Roles

##### 1. Timekeeper:

##### 2. Vibe Watcher:

##### 3. Stack Monitor:

#### D. Read Mission Statement & Financial Protocol

##### 1. Mission Statement read by:

##### 2. Financial Protocol read by:

**Timestamp:**

#### E. Approval of Agenda

**Timestamp:**

#### F. Approval of Minutes

**Timestamp:**

#### G. Announcements (Please post details in the chat: date, time, event name, links for more information.)

#### H. Reports

##### 1. President –

##### 2. Vice President –

##### 3. Treasurer –

##### 4. Secretary –

##### 5. Executive Director –

##### 6. Committee Reports –

- Policies & Procedures
- Community Affairs
- Audit

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

- Development
- Budget & Finance

**III. Old Business (0 min)**

A. (none)

**IV. New Business (25 minutes)**

A. Committee Selection Process (15 mins)

B. Board Meeting Dates – through September 2022 (10 mins)

**V. Public Comment (2 mins per person, 5 slots – 10 mins total)**

**VI. In Memoriam (5 mins, *please put names in the chat*)**

**VII. Adjournment**

**Timestamp:**

Approximate Time: (125 minutes)

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

## **Land Acknowledgement Statement (as of January 28, 2021):**

We at San Francisco Pride acknowledge that we are meeting on the unceded ancestral homeland of the Ramaytush Ohlone peoples, the original inhabitants of the San Francisco peninsula.

## **Financial Protocol:**

No expenditure can be incurred without going through the Executive Director in advance. This includes reimbursement of expenses outside of the set guidelines. If you expect to have an expenditure, prior approval must be sought from the Executive Director as soon as possible. Procedures exist and checks and balances are in place to ensure that all expenditures go through a proper approval process with the Board. All expenditures are accounted for during the annual budgeting and audit process.

## **Public Comment:**

The public comment portion of the meeting is an opportunity for those with no say in the formulation of the agenda (i.e. those who are not members of the board) to speak during the meeting. Public comment is offered in a spirit of open communication and the organization being receptive to new ideas and constructive suggestions. The Chair of the meeting may adopt a flexible approach in allowing public comment but will not tolerate personal attacks and/or indecorous behavior.

## **Procedures for the formulation of the member meeting Agenda: (standing rule #9)**

- A. Every meeting of the membership shall have a written agenda
- B. The agenda shall consist of:
  1. Standing Items
  2. Old Business
  3. New Business
- C. Standing Items shall be items which either the general membership and/or board resolves at a prior meeting be placed upon the agenda at subsequent meetings.
- D. Old Business shall be items of business from previous meetings which shall not have been concluded and shall be added to the agenda by the Board President.
- E. New Business items shall be items not being either standing items or old business which it shall be in the purview of the membership to discuss. New business items shall be added to the agenda by the Board President, the board or by any three general members.
- F. Items of new business may be added to the agenda if communicated to the Board President in writing fourteen days prior to the published date of the meeting. Communication may be in the form of a letter and where an addition is being proposed by three general members each must sign a letter requesting such addition.
- G. No item(s) shall be added to the Agenda at the meeting.

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

## **Consensus Model for Decision Making:**

Standing Rule #8, All Board Meetings shall use the following consensus model for decision making:

When it appears that the group is nearing consensus or when a voting member has asked that the group move to consensus, the facilitator shall ask:

1. Is there any further discussion?
2. Are there any objections? (Does anyone wish to stand aside?)
3. Do we have consensus?

A voting member may only block consensus if s/he has an alternative suggestion. If the alternative also does not produce consensus, another motion must be presented, or the issue must be dropped/tabled. If an individual cannot support the consensus statement but does not wish to block consensus s/he may stand aside. The objections shall be noted in the minutes. Friendly amendments can be offered (if appropriate), though the person who initiated the motion is not obligated to accept them.

If a tabled issue is still at an impasse at the following meeting, a voting member must make a motion on which the group will vote. The motion requires a simple majority to pass (unless otherwise noted in the bylaws). If an issue is at an impasse and is time sensitive (i.e., it cannot be tabled to a future meeting), a voting member must make a motion on which the group will vote. The motion requires a simple majority to pass (unless otherwise noted in the bylaws).

