

**AGENDA FOR
REGULAR BOARD OF DIRECTORS MEETING
HELD REMOTELY ON 2023-NOV-15**

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 and Financial Protocol
 - f. Disclosure of Potential Conflicts of Interest
 - g. Approval of the Agenda
 - h. Approval of Minutes
 - i. Reports of the Officers
 - j. 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
 - k. Agency Updates from Executive Director (8 mins)
2. Unfinished Business (30 mins)
 - a. 2023 InterPride Conference Recap
 - b. 2024 Weekend Retreat
 - c. Entertainment Committee
3. New Business (0 mins)
 - a. None
4. Announcements (5 mins)
5. Public Comment (10 mins)
6. In-Memoriam
7. Adjournment

AGENDA FOR
REGULAR BOARD OF DIRECTORS MEETING
HELD IN-PERSON ON **2023-October-06**

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

Call to Order: 8:22p

In attendance: Nguyen (P), Dr. Nas, Janelle (VP), Maceo, Manuel, George, Anjali, Linda, Adel, Suzanne (ED) Joshua, Robert, Elizabeth, Spring (Sec), Chris. (AD)

Not in attendance:

Apologies: Carolyn

Members: Marsha, Lisa, Javarie

Disclosure of Potential Conflicts of Interest

Nguyen: Frameline

Josh: Burning Man, UC Berkeley, Soul of Pride, Comfort n' Joy

Elizabeth: NCLR

Maceo: SF LGBT Center

Suzanne: Trans Heartline

Linda: NAACP, BWOPA, NAPSU, Soul of Pride, Juvenile Prevention

Robert: Trans Masc Calendar, TRANScend

Anjali: Lyon Martin, LGBT Asylum, Parivar, OTI TAC, ETE, Officer-HSH

Spring: TRANScend Retreat

Manuel: University of San Francisco (USF); Cañada College (change in January minutes)

George: Oakland Pride Board President (revised from. VP to President as of Sept 2023)

Janelle:TRANScend SF LGBT Center

Approval of Agenda: 7:28

Approval of Minutes: 7:31

1. **Unfinished Business**

- a. None

2. **New Business**

- a. Seating of Board Members-Elect: Dr. Nas, Adell, Joshua

- b. Officer Election

President: Nguyen Pham

VP: Janelle Luster

S: Spring Collins

TR: Robert Louie

- c. Dates and Committee

- i Meeting Dates:

Nov. 15, Dec. 6, Feb. 7 (in-person), Mar. 6, April 3, May 15 (in-person), June 5, July (tbd | in-person), Aug 7, Sept 4, Oct 2 (in-person)

- ii Committees (point person to get meeting calendared)

- i. Budget & Finance: Robert

- ii. Community Affairs: Joshua

- iii. Development: Spring

- iv. Long Range Planning: Josh

- v. Personnel: Nguyen

- vi. Policies & Procedures: Manuel

2024 Weekend Retreat (tbd)

Announcements:

5-8pm Lookout | Fri. 10/6 | Arabian Nights

National Coming Out Day | Wed. 10/11

Career Fair | SF LGBT Center | TGNC-only space | 10/17

October 21 | 2pm-3am | Hedonism - Great Northern

October 28 | Glow in Streets

In-Memoriam:

Kimberly Bailey

Yoko

Jasmine Mack

Micah

Rani

Sandhya

Devi Ashima

Luise Angel diaz castro

Nika

Adjourned: 10:01

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PRIDE PARADE AND CELEBRATION COMMITTEE, INC.

Nguyen Pham
President Report
November 15, 2023

MEETING PARTICIPATION

- Chaired Board of Directors in-person meeting in San Francisco on October 4.
- Chaired Membership Meeting via video conference on October 11.
- Participated in Walmart Connect sponsorship introduction meeting via video conference on November 3.
- Chaired ExCom video conference meeting on November 6.

COMMUNITY ENGAGEMENT

- Attended Tamrah: Middle Eastern LGBT Event at Lookout on October 6.
- Attended OSRA Medical National Coming Out Day Soirée at The Academy on October 11.
- Attended Golden State Warriors LGBTQ+ Night Fireside Chat and Game at Chase Center on November 1.
- Delivered opening keynote speech at Northern California United Vietnamese Student Associations “Summit XV” conference at San Francisco State University on November 3.
- Attended Gay Games XI in Guadalajara MX from November 4 to November 9.
- Attended PRC “Mighty Real” gala to help accept Keystone Service Award at St. Joseph’s Arts Society on November 9.

