

**AGENDA FOR  
REGULAR BOARD OF DIRECTORS MEETING  
HELD REMOTELY ON 2024-AUGUST-07**

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

1. Standing Items (60 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. Approval of Minutes
  - j. Reports of the Officers
  - k. Reports of Committees
    - i. Budget & Finance
    - ii. Community Affairs
    - iii. Entertainment
    - iv. Long Range Planning
  - l. Agency Updates from Executive Director
2. Unfinished Business (0 mins)
3. New Business (20 mins)
  - a. Core Values
  - b. Close of Board Nominations
4. Announcements (5 mins)
5. Public Comment (10 mins)
6. In-Memoriam
7. Adjournment

Closed Session to follow

## Meeting Statements

<https://members.sfpride.org/meetings/>

This information is compiled for ease of use during meetings.

### Mission Statement

The mission of the San Francisco Lesbian, Gay, Bisexual, Transgender Pride Celebration Committee is to educate the world, commemorate our heritage, celebrate our culture, and liberate our people.

### 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.

### 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.

## Disclosure of Potential Conflicts of Interest

- Nguyen: Frameline
- Janelle: TRANScend, SF LGBT Center
- Anjali: Lyon Martin, LGBT Asylum, Parivar, OTI TAC, ETE, Officer-HSH, Center for Immigrant Protection (President)
- George: Oakland Pride (Board President)
- Josh: Burning Man, UC Berkeley, Soul of Pride, Comfort and Joy, Music Connects Foundation
- Linda: BWOPA, Juvenile Prevention
- Maceo: SF LGBT Center
- Nas: Alwan Foundation



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

**Nguyen Pham**  
**President Report**  
August 7, 2024

**MEETING PARTICIPATION**

- Chaired Board of Directors meeting via videoconference on July 3.
- Chaired Membership meeting via videoconference on July 10.
- Chaired ExCom meeting via videoconference on July 24.
- Attended Commonwealth Club sponsorship meeting via videoconference on July 25.

**COMMUNITY ENGAGEMENT**

- Attended Richmond Ermet Aid Foundation (REAF) 30<sup>th</sup> anniversary “Help Is On The Way” gala at Marines’ Memorial Theatre and Beacon Grand Hotel on July 14.
- Attended and delivered remarks at Divas & Drinks: SF Pride Appreciation + Olympics Watch Party at The Academy on July 26.
- Attended and delivered remarks at SF Pride Volunteer Appreciation Party at SF Eagle on July 27.
- Attended Beaux Remodel and Reinvention Ribbon Cutting at Beaux on August 3.

**SF PRIDE GOLF TOURNAMENT FUNDRAISER**

- Participated on coordination calls via videoconference on July 10 and July 22.

**ROUTINE RESPONSIBILITIES**

- Participated on numerous ED check-in calls from July 3 through August 7.
- Participated on PR partner check-in call on July 19.
- Corresponded with community members as needs emerged.
- 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**

- Chair ExCom meeting via videoconference on August 21.
- Chair Board of Directors meeting via videoconference on September 4.

Minutes FOR  
**REGULAR BOARD OF DIRECTORS MEETING**  
HELD IN PERSON ON **2024-JUN-05**

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

1. Standing Items (60 mins)
  - a. Call to Order and Welcome: 7:04pm
  - b. Reading of [Land Acknowledgement](#)
  - c. Roll Call: Nguyen Pham, Joshua Smith, George Smith, Manuel Perez, Dr. Nas Mohamed, Maceo Persson
    - i. Apologies: Adell Hanson-Kahn, Anjali Rimi
    - ii. Not Present: Janelle Luster, Linda Martley-Jordan, Carolyn Wysinger
  - d. Appointment of Meeting Roles
    - i. Timekeeper, Stack Monitor, Vibe Watcher
      1. Timekeeper: Chris
      2. Stack: Nguyen
      3. Vibe: Dr. Nas Mohamed
  - e. Reading of the [Mission Statement](#) and [Financial Protocol](#)
  - f. Disclosure of Potential Conflicts of Interest
    - i. Manuel: Please add College of San Mateo
  - g. Approval of Agenda
    - i. Nguyen requests to insert "Approval of Minutes"
    - ii. Consensus reached with no stand asides or objections with Nguyen's addition at 7:14pm
  - h. Approval of Minutes
    - i. Consensus reached with no stand asides or objections
  - i. Reports of the Officers
    - i. Nguyen provides an overview of his activities since the last board meeting. (*Please refer to board packet for written report*) Nguyen thanked team for attending Mayor's flag raising
    - ii. No Treasurer report provided as Adell is traveling
    - iii. No VP Report as Janelle was not present
    - iv. Josh had no report
  - j. Reports of Committees
    - i. Community Affairs
      1. Josh reminded the board that it is not too late to invite community members into the Resistance Contingent, however, time is ticking!
    - ii. Long Range Planning

