AGENDA FOR
REGULAR BOARD OF DIRECTORS MEETING
HELD REMOTELY ON **2023-JAN-04**

Meetings Guidelines and Protocols: https://members.sfpride.org/meetings

1. Standing Items (20 mins)
    a. Call to Order and Welcome
    b. Acknowledgement of Unceded Ramaytush Ohlone Land
    c. Roll Call
    d. Appointment of Meeting Roles
        i. Timekeeper, Stack Monitor, Vibe Watch
    e. Reading of the Mission Statement
    f. Reading of the Financial Protocol
    g. Disclosure of Potential Conflicts of Interest
    h. Approval of the Agenda
    i. Reading and Approval of Minutes
    j. Reports of the Officers
    k. Reports of Committees
        i. Budget & Finance
        ii. Policies and Procedures
        iii. Personnel
        iv. Long Range Planning
        v. Nominating
        vi. Development
        vii. Audit
        viii. Community Affairs
    l. Agency Updates from Executive Director (8 mins)
2. Unfinished Business (0 mins)
    a.
3. New Business (30 mins)
    a. Document Review Process
    b. Board Retreat
    c. Community Events Calendar
4. Announcements (5 mins)

5. Public Comment (10 mins)
6. In-Memoriam
7. Adjournment

Closed Session to Follow for:

a. ED Search Committee Report

SAN FRANCISCO PRIDE®

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

Nguyen Pham
President Report
January 4, 2023

MEETING PARTICIPATION

- Chaired Board of Directors video conference meeting on December 7, 2022.
- Chaired Board of Directors Mini-Retreat at Hotel Zetta on December 10, 2022.
- Chaired ExCom video conference meeting on December 21, 2022.

COMMUNITY ENGAGEMENT

- Attended *SF Bay Times* Holiday Party at The Academy on December 13, 2022.
- Attended SF Pride Member Holiday Party at La Cocina on December 14, 2022.

PUBLIC RELATIONS

- Provided quotes regarding release and return of Brittney Griner to KPIX-TV (December 8, 2022) and KBCW-TV (December 9, 2022).

COMMITTEE WORK

- Attended Community Affairs Committee video conference meeting on December 12, 2022.
- Attended ED Search Committee video conference meetings on December 13 and December 22, 2022.

ROUTINE RESPONSIBILITIES

- Participated on check-in call with PR partner on December 13, 2022.
- Engaged with SF Pride content via social media channels as feasible.
- Corresponded with Staff and Board Members as appropriate.

KEY ACTIVITIES AND MILESTONES SCHEDULED FOR NEXT PERIOD

- Attend Membership meeting on January 11, 2023.
- Coordinate and execute Board Retreat Weekend to take place February 3-5, 2023.
- Chair Board of Directors meeting on February 8, 2023.

SAN FRANCISCO PRIDE

Treasurer's Report

Robert Louie

January 4, 2023

Profit & Loss Statement – December 2022

Gross Income	$19,037.45
COGS	$0.00
Gross Profit	$19,037.45
Expenses	$82,730.00
Net Income	**($63,692.55)**

Total for 1st month of the fiscal year:

Gross Income	$25,771.06
COGS	$0.00
Gross Profit	$25,771.06
Expenses	$70,774.59
Net Income	**($45,003.53)**

Cash Flow Statement for FY 2022

Cash at the beginning of the month	$375,184.38
Net Cash from Operating Activities	($74,775.99)
Net Cash Increase	($85,558.68)
Cash at the End of the Period	$289,625.70
Wells Fargo Checking (*Unrestricted)*	$101,167.53
(Fiscal Agencies – *Restricted Funds)*	$24,648.84
Wells Fargo MarketRate (*Reserve)*	$125,460.12
Wells Fargo Bank Savings	$26,549.57
Fresno First	$11,762.81
Petty Cash	$55.23

Narrative Overview

Overall the spending continues to be normal for this period and consistent with what we've seen in previous months.

We're still waiting on the grants for the arts from the city but have already submitted 165k in bills to be reimbursed for. We're expecting the funding to come in some time this month. Once we get this funding we should be fine. We're also getting ready to sign a contract with one of our sponsors and that should get money coming in earlier.