The consensus model shall use the following ground rules:

1. Participants should not speak out of turn. The facilitator will recognize hands in the order in which they were raised. Those who have not spoken on an issue will be given the option to do so before anyone speaks a second time.
2. Comments should be brief, respectful, and relevant to the topic being discussed. Participants should avoid repetition and focus on closure.
3. The facilitator shall put time limits on the discussion and choose a timekeeper. The time for discussion can be extended by group consensus.
4. Participants should accept decisions with which they can live to avoid debating minutia.
5. When appropriate, the facilitator may call a break in the meeting to allow the person blocking consensus and the person initiating the motion to try to work out an alternative together.
6. Everyone is equal.
7. Derogatory personal comments are inappropriate.
8. In groups of 20 or more, the decision-making process uses a modified form of consensus. An individual who blocks consensus must still offer an alternative. One alternative may be a suggestion to use Robert's Rules of Order to resolve the issue under consideration. If the group (less the block) rejects the alternative, the group may then resolve to override the block for a "modified consensus minus one." If two individuals block consensus, the standard form of consensus shall be used.

It is a good idea for someone to read these rules aloud at the beginning of a meeting, especially when new people are present. All Board members should receive training in these rules at the Board retreat.

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

## BOARD OF DIRECTORS MEETING

Wednesday, October 6, 2021 – 7:00 PM

Produced Remotely

## MINUTES

### ITEMS

#### 1. Standing Items

##### I. Welcome, Check In, and Land Acknowledgement

- A. Called to Order  
**Timestamp:** 7:02 PM
- B. Welcome: Carolyn Wysinger
- C. Land Acknowledgement read by: Elizabeth Lanyon

##### II. Attendance:

- A. Present: Carolyn Wysinger (President), Suzanne Ford (Vice President), Anjali Rimi (Treasurer), Nguyen Pham (Secretary), Elizabeth Lanyon, Manuel Alejandro Pérez, Joshua Smith, Spring Collins, Maceo Persson, Janelle Vinson, Di'ara Reid, Fred Lopez, Peter-Astrid Kane, Marsha H. Levine, Rachel J. Barnett
- B. Apologies:
- C. Not Present:
- D. Quorum Attained: Yes, at 7:04 PM

##### III. Appointment of Timekeeper, Vibe Watcher, and Stack Monitor

- A. Timekeeper: Joshua Smith
- B. Vibe Watcher: Peter-Astrid Kane
- C. Stack Monitor: RJB (Rachel Jacob Barnett)

##### IV. Read Mission Statement and Financial Protocol

- A. Mission Statement read by: Suzanne
- B. Financial Protocol read by: Nguyen

##### V. Approval of Agenda: Suzanne moves to approve agenda, Elizabeth seconds. Motion carries unanimously.

**Timestamp:** 7:07 PM

##### VI. Approval of Minutes: Joshua moves to approve September 2021 minutes, Suzanne seconds. Motion carries unanimously.

**Timestamp:** 7:08 PM

##### VII. Announcements

- A. **Joshua:** Glow in the Streets, Comfort & Joy, October 30<sup>th</sup>, 4:00 PM – 9:30, DJs, Drag Queens November. Sat. November 13, Touch – DJs, dancing — Club Six, SF, ask Josh for guest list.
- B. **Manuel:** Quinceañera – 15<sup>th</sup> Anniversary event for El/la Para TransLatina, virtual, October 8, 6:00-8:00 PM
- C. **Fred:** GLBT Historical Society, virtual gala, Thursday, October 21. Transgender Law Center, also virtual, October 14, 5:00 – 6:00 PM.
- D. **Elizabeth:** Castro LGBTQ Cultural District is sponsoring free COVID testing and vaccinations every Saturday, Walgreen's parking lot at Castro and 18th.