1. Josh asked for initial feedback on dates for a July Wrap-Up and Reflection Gathering
  - i. Suzanne before 7/10 and no later than 7/31
  - ii. Josh to do a Doodle Poll to board
  - b. Josh invited LRP team members to chime-in with any other updates
  - c. Maceo noted that work continues Core values development
  - d. Dr. Nas spoke to the work LRP is doing in its review of how our organization makes decisions. He went on to explain that LRP used feedback from the retreat to develop a set of core values & how they can be applied to practical questions. Please be on the lookout for distilled core values in preparation for a vote in July
- k. Agency Updates from Executive Director
  - i. Suzanne gave a verbal summary of financial position. She commented that we are ahead of projections for parade and vendor income. When it comes to sponsorship, Suzanne explained that we have increased sponsorship over last year. Suzanne asked the board for its help in selling grandstand and City Hall tickets. Suzanne noted that Robyn will resend promo language for board to use. She went on to comment that we have a much larger presence for the Root Of Pride venue. Suzanne disclosed that we are making money on Root Of Pride space. She commented that Oasis is working hard to round out Main Stage program. When it comes to our Community Stages, Suzanne welcomed back a Youth Stage. Suzanne went on to thank the community stages for pulling together their respective programs. Suzanne spoke to work that has been done to build lasting relationships. Suzanne went on to thank the staff for their hard work in making this happen. Suzanne disclosed that she met with the Street Fair Coalition. The coalition met with The City and made it clear regarding our needs. Suzanne commented that the coalition is committed to sharing resources and relationships. Suzanne disclosed that work will soon begin on an economic impact study with the help of SF State University. Suzanne underscored SF Pride's commitment to welcoming a variety of voices to this platform called SF Pride.
  - ii. Ronnie disclosed that five sponsors have been secured for Hip Hop Stage. Ronnie has secured volunteers. Ronnie went on to comment that programming is coming together and DJs have been locked in
  - iii. Suzanne spoke to work Robyn is doing to promote the community stages

- iv. Robyn provided the team a preview of main stage content announcement which is scheduled for immediate release
2. Unfinished Business
  - a. None
3. New Business
  - a. None
4. Announcements (5 mins)
  - a. Nguyen: Partnering with Broadway SF has offered comp tickets to *Company* at Orpheum on 6/6
  - b. Cheryl: Springlicious on 5/11 was a big success! Glide Pride is gearing up for Pride
  - c. Josh: AfterGlow Pride on 6/29 at Space 550 from 10pm—6am
  - d. Suzanne: 6/8 at 10am. Pink Traigle kickoff event up at the Twin Peaks
  - e. George: 6/9 LGBTQ Community Center /Oakland Culture District is hosting an all-day event
5. Public Comment (10 mins)
  - a. None
6. In Memoriam
  - a. Reverend Cecil Williams and Co-Founder Janice Mirikitani
  - b. Reverend Marvin K. White brother “Michael White”
  - c. Michelle Henry
  - d. Gina LaDavina
7. Adjournment
  - a. Consensus to adjourn at 8:00pm with no objections or stand asides

Closed session to follow

## Meeting Statements

<https://members.sfpride.org/meetings/>

This information is compiled for ease of use during meetings.

### **Mission Statement**

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### **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.

### **Disclosure of Potential Conflicts of Interest**

- Nguyen: Frameline
- Janelle: TRANScend, SF LGBT Center
- Anjali: Lyon Martin, LGBT Asylum, Parivar, OTI TAC, ETE, Officer-HSH, Center for Immigrant Protection
- George: Oakland Pride
- Josh: Burning Man, UC Berkeley, Soul of Pride, Comfort and Joy, Music Connects Foundation
- Linda: NAACP, BWOPA, NAPSU, Soul of Pride, Juvenile Prevention
- Maceo: SF LGBT Center
- Manuel: University of San Francisco; Cañada College
- Nas: Alwan Foundation, Gilead, ViiV
- Suzanne: Trans Heartline

MINUTES FOR  
**REGULAR BOARD OF DIRECTORS MEETING**  
HELD IN PERSON ON **2024-JULY-03**

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

1. Standing Items (50 mins)
  - a. Call to Order and Welcome: 7:05pm
  - b. Reading of [Land Acknowledgement](#)
  - c. Roll Call: Joshua Smith, Nguyen Pham, Adell Hanson-Kahn, Linda Martley-Jordan, Anjali Rimi, Carolyn Wysinger, Dr. Nas Mohhamad, George Smith
  - d. Appointment of Meeting Roles
    - i. Timekeeper: Josh
    - ii. Stack Monitor: Nguyen
    - iii. Vibe Watcher: Linda
  - e. Reading of the [Mission Statement](#) and [Financial Protocol](#)
  - f. Disclosure of Potential Conflicts of Interest
    - i. Linda: Please remove NAACP, Soul Of Pride and NABSE
  - g. Approval of Agenda
    - i. Consensus with no objections or stand asides
  - h. Approval of Minutes
    - i. Tabled
    - ii. Chris to link June minutes to August agenda
  - i. Reports of the Officers
    - i. Nguyen provides a verbal summary of written Presidents report submitted to the packet
    - ii. Vice President Report: Not present
    - iii. Secretary: Josh noted that he had an opportunity to visit every stage. Josh expressed appreciation for the work that staff and community put into making the event happen
    - iv. Treasurer Report: Referred attendee's written report, but noted that actuals are still coming in. Adell asked the board to be prepared for a revised budget come August
  - j. Reports of Committees
    - i. Community Affairs
      1. Josh reflected upon the success of the Resistance contingent, remarking that it gave diverse voices in our community an opportunity to express themselves. Josh went on to thank the staff for its administrative support that played a vital role in calling in community to take part in the contingent. Josh closed by disclosing