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Balance Sheet
As of December 31, 2022

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
0101 · Wells Fargo Bank Checking	
0101A · Restricted Funds	
0101AGR · Howard Grayson LGBT	646.01
0101ALA · Latin Stage	9,540.74
0101API · Pink Triangle	7,386.23
0101ASI · Sistahs Steppin	818.31
0101ASO · Soul of Pride	6,257.55
Total 0101A · Restricted Funds	24,648.84
0101 · Wells Fargo Bank Checking - Unrestricted Funds	101,167.53
Total 0101 · Wells Fargo Bank Checking	125,816.37
0102 · WellsFargo MarketRate (Reserve)	125,460.12
0104 · WellsFargo Bank Savings	26,549.57
0106 · Fresno First	11,744.41
0113 · Petty Cash Account	55.23
Total Checking/Savings	289,625.70
Total Current Assets	289,625.70
Fixed Assets	
0140 · FURNITURE & EQUIPMENT	
0140a · Furniture & Equipment	4,999.51
0141 · Accumulated Depreciation	-4,999.51
Total 0140 · FURNITURE & EQUIPMENT	0.00
Total Fixed Assets	0.00
Other Assets	
0189 · TRADEMARKS	
0189A · Trademarks	60,610.96
0189B · Accumulated Amortization	-58,130.96
Total 0189 · TRADEMARKS	2,480.00
0191 · Prepaid Expenses	59,527.00
0195 · Other Deposits	29,442.23
Total Other Assets	91,449.23
TOTAL ASSETS	**381,074.93**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
0250L · Payroll Taxes Due Payable	8,239.95
0255L · Vacation Time Account Payable	13,301.22
0259 · Short Term Loans	200,000.00
Total Other Current Liabilities	221,541.17
Total Current Liabilities	221,541.17
Long Term Liabilities	
0261 · Fresno First Line of Credit	68,353.77

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Balance Sheet
As of December 31, 2022

	Dec 31, 22
0270 · Deferred rent liability	7,234.00
Total Long Term Liabilities	75,587.77
Total Liabilities	297,128.94
Equity	
3000 · Opening Bal Equity	81,844.00
3100 · Temp Restricted Net Assets (TRN	-127,535.00
3800.1 · NetAssetsReleased, UnRestrict	586,907.00
3800.4 · NetAssetsReleased, TempRestrict	-586,907.00
3900 · Retained Earnings	302,189.16
Net Income	-172,552.17
Total Equity	83,945.99
TOTAL LIABILITIES & EQUITY	381,074.93

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss Budget vs. Actual
October through December 2022

	Oct - Dec 22	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
0402 · Membership Income	4,685.00	15,000.00	-10,315.00	31.2%
0409 · Vendor Income				
0410 · Vendor/Booth Fees Income				
0410P · Pride - Vendor Income	0.00	237,600.00	-237,600.00	0.0%
Total 0410 · Vendor/Booth Fees Income	0.00	237,600.00	-237,600.00	0.0%
Total 0409 · Vendor Income	0.00	237,600.00	-237,600.00	0.0%
0411 · Parade Fee Income				
0411FM · Pride-Float/March Income	0.00	369,360.00	-369,360.00	0.0%
0411W · DykesOnBikes (WMC)	0.00	3,000.00	-3,000.00	0.0%
Total 0411 · Parade Fee Income	0.00	372,360.00	-372,360.00	0.0%
0412 · Beverage Sales				
0412P · Pride - Beverage sales	0.00	600,000.00	-600,000.00	0.0%
Total 0412 · Beverage Sales	0.00	600,000.00	-600,000.00	0.0%
0414 · Donations (Individual) Income	1,643.95	83,136.00	-81,492.05	2.0%
0416 · Barrel Donations Income				
0416P · Pride - Barrel Donations	0.00	50,000.00	-50,000.00	0.0%
Total 0416 · Barrel Donations Income	0.00	50,000.00	-50,000.00	0.0%
0417 · Corporate Sponsorship Income	30,570.00	2,581,250.00	-2,550,680.00	1.2%
0421 · Interest Income	10.34			
0424 · Other Income				
0424O · Official Events Calendar List	0.00	5,000.00	-5,000.00	0.0%
0424PP · Pride Pass	0.00	40,000.00	-40,000.00	0.0%
Total 0424 · Other Income	0.00	45,000.00	-45,000.00	0.0%
0430 · Grants For the Arts				
0430A · Pride - Grants for the Arts	0.00	325,000.00	-325,000.00	0.0%
Total 0430 · Grants For the Arts	0.00	325,000.00	-325,000.00	0.0%
0435 · Other Grants Income	0.00	300,000.00	-300,000.00	0.0%
0440 · Grandstand Ticket Sales	0.00	60,000.00	-60,000.00	0.0%
0441 · Other Ticket Sales	0.00	65,000.00	-65,000.00	0.0%
0450 · Merchandise Sales	0.00	30,000.00	-30,000.00	0.0%
0490 · Fundraising - General	22,307.00	20,000.00	2,307.00	111.5%
0495 · Management Fees Income	0.00	300.00	-300.00	0.0%
4900 · Fiscal Sponsee Income				
4900.14 · Donations (Individual) Income	2,018.00			
4900.49 · Fundraising	11,141.00			
Total 4900 · Fiscal Sponsee Income	13,159.00			
Total Income	72,375.29	4,784,646.00	-4,712,270.71	1.5%
Gross Profit	72,375.29	4,784,646.00	-4,712,270.71	1.5%