PUBLIC RELATIONS

- Bay Area Reporter: Provided comment for “Readers love their Pride, the Castro, and the Dubs: Besties” on October 25:
<https://www.ebar.com/story.php?ch=News&sc=Besties&id=329290>
- Yahoo! News: Provided comment for “San Francisco Pride calls Dianne Feinstein ‘a national icon’” on September 29: <https://uk.news.yahoo.com/dianne-feinstein-death-latest-tributes-130739017.html>

2023 INTERPRIDE CONFERENCE: KEY TAKE-AWAYS

- SF Pride offers our sincerest gratitude to our friends at San Diego Pride for serving as the consummate host of the 2023 InterPride General Meeting and World Conference: an engaging, festive, and well-thought-out LGBTQ+ leadership convention experience.
- I am pleased and honored to have represented the world's most iconic queer organization (SF Pride!) alongside many colleagues, all of whom appeared well-received by conference attendees. This seemed to reinforce and enhance SF Pride's standing among the broad pool of our sister Pride organizations.

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- Many InterPride member organizations share in common several of SF Pride's leading opportunity areas, such as sponsorship/fundraising in a challenging and ever-changing philanthropy landscape.
- As regards the heightening conflict/war situation among Palestine, Israel, and Hamas, there is no consensus within the InterPride membership. This remains a complex subject with vastly diverse viewpoints.

COMMITTEE WORK

- Coordinated with Board Members to confirm Committee sign-ups.
- Personnel: Chaired committee video conference meeting on October 12.
- Budget and Finance: No meeting last period.
- Development: No meeting last period.
- Policies & Procedures: No meeting last period.

ROUTINE RESPONSIBILITIES

- Coordinated with Board Members to confirm dates for 2024 Weekend Retreat.
- Participated on numerous ED check-in calls from October 4 through November 15.
- Participated on PR partner check-in calls on October 12, October 18, November 1, and November 15.
- 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

- Participate at Committee meeting(s) via video conference: Personnel (Chair) on November 16.
- Chair ExCom video conference meeting on November 22.
- Chair Board of Directors video conference meeting on December 6.

SAN FRANCISCO PRIDE

Treasurer's Report InterPride Conference Report

Robert Louie
November 15th, 2023

Summary

It was an honor and a blessing to have this one-time opportunity to send many of us to represent SF Pride and transmasc POC at InterPride. It was a rare opportunity to have many of us attend and get more conference coverage as InterPride hasn't been hosted this close to SF in over a decade.

Connecting globally gave insight to the wide breadth of challenges and common themes we're facing as pride celebratory organizations, while also giving perspective on how the scope and scale of an event affects the work and strategies. We're all up against our region's issues and needs.

Talks

I attended as many talks and roundtables as possible with the highlights being two operational talks: "Booking Pride Artists By The Numbers" and "Engaging Youth In Your Pride." They both gave insight into data driven ways to approach these topics and some strategies they've taken. Another interesting item was Law Enforcement and Pride for US & Canada with seeing the similar issues we faced.

Booking Pride Artist by the Numbers

- San Diego Pride shared their data based processes to analyze any given artist's demographic engagement, including by geographical area
- They also shared resources for getting in touch with artists or their direct managers and skipping other companies
- Gathered resources to share with staff
- Branding artists together to pull in more talent

Engaging Youth In Your Pride

Many prides are also the LGBTQ+ center, which added responsibility around continuous youth programs

Gave interesting demographic context on Gen Z:

- 65% of 4th graders aren't proficient in reading
- 1/5th of Gen Z spends 6+ hours on their smartphone daily
 - Social Media is the best place to reach out
 - Decrease barriers to access: simplify, simplify, simplify

- Communicate in their language, but prioritize authenticity
- 98% of Gen Z said they feel burnt out

Law Enforcement and Pride Roundtable - US & Canada

Similar situations nationally- negotiating police uniforms and engagement

Negotiations affected relationships with police

- Worst-cases: Toronto pride: affected costs and attendance for marching
- One best-case: St. Louis Pride had existing relationships and were able to create training that was received
- Most negotiated similar outcomes - no police uniforms, special shirts ok

Networking

And as a final piece, it was great networking with Queer Amsterdam and Manchester Pride to see how different prides are globally, especially in comparison to the US. Connected with many other Prides as well: Bangkok, Korea, Liverpool, Toronto. And of course great to continue building our camaraderie and share ideas among our own org.