that the communities will most likely be on hiatus until the new board is seated

ii. Long Range Planning

1. Josh remarked that the committee is focused on building an agenda for the July 13<sup>th</sup> board/staff wrap up and reflection meeting
2. Adell spoke to draft core values, which will be presented at the July 13<sup>th</sup> wrap up and reflection gathering

k. Agency Updates from Executive Director

2. Suzanne thanks the staff for their super-human efforts to pull this all together. She went on to acknowledge the disparate voices who came to the table that is SF Pride to express themselves in a peaceful manner. Suzanne commented that operationally speaking, things went off w/o a hitch. In terms of Saturday attendance, Suzanne disclosed that it could have been better. She went on to recognize the hard work of the stage managers. Suzanne drew attention to the successful activation of cannabis space. She went on to disclose that gate donations could have gone better as we had high volunteer attrition. Turning to Saturday, Suzanne recognized concerns raised by Womxn stage community. When it comes to security on Sunday, things went smoothly. As for the City Hall party, Suzanne remarked that we came away with some solid learnings. In summary, the City Hall party was a net positive. Suzanne mentioned that work will need done, centering on finding the right revenue model associated with beverage sales. Suzanne disclosed that we will need ongoing conversations about our festival's beverage revenue model. Suzanne closed by taking ownership of all operational decisions made. Suzanne recognized community concerns regarding community stages
3. Several voiced concerns about financial viability of the Saturday event
4. New Business
  - a. None
5. Announcements (5 mins)
  - a. None
6. Public Comment (20 mins)
  - a. A vendor came to raise a concern regarding a lack of traffic at their area of the site as well as customer service experience
  - b. Multiple community members came to the table to share concerns regarding the Womxn stage activation, from privacy/safety to security to challenges with equipment. Other voices asked for a formal apology in the wake of this experience. Several stakeholders lifted up the existence of Dyke March and role it plays in the Womxn community. Concerns were raised around what message this sends to wider community given how small the stage was etc...put thru the lense of Womxn being historically marginalized.

- c. In response, Suzanne made a commitment to meeting with constituents. Suzanne then called in Board members be present at the meeting
  - d. Several board members thanked community for voices their concerns
7. In Memoriam
- a. Maceo father
  - b. The people who passed away at various crowd crushes in India
  - c. To all of the Trans lives that we have and continue to lose
  - d. Esther Lahari
  - e. Tio
  - f. Emma
  - g. Peggy Moore
8. Adjournment
- a. 8:32pm

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# SAN FRANCISCO PRIDE<sup>TM</sup>

## Treasurer's Report

Adell Hanson-Kahn

August 8, 2024

### Profit & Loss Statement – July 2024

Gross Profit	\$920,276.62
Expenses	\$1,279,063.81
<b>Net Income</b>	<b>(\$358,787.19)</b>

### Total for the Fiscal Year FY24

Gross Profit	\$3,990,851.52
Expenses	\$3,695,589.96
<b>Annual Net Income</b>	<b>\$295,261.56</b>

### Cash Flow Statement for FY 2024

Cash at the beginning of the month	\$729,301.67
Net Cash from Operating Activities	(\$360,471.69)
Net Cash Increase	(\$360,471.69)
Cash at the End of the Period	\$368,829.98

Wells Fargo Checking ( <i>Unrestricted</i> )	\$157,206.03
(Fiscal Agencies – <i>Restricted Funds</i> )	\$39,296.94
Wells Fargo MarketRate ( <i>Reserve</i> )	\$170,623.41
Wells Fargo Bank Savings	1,560.65
Fresno First	\$87.72
Petty Cash	\$55.23

**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Profit & Loss Budget vs. Actual**  
 October 2023 through July 2024