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

## VIII. Reports

- A. President** – Carolyn: RJB sent out email about how we can support the golf tournament and the Ken Jones Awards. Volunteer, buy tickets. Important we have as many Board members there as possible. Aside from Oracle (Movie Night) and AAACC (Juneteenth), this is the first event where people are going to be really out, and they are excited. Fred's evaluation was done, process is not clear, has been done historically by President, Vice President, and ED. Josh and Nguyen were invited to attend. Process for this needs to be defined. Annual wrap-up; do not discount what we did, we have led the way. We did Chinatown Pride, AAACC event, Pride 365. We did a whole lot more than most Prides (during the pandemic). Managing the budget. No one saw the vision re Movie Night) initially, but now people do and want to be involved. Departing Board members this year, no real mentorship program, we need to make sure that happens for the new Board members this year. Our purpose, a lot of opportunity — not for views, for change. You have to engage, be a part of this organization. Be here for the change.
- B. Vice President** – Suzanne: Been a privilege to be involved this year, we may be a dysfunctional family. We've tried to do our best. Privilege to be with Carolyn, working 40 hours. We're going to go through this journey. For a year, and people will grow, be challenged, their integrity challenged, and we can do it together. Be a part of, engage, if you are not, call and I will make sure you are.
- C. Treasurer** – No written report. Expenses were \$1.7m this year, we raised \$1m in a pandemic year. The road is only up from here. Congratulations to trans majority Board elected, and those reelected. We need to be centered and intentional. Good story to tell, we can only improve from here.
- D. Secretary** – Thanks to all for your timely review and votes, re the minutes. Last month was end of 5 years serving on the Board, 5<sup>th</sup> year as Secretary. Really excited for what year six and more holds. Ton of gratitude for all who has been a part of this journey. Welcome to our new Board members, looking forward to working together.
- E. Executive Director** – Written, dropped link in the chat. Shout out to the Executive Committee this past year, it's been a rollercoaster never really all that easy, but it makes a difference when people have a vision and believe in what we do. Cash balances: Operating: about \$68K, Reserves: \$430K, Fiscal Partners: \$26,545. Thanks to everyone for the AGM, and the election officers (done online for the first time). Short orientations for new Board members, this organization is complex, I am here to help. Golf event this coming weekend, step up to help, even for half an hour or a few. Excited about Ken Jones Awards (KJA). Part of a larger vision to build a suite of ideas/events over the year. Working to be as diverse as possible. Sell more tickets! RJB has sent you out tools to use to send out, including a discount code. Honoring some amazing people. Fiscal year has ended, working on close-out with Jim Gong, and budget for 2022. Pride 365, PAK working on amazing podcasts. Has his review, working with staff to do theirs within 30 days. Revenue – some partner revenue still due, RJB working on collecting it. Member numbers (see *report*) and if you need help with your membership, reach out.
- F. Board Committee Reports:**
- **Policies & Procedures** – Manuel: No meeting since last, was waiting on AGM. Staff will get back to us with anything that needs follow up.
  - **Community Affairs** – Joshua: Member meeting guests next week from El/la Para TransLatina and Lighthouse for the Blind. Reviewed past guests during the last year that added to member engagement. Want to relaunch survey for SF Pride. Thanks to staff for help with guests.
  - **Audit** – Nguyen: Draft audit report on the way, a few minor complexities delaying things.

# SAN FRANCISCO PRIDE®

San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee, Inc.

- **Development** – Elizabeth: Last meeting of the year, please volunteer at upcoming events — let RJB know if you can. Give/get commitments, please take care of those, lots of options to do so. Suzanne will talk a little about golf event. Suzanne is picking up Hailey Davidson, trans pro golfer, and Tadd Fujikawa, first openly gay pro golfer coming out to play and to our Golf awards event. Nguyen and Suzanne have been working for three years toward this and toward raising more than \$50K this year. RJB will send out final event schedule and work information tomorrow.
- **Budget & Finance** – Anjali has no report. Have not met in a while.

## 2. Old Business

A. None

## 3. New Business

- A. **Seating the New Board** – All the new Board members have signed their Board Agreements. No old Board members leaving, so welcome new Board members!
- B. **Officer Election** – Fred shared the officer election procedures. Election process includes nominations, candidate statements, questions and answers, then voting by electronic ballot — one position at a time — President, then Vice President, then Secretary, then Treasurer. Candidate must receive 50%+1 to attain the position. Fred and RJB will serve as the “returning officers” (who chair and run the process).

Suzanne moves to approve returning officers, Di’ara seconds. Motion carries unanimously.