Attended Talks & Roundtables

Plenary

Prides - Politics Glitter or Both - Relationship with Governments and Corporations

Booking Pride Artists By The Numbers

Networking Group: Large Prides

Trans, Non-binary, Intersex, & Gender Non-Conforming Caucus

Disorganize Pride

Engaging Youth In Your Pride

Law Enforcement and Pride Roundtable - US & Canada

SAN FRANCISCO PRIDE

Treasurer's Report
Narrative Overview
Robert Louie
November 15th, 2023

Overall Spending & Revenue

We continue to be in a negative cashflow position as we pay off bills from the event in conjunction with our normal operating expenses.

We're in the negatives with our unrestricted funds (-\$15.9k)

- Will have to access the reserve for this month
- Goal to put the reserve fund back to \$125k with GFTA

\$35k of what was spent this month was our fiscal sponsee, the Pink Triangle, spending their own restricted funds

Our biggest expenses were \$11.7k paid towards FY24's booth structure contracts

No Budget vs Actuals report yet nor B&F meeting as staff and I continue to have meetings on the budget to finalize something that is ready for B&F then the board.

Grants for the Arts

Will have the opportunity to file reimbursements on December 1st. Staff is ready to file for the reimbursements for the entire grant.

SAN FRANCISCO PRIDE

Treasurer's Report

Robert Louie

November 15, 2023

Profit & Loss Statement – October 2023

Gross Profit	\$29,323.18
Expenses	\$117,215.77
Net Income	(\$87,892.59)

Total for the Fiscal Year

Gross Profit	
Expenses	
Net Income	\$0.00

Cash Flow Statement for FY 2023

Cash at the beginning of the month	\$252,292.77
Net Cash from Operating Activities	(\$108,187.40)
Net Cash Increase	(\$95,283.55)
Cash at the End of the Period	\$157,009.22
Wells Fargo Checking (<i>Unrestricted</i>)	(\$15,919.99)
(Fiscal Agencies – <i>Restricted Funds</i>)	\$20,640.79
Wells Fargo MarketRate (<i>Reserve</i>)	\$125,568.96
Wells Fargo Bank Savings	26,560.51
Fresno First	\$87.72
Petty Cash	\$55.23

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet
 As of October 31, 2023

Oct 31, 23

ASSETS

Current Assets

Checking/Savings

0101 · Wells Fargo Bank Checking

0101A · Restricted Funds

0101AGR · Howard Grayson LGBT	840.21
0101ALA · Latin Stage	509.24
0101API · Pink Triangle	17,122.28
0101ASI · Sistahs Steppin	818.31
0101ASO · Soul of Pride	1,350.75

Total 0101A · Restricted Funds 20,640.79

0101 · Wells Fargo Bank Checking - Unrestricted Funds -15,919.99

Total 0101 · Wells Fargo Bank Checking 4,720.80

0102 · WellsFargo MarketRate (Reserve) 125,584.96

0104 · WellsFargo Bank Savings 26,560.51

0106 · Fresno First 87.72

0113 · Petty Cash Account 55.23

Total Checking/Savings 157,009.22

Total Current Assets 157,009.22

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 -58,440.96

Total 0189 · TRADEMARKS 2,170.00

0191 · Prepaid Expenses 63,232.84

0195 · Other Deposits 37,442.23

Total Other Assets 102,845.07

TOTAL ASSETS 259,854.29

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

0210 · Accounts Payable 154,817.46

Total Accounts Payable 154,817.46

Other Current Liabilities

0250L · Payroll Taxes Due Payable 4,986.32

0255L · Vacation Time Account Payable 21,441.40

Total Other Current Liabilities 26,427.72

Total Current Liabilities 181,245.18

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of October 31, 2023

	<u>Oct 31, 23</u>
Long Term Liabilities	
0270 · Deferred rent liability	7,234.00
Total Long Term Liabilities	<u>7,234.00</u>
Total Liabilities	188,479.18
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	204,958.70
Net Income	<u>-87,892.59</u>
Total Equity	<u>71,375.11</u>
TOTAL LIABILITIES & EQUITY	<u><u>259,854.29</u></u>