	Oct '23 - Jul 24	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>0402 · Membership Income</b>	4,040.00	10,000.00	-5,960.00	40.4%
<b>0409 · Vendor Income</b>				
<b>0410 · Vendor/Booth Fees Income</b>				
<b>0410F · Pride-Vendor Income-Food</b>	140,802.45	88,000.00	52,802.45	160.0%
<b>0410P · Pride-Vendor Income-Other</b>	205,191.60	109,000.00	96,191.60	188.2%
<b>Total 0410 · Vendor/Booth Fees Income</b>	345,994.05	197,000.00	148,994.05	175.6%
<b>0425 · Booth Equip. Rental Income</b>	11,800.00	10,000.00	1,800.00	118.0%
<b>Total 0409 · Vendor Income</b>	357,794.05	207,000.00	150,794.05	172.8%
<b>0411 · Parade Fee Income</b>				
<b>0411FM · Pride-Float/March Income</b>	280,667.37	200,000.00	80,667.37	140.3%
<b>0411W · DykesOnBikes (WMC)</b>	3,210.00	3,000.00	210.00	107.0%
<b>Total 0411 · Parade Fee Income</b>	283,877.37	203,000.00	80,877.37	139.8%
<b>0412 · Beverage Sales</b>				
<b>0412P · Pride - Beverage sales</b>	260,000.00	320,000.00	-60,000.00	81.3%
<b>Total 0412 · Beverage Sales</b>	260,000.00	320,000.00	-60,000.00	81.3%
<b>0414 · Donations (Individual) Income</b>	58,315.38	40,000.00	18,315.38	145.8%
<b>0416 · Barrel Donations Income</b>				
<b>0416E · Electronic Gate Donations</b>	8,825.57	30,000.00	-21,174.43	29.4%
<b>0416P · Pride - Barrel Donations</b>	3,284.00	5,000.00	-1,716.00	65.7%
<b>Total 0416 · Barrel Donations Income</b>	12,109.57	35,000.00	-22,890.43	34.6%
<b>0417 · Corporate Sponsorship Income</b>	1,940,500.00	2,175,000.00	-234,500.00	89.2%
<b>0421 · Interest Income</b>	55.60	60.00	-4.40	92.7%
<b>0424 · Other Income</b>				
<b>0424AP · Pride After Party</b>	9,185.00			
<b>0424O · Official Events Calendar List</b>	0.00	5,000.00	-5,000.00	0.0%
<b>0424PP · Pride Pass</b>	38,164.33	40,000.00	-1,835.67	95.4%
<b>0424PT · Pink Triangle</b>	43,886.53			
<b>0424VIP · VIP Tickets</b>	43,436.00	30,000.00	13,436.00	144.8%
<b>Total 0424 · Other Income</b>	134,671.86	75,000.00	59,671.86	179.6%
<b>0430 · Grants For the Arts</b>				
<b>0430A · Pride - Grants for the Arts</b>	826,219.00	825,000.00	1,219.00	100.1%
<b>Total 0430 · Grants For the Arts</b>	826,219.00	825,000.00	1,219.00	100.1%

**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Profit & Loss Budget vs. Actual**  
 October 2023 through July 2024

	Oct '23 - Jul 24	Budget	\$ Over Budget	% of Budget
0435 · Other Grants Income	10,000.00			
0440 · Grandstand Ticket Sales	29,892.00	75,000.00	-45,108.00	39.9%
0441 · Other Ticket Sales	15,097.00	70,000.00	-54,903.00	21.6%
0450 · Merchandise Sales	11,862.00	20,000.00	-8,138.00	59.3%
0490 · Fundraising - General	1,150.00	45,000.00	-43,850.00	2.6%
0495 · Management Fees Income	968.31	818.00	150.31	118.4%
4900 · Fiscal Sponsee Income				
4900.14 · Donations (Individual) Income	2,799.38			
4900.49 · Fundraising	41,500.00			
<b>Total 4900 · Fiscal Sponsee Income</b>	<b>44,299.38</b>			
<b>Total Income</b>	<b>3,990,851.52</b>	<b>4,100,878.00</b>	<b>-110,026.48</b>	<b>97.3%</b>
<b>Gross Profit</b>	<b>3,990,851.52</b>	<b>4,100,878.00</b>	<b>-110,026.48</b>	<b>97.3%</b>
<b>Expense</b>				
0600 · Advertising (Administrative)	0.00	800.00	-800.00	0.0%
0601 · Advertising (Event)	0.00	1,500.00	-1,500.00	0.0%
0602 · Bank Fees	29,090.32	3,500.00	25,590.32	831.2%
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	7,180.20	7,000.00	180.20	102.6%
0603U · Utilities	1,532.87	1,500.00	32.87	102.2%
<b>Total 0603 · Utilities and Maintenance</b>	<b>8,713.07</b>	<b>8,500.00</b>	<b>213.07</b>	<b>102.5%</b>
0604 · Messenger Expense	0.00	200.00	-200.00	0.0%
0605 · Membership Dues Expense	2,364.86	1,100.00	1,264.86	215.0%
0606 · Insurance Expense	201,671.58	210,000.00	-8,328.42	96.0%
0607 · Postage Expense	132.00	4,000.00	-3,868.00	3.3%
0608 · Copying/Printing Expense	480.30	18,200.00	-17,719.70	2.6%
0609 · Office Supplies Expense	3,846.77	4,750.00	-903.23	81.0%
0610 · Accounting/Auditing Expense	47,119.95	80,000.00	-32,880.05	58.9%
0612 · Other Supplies	34,394.12	11,100.00	23,294.12	309.9%
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	60,587.04	50,000.00	10,587.04	121.2%
<b>Total 0613 · Employee Benefits Expense</b>	<b>60,587.04</b>	<b>50,000.00</b>	<b>10,587.04</b>	<b>121.2%</b>
0614 · Equipment Rental Expense	782,954.69	498,000.00	284,954.69	157.2%
0615 · Rent (Office) Expense	57,052.95	75,000.00	-17,947.05	76.1%
0616 · Rent (Non-Office Space) Exp.	97,892.91	123,000.00	-25,107.09	79.6%
0617 · Clean-Up Costs (Event)	135,124.03	120,000.00	15,124.03	112.6%
0618 · Equipment Repair & Maintenance	1,389.06	1,800.00	-410.94	77.2%
0619 · Contracted Services	714,928.10	609,300.00	105,628.10	117.3%
0620 · Contractors	97,975.00	164,500.00	-66,525.00	59.6%
0621 · ASL Interpreter/ADA Compliance	10,893.51	20,500.00	-9,606.49	53.1%
0622 · Payroll Taxes	24,781.00	39,200.00	-14,419.00	63.2%
0623 · Travel Expense	26,243.25	55,800.00	-29,556.75	47.0%