Fred proposes 2 min. statements, 3 min. questions, no objections.

**President nominations** – Suzanne nominates Carolyn, Carolyn accepts. No other nominations. Carolyn elected with 10 responses.

**Vice President nominations** – Elizabeth nominates Nguyen, Nguyen accepts. No other nominations. Nguyen elected with 11 responses.

**Secretary nominations** – Nguyen nominates Elizabeth, Elizabeth accepts. No other nominations. Elizabeth elected with 11 responses.

**Treasurer nominations** – Joshua nominates Suzanne, Suzanne accepts. No other nominations. Suzanne nominates Anjali, Anjali declined. No other candidates. Suzanne elected with 11 responses.

Welcome to the new Executive Committee!

Carolyn reminded every one that at the next meeting

C.

## 4. Public Comment

No public comment, but Joshua did acknowledge Lisa Williams was now present.

## 5. In Memoriam

None

## 6. Adjournment

**Timestamp:** 8:45 PM

# SAN FRANCISCO PRIDE®

SAN FRANCISCO LESBIAN, GAY, BISEXUAL, TRANSGENDER  
PRIDE PARADE AND CELEBRATION COMMITTEE, INC.

Nguyen Pham  
Vice President Report  
November 3, 2021

## GENERAL UPDATES

- Had a blast at the inaugural **Ken Jones Awards Reception** at the Hilton SF Union Square Cityscape lounge on October 14! Thank-you to the team for coordinating, executing, and participating in this fabulous fundraiser.
- Would like to request **stronger Board participation at Member meetings** moving forward. Board representation was a bit anemic at our Member meeting on October 14. Please also feel free to invite your networks and members of the public to attend each month.
- Announcement: Beyond but adjacent to SF Pride work, launched Mensa Foundation's inaugural **Progress Pride Scholarship centering intersectional BIPOC and LGBTQ students**. Up to two scholarships of \$10,000 each will be awarded to college and/or college-bound students who identify as both BIPOC and LGBTQ **and** who have a demonstrated record of positive service to the BIPOC & LGBTQ communities. Please share with your networks. Applications due January 15, 2022. More info at <https://progresspride.org/>.

## MEETING PARTICIPATION

- Participated in Board of Directors video conference meeting on October 6, 2021.
- Conducted Member video conference meeting on October 13, 2021.
- Participated in Board Secretary transition video conference meeting with Secretary Lanyon on October 18, 2021.
- Participated in Executive Committee video conference meeting on October 20, 2021.

## DEVELOPMENT COMMITTEE

- Attended and conducted 3<sup>rd</sup> annual SF Pride Pro-Am Golf Tournament fundraiser, presented by Topgolf and Mastercard, on October 8 and 9, 2021.

## COMMUNICATIONS AND MARKETING

- Engaged with SF Pride content via social media channels as feasible.

## ROUTINE RESPONSIBILITIES

- Reviewed draft minutes from October 6 Board meeting and provided revisions to Secretary Lanyon as applicable.

## MILESTONES SCHEDULED FOR NEXT PERIOD

- Participate in InterPride's Annual General Meeting & World Conference taking place virtually on November 6-14, 2021 as feasible.



# SAN FRANCISCO PRIDE®

## Treasurer's Report

11/3/21

Submitted by: Suzanne Ford

### Profit & Loss Statement – for previous month

Gross Income \$94,690.66  
COGS \$0  
Gross Profit \$94,690.66  
Expenses \$77,349.07  
Net Income \$17,341.59

### Total for first 1 month of the fiscal year:

Gross Income \$94,690.66  
COGS  
Gross Profit \$94,690.66  
Expenses \$77,349.07  
Net Income \$17,341.59

### Cash Flow Statement for FY2022

Cash at the beginning of the month \$589,456.82  
Net Cash from Operating Activities \$24,287.58  
Net Cash from Investing Activities. \$8,413.02  
Cash at the End of the Period \$622,157.42

Wells Fargo Checking (Unrestricted) \$84,171.38  
(Fiscal Agencies – Restricted Funds) \$24,901.81  
WellsFargo MarketRate (Reserve) \$450,427.95  
WellsFargo Bank Savings \$26,545.22  
Fresno First \$36,055.83

**Narrative Overview:** Great first fiscal month of the year!!!! For the first time in many months, we actually took in more money than we spent. Congratulations to RJB and the Development Committee. We must continue to find alternative funding sources other than the celebration. We have reserve funds and also access to a \$700K line of credit at Fresno First Bank. However, the celebration expenses will be subject to the inflation that is everywhere in the business world. This will make our cash flow difficult to manage. We are facing a difficult year until we can rebound with revenue from 2022 celebration.