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss Budget vs. Actual
October through December 2022

	Oct - Dec 22	Budget	$ Over Budget	% of Budget
Expense				
0600 · Advertising (Administrative)	105.00	3,000.00	-2,895.00	3.5%
0601 · Advertising (Event)	0.00	5,000.00	-5,000.00	0.0%
0602 · Bank Fees	1,160.84	36,000.00	-34,839.16	3.2%
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	2,078.87	12,000.00	-9,921.13	17.3%
0603U · Utilities	337.50	2,500.00	-2,162.50	13.5%
Total 0603 · Utilities and Maintenance	2,416.37	14,500.00	-12,083.63	16.7%
0604 · Messenger Expense	54.00	300.00	-246.00	18.0%
0606 · Insurance Expense	3,421.71	264,000.00	-260,578.29	1.3%
0607 · Postage Expense	37.45	3,000.00	-2,962.55	1.2%
0608 · Copying/Printing Expense	1,448.77	16,050.00	-14,601.23	9.0%
0609 · Office Supplies Expense	1,404.83	7,000.00	-5,595.17	20.1%
0610 · Accounting/Auditing Expense	6,000.00	40,000.00	-34,000.00	15.0%
0611 · Commission/Bonus Expense	0.00	80,000.00	-80,000.00	0.0%
0612 · Other Supplies	0.00	16,500.00	-16,500.00	0.0%
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	15,142.98	50,000.00	-34,857.02	30.3%
Total 0613 · Employee Benefits Expense	15,142.98	50,000.00	-34,857.02	30.3%
0614 · Equipment Rental Expense	645.75	343,530.00	-342,884.25	0.2%
0615 · Rent (Office) Expense	16,504.12	71,425.44	-54,921.32	23.1%
0616 · Rent (Non-Office Space) Exp.	5,248.00	70,000.00	-64,752.00	7.5%
0617 · Clean-Up Costs (Event)	0.00	171,000.00	-171,000.00	0.0%
0618 · Equipment Repair & Maintenance	504.99	2,310.00	-1,805.01	21.9%
0619 · Contracted Services	19,803.10	757,750.00	-737,946.90	2.6%
0620 · Contractors	12,040.00	153,200.00	-141,160.00	7.9%
0621 · ASL Interpreter/ADA Compliance	0.00	11,850.00	-11,850.00	0.0%
0622 · Payroll Taxes	5,251.48	38,500.00	-33,248.52	13.6%
0623 · Travel Expense	3,231.95	39,672.00	-36,440.05	8.1%
0624 · Entertainer/Speaker Expense				
0624M · Main Stage	0.00	80,000.00	-80,000.00	0.0%
0624S · Community Stages and Venues	0.00	1,000.00	-1,000.00	0.0%
0624T · Other Venues	0.00	13,500.00	-13,500.00	0.0%
Total 0624 · Entertainer/Speaker Expense	0.00	94,500.00	-94,500.00	0.0%
0625 · Telephone Expense	978.55	4,000.00	-3,021.45	24.5%
0626 · Payroll Expense				
0626A · Payroll expense	68,645.82	474,500.00	-405,854.18	14.5%
Total 0626 · Payroll Expense	68,645.82	474,500.00	-405,854.18	14.5%
0627 · Permit Costs	0.00	65,560.00	-65,560.00	0.0%
0628 · Community Partners Grants				
0628B · Grants from Board	500.00	82,750.00	-82,250.00	0.6%
0628P · Grants to Partners	0.00	15,400.00	-15,400.00	0.0%
0628W · Grants to Dykes on Bikes	0.00	1,100.00	-1,100.00	0.0%
Total 0628 · Community Partners Grants	500.00	99,250.00	-98,750.00	0.5%