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**Profit & Loss Budget vs. Actual**  
 October 2023 through July 2024

	Oct '23 - Jul 24	Budget	\$ Over Budget	% of Budget
<b>0624 · Entertainer/Speaker Expense</b>				
0624M · Main Stage	109,550.00	130,000.00	-20,450.00	84.3%
0624S · Community Stages and Venues	26,436.50	10,000.00	16,436.50	264.4%
0624T · Other Venues	11,050.00	23,500.00	-12,450.00	47.0%
<b>Total 0624 · Entertainer/Speaker Expense</b>	147,036.50	163,500.00	-16,463.50	89.9%
<b>0625 · Telephone Expense</b>	444.75	2,000.00	-1,555.25	22.2%
<b>0626 · Payroll Expense</b>				
0626A · Payroll expense	323,931.57	434,970.00	-111,038.43	74.5%
<b>Total 0626 · Payroll Expense</b>	323,931.57	434,970.00	-111,038.43	74.5%
<b>0627 · Permit Costs</b>	78,521.50	85,483.50	-6,962.00	91.9%
<b>0628 · Community Partners Grants</b>				
0628B · Grants from Board	24,012.62	15,000.00	9,012.62	160.1%
0628W · Grants to Dykes on Bikes	0.00	3,000.00	-3,000.00	0.0%
<b>Total 0628 · Community Partners Grants</b>	24,012.62	18,000.00	6,012.62	133.4%
<b>0629 · Educational Development Exp.</b>	5,055.00	14,000.00	-8,945.00	36.1%
<b>0630 · Food Expense</b>	21,394.94	37,500.00	-16,105.06	57.1%
<b>0631 · Media/PR Expense</b>	61,642.46	60,000.00	1,642.46	102.7%
<b>0632 · Volunteer/Staff Recognition Exp</b>	1,497.66	8,000.00	-6,502.34	18.7%
<b>0633 · Security Costs</b>	413,602.75	500,000.00	-86,397.25	82.7%
<b>0635 · Legal Expense</b>	0.00	10,000.00	-10,000.00	0.0%
<b>0636 · Branded Apparel Expense</b>	15,058.71	16,000.00	-941.29	94.1%
<b>0637 · Police/Traffic Control Expense</b>	0.00	30,000.00	-30,000.00	0.0%
<b>0641 · Radio Rental Expense</b>	6,251.92	18,500.00	-12,248.08	33.8%
<b>0642 · Toilet Rental Expense</b>	44,268.05	47,000.00	-2,731.95	94.2%
<b>0643 · Fencing Rental Expense</b>	76,811.42	70,000.00	6,811.42	109.7%
<b>0644 · Sound Expenses</b>				
0644V · Video Expense	0.00	292,000.00	-292,000.00	0.0%
<b>Total 0644 · Sound Expenses</b>	0.00	292,000.00	-292,000.00	0.0%
<b>0645 · Signage Expense</b>	7,648.44	50,000.00	-42,351.56	15.3%
<b>0655 · Data Management Expense</b>	36,992.04	30,000.00	6,992.04	123.3%
<b>0656 · HR Expense</b>	0.00	100.00	-100.00	0.0%
<b>0660 · Fundraising Expense</b>	2,294.83	16,000.00	-13,705.17	14.3%
<b>0665 · Education and Outreach</b>	1,273.76			
<b>0680 · Fullfillment Expense</b>	0.00	15,000.00	-15,000.00	0.0%
<b>0696 · Lodging/Hotel Epense</b>	10,352.33	16,000.00	-5,647.67	64.7%
<b>0697 · Lost equipment &amp; damages</b>	9,425.00	5,000.00	4,425.00	188.5%
<b>6700 · Reallocation Expenses</b>	20,000.00	30,000.00	-10,000.00	66.7%

**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Profit & Loss Budget vs. Actual**  
 October 2023 through July 2024