3:29 PM

11/01/21

**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Statement of Cash Flows**  
October 2021

	<u>Oct 21</u>
<b>OPERATING ACTIVITIES</b>	
Net Income	17,341.59
Adjustments to reconcile Net Income to net cash provided by operations:	
0250L · Payroll Taxes Due Payable	<u>6,945.99</u>
Net cash provided by Operating Activities	24,287.58
<b>INVESTING ACTIVITIES</b>	
0191 · Prepaid Expenses	<u>8,413.02</u>
Net cash provided by Investing Activities	8,413.02
 Net cash increase for period	 32,700.60
Cash at beginning of period	<u>589,456.82</u>
Cash at end of period	<u><u>622,157.42</u></u>

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of October 31, 2021

	<u>Oct 31, 21</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
0101 · Wells Fargo Bank Checking	
0101A · Restricted Funds	
0101AGR · Howard Grayson LGBT	1,203.01
0101ALA · Latin Stage	520.35
0101API · Pink Triangle	18,489.33
0101ASI · Sistahs Steppin	818.31
0101ASO · Soul of Pride	3,870.81
Total 0101A · Restricted Funds	<u>24,901.81</u>
0101 · Wells Fargo Bank Checking - Unrestricted Funds	84,171.38
Total 0101 · Wells Fargo Bank Checking	<u>109,073.19</u>
0102 · WellsFargo MarketRate (Reserve)	450,427.95
0104 · WellsFargo Bank Savings	26,545.22
0106 · Fresno First	36,055.83
0113 · Petty Cash Account	55.23
Total Checking/Savings	<u>622,157.42</u>
Accounts Receivable	
0115 · Accounts Receivable (General)	19,500.00
Total Accounts Receivable	<u>19,500.00</u>
Total Current Assets	641,657.42
<b>Fixed Assets</b>	
0140 · FURNITURE & EQUIPMENT	
0140a · Furniture & Equipment	4,999.51
0141 · Accumulated Depreciation	-4,999.51
Total 0140 · FURNITURE & EQUIPMENT	<u>0.00</u>
Total Fixed Assets	0.00
<b>Other Assets</b>	
0189 · TRADEMARKS	
0189A · Trademarks	60,610.96
0189B · Accumulated Amortization	-57,820.96
Total 0189 · TRADEMARKS	<u>2,790.00</u>
0191 · Prepaid Expenses	66.00
0195 · Other Deposits	88,969.23
Total Other Assets	<u>91,825.23</u>
<b>TOTAL ASSETS</b>	<u><u>733,482.65</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
Current Liabilities	
Other Current Liabilities	

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

**Balance Sheet**

As of October 31, 2021

	<u>Oct 31, 21</u>
0250L · Payroll Taxes Due Payable	-9,005.38
0255L · Vacation Time Account Payable	17,055.33
<b>Total Other Current Liabilities</b>	<u>8,049.95</u>
<b>Total Current Liabilities</b>	8,049.95
<b>Long Term Liabilities</b>	
0261 · Fresno First Line of Credit	7,413.00
<b>Total Long Term Liabilities</b>	<u>7,413.00</u>
<b>Total Liabilities</b>	15,462.95
<b>Equity</b>	
3000 · Opening Bal Equity	81,844.00
3100 · Temp Restricted Net Assets (TRN	344,875.00
3800.1 · NetAssetsReleased, UnRestrict	425,490.00
3800.4 · NetAssetsReleased, TempRestrict	-425,490.00
3900 · Retained Earnings	273,959.11
Net Income	17,341.59
<b>Total Equity</b>	<u>718,019.70</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>733,482.65</u></u>