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Statement of Cash Flows
October 2023

	<u>Oct 23</u>
OPERATING ACTIVITIES	
Net Income	-87,892.59
Adjustments to reconcile Net Income to net cash provided by operations:	
0115 · Accounts Receivable (General)	46,875.82
0210 · Accounts Payable	-72,156.95
0250L · Payroll Taxes Due Payable	4,986.32
Net cash provided by Operating Activities	<u>-108,187.40</u>
INVESTING ACTIVITIES	
0191 · Prepaid Expenses	12,903.85
Net cash provided by Investing Activities	<u>12,903.85</u>
Net cash increase for period	-95,283.55
Cash at beginning of period	<u>252,292.77</u>
Cash at end of period	<u><u>157,009.22</u></u>

Profit & Loss

October 2023

	<u>Oct 23</u>
Ordinary Income/Expense	
Income	
0402 · Membership Income	415.00
0414 · Donations (Individual) Income	8,141.17
0421 · Interest Income	17.01
4900 · Fiscal Sponsee Income	
4900.14 · Donations (Individual) Income	750.00
4900.49 · Fundraising	20,000.00
Total 4900 · Fiscal Sponsee Income	<u>20,750.00</u>
Total Income	<u>29,323.18</u>
Gross Profit	29,323.18
Expense	
0602 · Bank Fees	197.76
0603 · Utilities and Maintenance	
0603C · Cleaning & General Maintenance	696.81
0603U · Utilities	362.81
Total 0603 · Utilities and Maintenance	<u>1,059.62</u>
0606 · Insurance Expense	3,207.92
0607 · Postage Expense	132.00
0608 · Copying/Printing Expense	180.35
0609 · Office Supplies Expense	1,095.36
0610 · Accounting/Auditing Expense	2,500.00
0613 · Employee Benefits Expense	
0613M · Medical/Dental Benefits	3,674.94
Total 0613 · Employee Benefits Expense	<u>3,674.94</u>
0614 · Equipment Rental Expense	149.90
0615 · Rent (Office) Expense	5,555.31
0616 · Rent (Non-Office Space) Exp.	2,043.00
0618 · Equipment Repair & Maintenance	136.50
0619 · Contracted Services	46,745.31
0622 · Payroll Taxes	1,902.33
0623 · Travel Expense	3,445.96
0625 · Telephone Expense	42.87
0626 · Payroll Expense	
0626A · Payroll expense	24,866.93
Total 0626 · Payroll Expense	<u>24,866.93</u>
0628 · Community Partners Grants	
0628B · Grants from Board	165.38
Total 0628 · Community Partners Grants	<u>165.38</u>
0629 · Educational Development Exp.	4,020.00
0630 · Food Expense	533.42
0631 · Media/PR Expense	10,359.70
0645 · Signage Expense	479.17
0655 · Data Management Expense	2,398.11
0660 · Fundraising Expense	473.53
6800 · Fiscal Sponsee Expenses	
6800.19 · Contracted Services	1,600.40
6800.28 · Donations,Grants, Fellowships	250.00
Total 6800 · Fiscal Sponsee Expenses	<u>1,850.40</u>
Total Expense	<u>117,215.77</u>
Net Ordinary Income	<u>-87,892.59</u>
Net Income	<u><u>-87,892.59</u></u>

Executive Director Report

1. Operations

Contract signed with Silverback Production Company

Meeting with SF Office of Cannabis this week

Permit apps in for Rec and Park and Iscott for Pride 2024!

Beverage Program meetings in progress

Executive Assistant Job Posting ready

2. Budget almost ready for Budget and Finance Comm

3. Community Stage RFP ready!

4. December 1st we will submit our bills to the city for reimbursement. This will allow us to pay the last outstanding bills from 2023. We will pay back the funds we pull from the reserve fund to bring it back to \$125K.

5. End of year ask in progress

6. SF pride received Keystone Community Service Award from PRC. Nguyen and I attended the Mighty Real Gala to formally accept the award.

VIP Party

June 2nd Pride Kick Off Party

Media???