	Oct '23 - Jul 24	Budget	\$ Over Budget	% of Budget
<b>6800 · Fiscal Sponsee Expenses</b>				
6800.08 · Copying/Printing Expense	1,030.75			
6800.19 · Contracted Services	18,928.14			
6800.24 · Entertainer/Speaker Expense	27,250.00			
6800.28 · Donations, Grants, Fellowships	1,750.00			
6800.30 · Food	500.00			
6800.60 · Fundraising Expense	12.00			
6800.75 · Management Fees	968.31			
<b>Total 6800 · Fiscal Sponsee Expenses</b>	<b>50,439.20</b>			
<b>6999 · Uncategorized Expenses</b>	<b>0.00</b>	10,000.00	-10,000.00	0.0%
<b>Total Expense</b>	<b>3,695,589.96</b>	<b>4,079,803.50</b>	<b>-384,213.54</b>	<b>90.6%</b>
<b>Net Ordinary Income</b>	<b>295,261.56</b>	<b>21,074.50</b>	<b>274,187.06</b>	<b>1,401.0%</b>
<b>Net Income</b>	<b>295,261.56</b>	<b>21,074.50</b>	<b>274,187.06</b>	<b>1,401.0%</b>

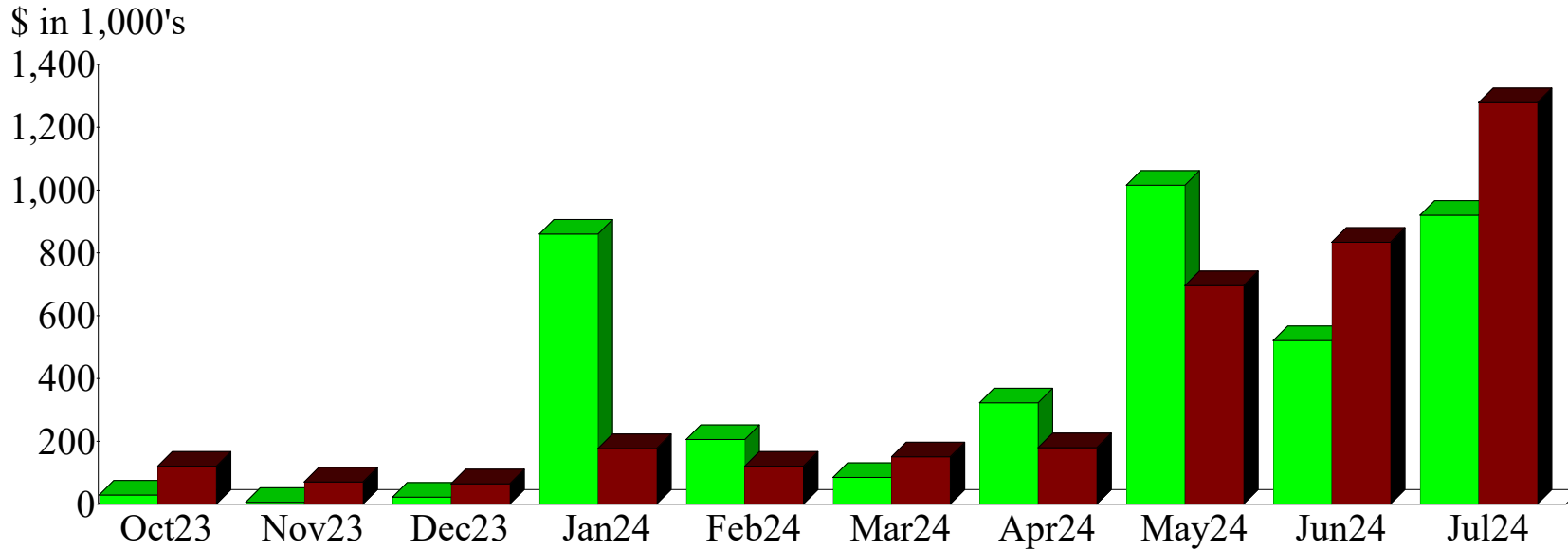


**SF Lesbian Gay Bisexual Transgender Pride CC, Inc.**  
**Statement of Cash Flows**  
July 2024

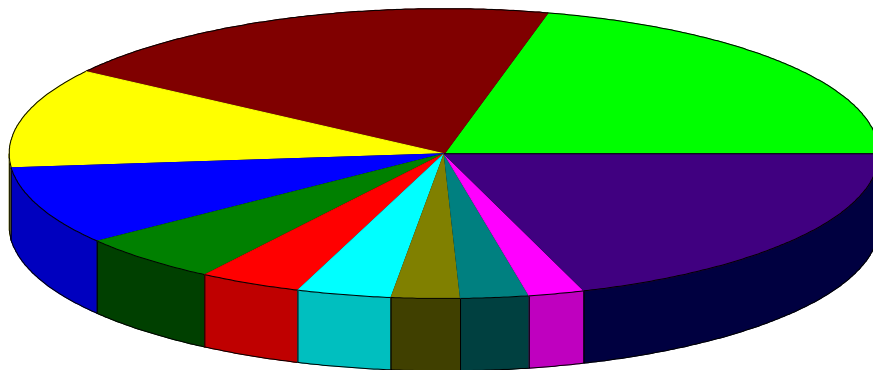
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	<u>Jul 24</u>
<b>OPERATING ACTIVITIES</b>	
Net Income	-358,787.19
Adjustments to reconcile Net Income to net cash provided by operations:	
0215L · Health/Fire Permit Fees Payable	-4,194.00
0240 · Corporate card	8,997.04
0250L · Payroll Taxes Due Payable	-6,487.54
<b>Net cash provided by Operating Activities</b>	<u>-360,471.69</u>
<b>Net cash increase for period</b>	-360,471.69
<b>Cash at beginning of period</b>	<u>729,301.67</u>
<b>Cash at end of period</b>	<u><u>368,829.98</u></u>