3:30 PM

11/01/21

Accrual Basis

**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Profit & Loss**  
**October 2021**

	Oct 21
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
0402 · Membership Income	495.00
0414 · Donations (Individual) Income	55,392.62
0417 · Corporate Sponsorship Income	22,500.00
0421 · Interest Income	4.04
0450 · Merchandise Sales	357.00
0490 · Fundraising - General	15,942.00
<b>Total Income</b>	94,690.66
<b>Gross Profit</b>	94,690.66
<b>Expense</b>	
0601 · Advertising (Event)	5.97
0602 · Bank Fees	12.79
0603 · Utilities and Maintenance	
0603C · Cleaning & General Maintenance	1,111.97
0603U · Utilities	337.50
<b>Total 0603 · Utilities and Maintenance</b>	1,449.47
0606 · Insurance Expense	7,043.92
0607 · Postage Expense	116.00
0609 · Office Supplies Expense	394.32
0610 · Accounting/Auditing Expense	2,000.00
0612 · Other Supplies	28.06
0613 · Employee Benefits Expense	
0613M · Medical/Dental Benefits	4,266.93
<b>Total 0613 · Employee Benefits Expense</b>	4,266.93
0614 · Equipment Rental Expense	215.25
0615 · Rent (Office) Expense	9,226.29
0616 · Rent (Non-Office Space) Exp.	1,140.00
0618 · Equipment Repair & Maintenance	119.10
0619 · Contracted Services	2,520.75
0620 · Contractors	2,000.00
0622 · Payroll Taxes	2,274.30
0623 · Travel Expense	921.89
0625 · Telephone Expense	458.20
0626 · Payroll Expense	
0626A · Payroll expense	29,729.16
<b>Total 0626 · Payroll Expense</b>	29,729.16
0627 · Permit Costs	1,250.00
0628 · Community Partners Grants	
0628B · Grants from Board	1,000.00
<b>Total 0628 · Community Partners Grants</b>	1,000.00
0630 · Food Expense	1,601.32
0631 · Media/PR Expense	1,073.28
0636 · Branded Apparel Expense	2,700.00
0645 · Signage Expense	983.00
0655 · Data Management Expense	1,531.33
0660 · Fundraising Expense	3,242.95
0690 · Interest Expense	44.79
<b>Total Expense</b>	77,349.07
<b>Net Ordinary Income</b>	17,341.59
<b>Net Income</b>	17,341.59

**SAN FRANCISCO PRIDE**  
**Report to the Board of Directors**  
**Executive Director – Fred Lopez – November 3, 2021**

**CASH BALANCES** *As of November 2, 2021*

Operating Account Balance	\$111,428.20
Reserve Account	\$450,427.95
Restricted Funds (Fiscal Agent Accounts)	\$26,545.22