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss Budget vs. Actual
October through December 2022

	Oct - Dec 22	Budget	$ Over Budget	% of Budget
0629 · Educational Development Exp.	300.00	23,500.00	-23,200.00	1.3%
0630 · Food Expense	10,292.82	31,507.35	-21,214.53	32.7%
0631 · Media/PR Expense	29,963.13	31,000.00	-1,036.87	96.7%
0632 · Volunteer/Staff Recognition Exp	0.00	3,000.00	-3,000.00	0.0%
0633 · Security Costs	0.00	680,000.00	-680,000.00	0.0%
0635 · Legal Expense	0.00	20,000.00	-20,000.00	0.0%
0636 · Branded Apparel Expense	3,000.00	18,000.00	-15,000.00	16.7%
0637 · Police/Traffic Control Expense	0.00	45,000.00	-45,000.00	0.0%
0640 · Sales Tax Expense/Other Taxes	0.00	2,200.00	-2,200.00	0.0%
0641 · Radio Rental Expense	0.00	13,200.00	-13,200.00	0.0%
0642 · Toilet Rental Expense	0.00	45,000.00	-45,000.00	0.0%
0643 · Fencing Rental Expense	0.00	49,500.00	-49,500.00	0.0%
0644 · Sound Expenses				
0644S · Sound Expense	0.00	76,100.00	-76,100.00	0.0%
0644V · Video Expense	0.00	48,000.00	-48,000.00	0.0%
Total 0644 · Sound Expenses	0.00	124,100.00	-124,100.00	0.0%
0645 · Signage Expense	0.00	41,410.00	-41,410.00	0.0%
0655 · Data Management Expense	4,190.77	24,200.00	-20,009.23	17.3%
0656 · HR Expense	0.00	500.00	-500.00	0.0%
0660 · Fundraising Expense	14,751.72	14,600.00	151.72	101.0%
0670 · Print Publications Expense	0.00	5,000.00	-5,000.00	0.0%
0680 · Fullfillment Expense	0.00	30,000.00	-30,000.00	0.0%
0690 · Interest Expense	2,329.57	15,000.00	-12,670.43	15.5%
0694 · Amortization Expense	0.00	400.00	-400.00	0.0%
0696 · Lodging/Hotel Epense	3,178.74	8,500.00	-5,321.26	37.4%
0697 · Lost equipment & damages	0.00	2,500.00	-2,500.00	0.0%
6700 · Reallocation Expenses	0.00	33,000.00	-33,000.00	0.0%
6800 · Fiscal Sponsee Expenses				
6800.19 · Contracted Services	5,225.00			
6800.23 · Travel & Lodging	5,000.00			
6800.24 · Entertainer/Speaker Expense	1,750.00			
6800.66 · Education & Outreach	400.00			
Total 6800 · Fiscal Sponsee Expenses	12,375.00			
6999 · Uncategorized Expenses	0.00	10,000.00	-10,000.00	0.0%
Total Expense	244,927.46	4,203,514.79	-3,958,587.33	5.8%
Net Ordinary Income	-172,552.17	581,131.21	-753,683.38	-29.7%
Net Income	**-172,552.17**	**581,131.21**	**-753,683.38**	**-29.7%**

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Statement of Cash Flows
December 2022

	Dec 22
OPERATING ACTIVITIES	
Net Income	-63,692.55
Adjustments to reconcile Net Income to net cash provided by operations:	
0210 · Accounts Payable	-12,700.00
0250L · Payroll Taxes Due Payable	1,616.56
Net cash provided by Operating Activities	-74,775.99
FINANCING ACTIVITIES	
0261 · Fresno First Line of Credit	-10,782.69
Net cash provided by Financing Activities	-10,782.69
Net cash increase for period	-85,558.68
Cash at beginning of period	375,184.38
Cash at end of period	**289,625.70**

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss
October through December 2022