## Income and Expense by Month October 2023 through July 2024



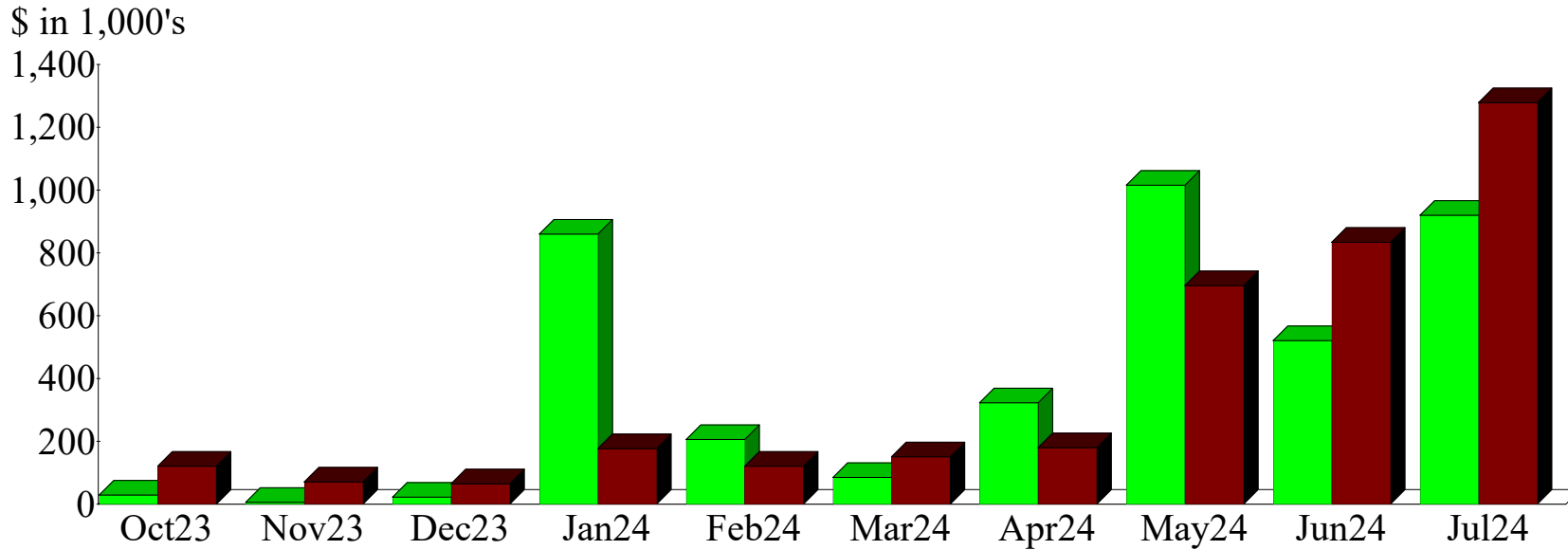
### Expense Summary October 2023 through July 2024



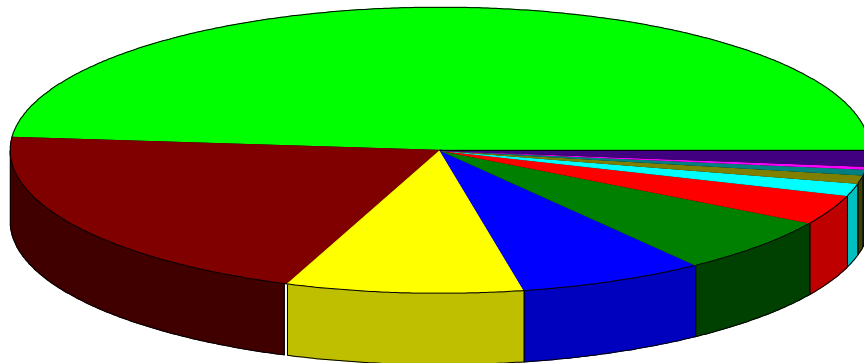
0614 · Equipment Rental Expense	21.19%
0619 · Contracted Services	19.35
0633 · Security Costs	11.19
0626 · Payroll Expense	8.77
0606 · Insurance Expense	5.46
0624 · Entertainer/Speaker Expense	3.98
0617 · Clean-Up Costs (Event)	3.66
0620 · Contractors	2.65
0616 · Rent (Non-Office Space) Exp.	2.65
0627 · Permit Costs	2.12
Other	18.99
<b>Total</b>	<b>\$3,695,589.96</b>