**AGENCY UPDATES**

- The inaugural Ken Jones Awards took place on October 14, at our partner hotel the Hilton San Francisco Union Square. It was a resounding success, and we were so pleased to honor some amazing leaders in the community. **We raised \$5700**, thanks to everyone who purchased tickets. We already have great ideas about next year's awards reception!
- The Third Annual SF Pride Pro-Am Golf Tournament was on Saturday October 9 at TPC Harding Park, and it was a great success – the weather was amazing and all of the players and supporters had a great time. **We raised \$45,831**, and we received a very generous golf-oriented donation in the amount of **\$50,000**, bringing the grand total for Golf 2021 to **\$95,831!** This is a significant increase over the first two years of the Golf Tournament, and we are so appreciative and look forward to years more of success.
- Our October fundraising events raised **OVER \$100,000!** This is great news for our fundraising profile, and in a year with reduced revenue, it is very welcome. Thank you to all who helped, and to the staff for ensuring that our fundraising events were supported! **Imagine if we were able to raise this amount once a quarter! It's possible with the leadership and participation of the Board of Directors!**
- I am pleased to announce that we are moving forward on our **Parade in 2022 – we will be on Market Street on June 26, 2022.** With the help of the staff team and trusted advisors, as well as input from other Prides around the country, I am evaluating the parade registration fees, and we hope to begin accepting registration before the end of the calendar year.
- The larger calendar for 2022 events is being worked on – We are adding to our annual calendar and can now showcase newer events and fundraisers like Chinatown Pride, Black Liberation Celebration, Oracle Park collaboration, Annual General Membership Meeting, Queer Freedom Day Fest, Golf Tournament, Ken Jones Awards, and more! We will share this draft calendar with the board team in the coming weeks, so you can save important dates.
- Production contract for 2022 is being worked on currently. I am negotiating the return of executive producer Scott Shuemake and his expanded team at Cogs & Marvel. I am pleased that we have been able to keep staffing costs relatively level as of this report. Once the executive production contract is complete, we will be working to assemble a team of subcontractors and project-specific team members. The production team will begin meeting regularly as soon as January.
- In addition, I am developing an RFP (request for proposals) process for the various sections of production, which would be rolled out in 2022 for the 2023 event and beyond. Due to the magnitude and scope of our event, this process will take time and care. The suggested timeline right now is: RFP released at the end of Q1, proposals reviewed Q2, revisions offered July, and selections made Aug/Sept.
- The overall budget is being worked on. The board is aware of the financial situation of the organization: traditionally, upwards of 90% of revenue is generated by event registration, beverage sales, sponsorship. Without most of those significant revenue streams in pandemic years, we have been fortunate to be able to borrow from our own reserve account. As we move forward into 2022, I am seeking out ways to reduce costs and maximize revenue in as many places as possible. The fundraising successes of late are a great foundation to build upon. In general, the organization is in decent shape as we head into production and prepare to open registration sales for 2022. The treasurer and I will work with the B&F committee to prepare a draft agency budget for board approval in Dec 2021 or Jan 2022.
- Which brings up one way in which we are evolving as an organization and event: our two-day Celebration in Civic Center. Over the last decade, the footprint of the Celebration has shifted and changed to adapt to the needs of the community and to provide a safe environment for attendees. With fresh and enthusiastic perspective, we are in a prime position to shift once again. For 2022, we are planning a footprint which does not grow in size as it used to on Saturday night, but is the same for both days. This will accomplish two important things: (1) Reduce cost (i.e. staffing for overnight builds, staging and sound for additional stages,) and (2) Open the possibility to program into the evening on

# SAN FRANCISCO PRIDE

## Report to the Board of Directors

### Executive Director – Fred Lopez – November 3, 2021

Saturday. We are working to maintain our exhibitor capacity while evaluating other costs at the Celebration.

- We are developing a proposal process for the Community Stages and Spaces. This is a good opportunity for previous stage and venue producers to articulate how they support the mission of the organization and share their ideas on what kind of entertainment and messaging they intend to provide on behalf of their respective communities and affinity groups. In addition, we can tap into the expertise and enthusiasm of previous producers while opening up possibilities for emerging community leaders and entertainment producers. A small committee will be formed to assist in appraising the proposals and developing a plan to maximize the stages/spaces inventory we have. I anticipate this process will wrap up in early January 2022, which is just in time for producers to begin their booking and fundraising processes.
- Another way in which the organization is looking to reduce costs is in our office rent. We moved into 1663 Mission Street in October of 2019, and have occupied both suites 305 (admin offices) and 560 (production space) since then. We have been unable to properly utilize 560 due to the pandemic shutdowns, and we have decided to renegotiate the lease with the office building. As of December 1, we will only occupy Suite 305 at 1663 Mission. Vacating suite 560 involves cleaning and organizing our existing storage space to prepare for extraneous materials, the disposal of furniture and materials we no longer need, as well as a desk reorganization for the staff team in 305. This change immediately saves us approximately **\$4000 per month**.
- TurnOut, the LGBTQ+ volunteer management organization that SF Pride has been working with for 2+ years, is finishing up the calendar year working on two projects for us: developing an internship program for office and production interns which will roll out in Q1 of 2022, and long-time volunteer engagement in preparation for volunteer registration for next year's events. We are appreciative of their commitment to building LGBTQ+ communities!
- I am eager to speak with the refreshed board committees. In particular, the Long-Range Planning Committee is of interest, the organization is ready for a five-year strategic plan to inform us as we continue to evolve and grow. I have begun collecting information and referrals of consultants for a strategic planning process which would begin as soon as possible.

**MEMBERSHIP (as of 11/2/2021):**

- 234 current members. 6 expired, 3 renewed, 1 new.