	Oct 22	Nov 22	Dec 22	TOTAL
Ordinary Income/Expense				
Income				
0402 · Membership Income	455.00	0.00	4,230.00	4,685.00
0414 · Donations (Individual) Income	305.00	8.95	1,330.00	1,643.95
0417 · Corporate Sponsorship Income	0.00	27,500.00	3,070.00	30,570.00
0421 · Interest Income	1.30	1.59	7.45	10.34
0490 · Fundraising - General	22,255.02	51.98	0.00	22,307.00
4900 · Fiscal Sponsee Income				
4900.14 · Donations (Individual) Income	1,618.00	0.00	400.00	2,018.00
4900.49 · Fundraising	1,141.00	0.00	10,000.00	11,141.00
Total 4900 · Fiscal Sponsee Income	2,759.00	0.00	10,400.00	13,159.00
Total Income	25,775.32	27,562.52	19,037.45	72,375.29
Gross Profit	25,775.32	27,562.52	19,037.45	72,375.29
Expense				
0600 · Advertising (Administrative)	0.00	0.00	105.00	105.00
0602 · Bank Fees	110.42	76.43	973.99	1,160.84
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	300.00	1,082.06	696.81	2,078.87
0603U · Utilities	337.50	0.00	0.00	337.50
Total 0603 · Utilities and Maintenance	637.50	1,082.06	696.81	2,416.37
0604 · Messenger Expense	0.00	54.00	0.00	54.00
0606 · Insurance Expense	2,940.58	481.13	0.00	3,421.71
0607 · Postage Expense	37.45	0.00	0.00	37.45
0608 · Copying/Printing Expense	1,026.45	203.44	218.88	1,448.77
0609 · Office Supplies Expense	570.26	440.25	394.32	1,404.83
0610 · Accounting/Auditing Expense	2,000.00	2,000.00	2,000.00	6,000.00
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	7,445.56	3,722.78	3,974.64	15,142.98
Total 0613 · Employee Benefits Expense	7,445.56	3,722.78	3,974.64	15,142.98
0614 · Equipment Rental Expense	215.25	215.25	215.25	645.75
0615 · Rent (Office) Expense	0.00	10,948.81	5,555.31	16,504.12
0616 · Rent (Non-Office Space) Exp.	1,747.00	1,747.00	1,754.00	5,248.00
0618 · Equipment Repair & Maintenance	126.25	378.74	0.00	504.99
0619 · Contracted Services	1,900.00	1,900.00	16,003.10	19,803.10
0620 · Contractors	0.00	12,040.00	0.00	12,040.00
0622 · Payroll Taxes	1,697.36	1,777.06	1,777.06	5,251.48
0623 · Travel Expense	810.68	954.34	1,466.93	3,231.95
0625 · Telephone Expense	468.34	466.57	43.64	978.55

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss
October through December 2022

	Oct 22	Nov 22	Dec 22	TOTAL
0626 · Payroll Expense				
0626A · Payroll expense	22,187.50	23,229.16	23,229.16	68,645.82
Total 0626 · Payroll Expense	22,187.50	23,229.16	23,229.16	68,645.82
0628 · Community Partners Grants				
0628B · Grants from Board	0.00	500.00	0.00	500.00
Total 0628 · Community Partners Grants	0.00	500.00	0.00	500.00
0629 · Educational Development Exp.	0.00	0.00	300.00	300.00
0630 · Food Expense	2,879.90	5,383.25	2,029.67	10,292.82
0631 · Media/PR Expense	2,908.13	16,055.00	11,000.00	29,963.13
0636 · Branded Apparel Expense	3,000.00	0.00	0.00	3,000.00
0655 · Data Management Expense	1,363.24	1,265.98	1,561.55	4,190.77
0660 · Fundraising Expense	14,551.72	200.00	0.00	14,751.72
0690 · Interest Expense	799.06	794.80	735.71	2,329.57
0696 · Lodging/Hotel Epense	0.00	2,833.76	344.98	3,178.74
6800 · Fiscal Sponsee Expenses				
6800.19 · Contracted Services	375.00	2,000.00	2,850.00	5,225.00
6800.23 · Travel & Lodging	0.00	0.00	5,000.00	5,000.00
6800.24 · Entertainer/Speaker Expense	850.00	400.00	500.00	1,750.00
6800.66 · Education & Outreach	400.00	0.00	0.00	400.00
Total 6800 · Fiscal Sponsee Expenses	1,625.00	2,400.00	8,350.00	12,375.00
Total Expense	71,047.65	91,149.81	82,730.00	244,927.46
Net Ordinary Income	-45,272.33	-63,587.29	-63,692.55	-172,552.17
Net Income	**-45,272.33**	**-63,587.29**	**-63,692.55**	**-172,552.17**