By Account

### Income and Expense by Month October 2023 through July 2024



### Income Summary October 2023 through July 2024



0417 · Corporate Sponsorship Income	48.62%
0430 · Grants For the Arts	20.70
0409 · Vendor Income	8.97
0411 · Parade Fee Income	7.11
0412 · Beverage Sales	6.51
0424 · Other Income	3.37
0414 · Donations (Individual) Income	1.46
4900 · Fiscal Sponsee Income	1.11
0440 · Grandstand Ticket Sales	0.75
0441 · Other Ticket Sales	0.38
Other	1.01
<b>Total</b>	<b>\$3,990,851.52</b>

By Account

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss

October 2023 through July 2024

	<u>Oct 23</u>	<u>Nov 23</u>	<u>Dec 23</u>	<u>Jan 24</u>	<u>Feb 24</u>	<u>Mar 24</u>	<u>Apr 24</u>	<u>May 24</u>	<u>Jun 24</u>	<u>Jul 24</u>	<u>TOTAL</u>
<b>Ordinary Income/Expense</b>											
<b>Income</b>											
0402 · Membership Income	415.00	0.00	4,165.00	-4,000.00	1,925.00	275.00	75.00	90.00	30.00	1,065.00	4,040.00
0409 · Vendor Income											
0410 · Vendor/Booth Fees Income											
0410F · Pride-Vendor Income-Food	0.00	0.00	3,924.50	19,295.00	18,614.00	22,970.30	13,432.75	40,506.33	18,577.48	3,482.09	140,802.45
0410P · Pride-Vendor Income-Other	0.00	0.00	0.00	14,901.50	26,603.13	25,737.31	10,609.13	98,698.09	30,363.93	-1,721.49	205,191.60
<b>Total 0410 · Vendor/Booth Fees Income</b>	<u>0.00</u>	<u>0.00</u>	<u>3,924.50</u>	<u>34,196.50</u>	<u>45,217.13</u>	<u>48,707.61</u>	<u>24,041.88</u>	<u>139,204.42</u>	<u>48,941.41</u>	<u>1,760.60</u>	<u>345,994.05</u>
0425 · Booth Equip. Rental Income	0.00	0.00	0.00	1,000.00	-400.00	6,200.00	1,900.00	2,700.00	400.00	0.00	11,800.00
<b>Total 0409 · Vendor Income</b>	<u>0.00</u>	<u>0.00</u>	<u>3,924.50</u>	<u>35,196.50</u>	<u>44,817.13</u>	<u>54,907.61</u>	<u>25,941.88</u>	<u>141,904.42</u>	<u>49,341.41</u>	<u>1,760.60</u>	<u>357,794.05</u>
0411 · Parade Fee Income											
0411FM · Pride-Float/March Income	0.00	0.00	0.00	0.00	48,885.93	14,865.37	18,407.18	150,673.77	47,432.12	403.00	280,667.37
0411W · DykesOnBikes (WMC)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,210.00	3,210.00
<b>Total 0411 · Parade Fee Income</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>48,885.93</u>	<u>14,865.37</u>	<u>18,407.18</u>	<u>150,673.77</u>	<u>47,432.12</u>	<u>3,613.00</u>	<u>283,877.37</u>
0412 · Beverage Sales											
0412P · Pride - Beverage sales	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	260,000.00	260,000.00
<b>Total 0412 · Beverage Sales</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>260,000.00</u>	<u>260,000.00</u>
0414 · Donations (Individual) Income	8,141.17	706.40	3,235.54	2,040.19	9,519.88	14,394.49	750.94	11,477.40	3,947.45	4,101.92	58,315.38
0416 · Barrel Donations Income											
0416E · Electronic Gate Donations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,825.57	8,825.57
0416P · Pride - Barrel Donations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,284.00	3,284.00
<b>Total 0416 · Barrel Donations Income</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>12,109.57</u>	<u>12,109.57</u>
0417 · Corporate Sponsorship Income	0.00	0.00	0.00	0.00	100,000.00	0.00	264,500.00	699,000.00	372,000.00	505,000.00	1,940,500.00
0421 · Interest Income	17.01	15.39	12.56	2.05	1.37	1.46	1.42	1.46	1.41	1.47	55.60
0424 · Other Income											
0424AP · Pride After Party	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,185.00	9,185.00
0424PP · Pride Pass	0.00	0.00	0.00	0.00	0.00	0.00	1,902.40	2,818.93	0.00	33,443.00	38,164.33
0424PT · Pink Triangle	20,000.00	5,000.00	0.00	0.00	51.43	0.00	9,880.51	2,595.30	6,359.29	0.00	43,886.53
0424VIP · VIP Tickets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43,436.00	43,436.00
<b>Total 0424 · Other Income</b>	<u>20,000.00</u>	<u>5,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>51.43</u>	<u>0.00</u>	<u>11,782.91</u>	<u>5,414.23</u>	<u>6,359.29</u>	<u>86,064.00</u>	<u>134,671.86</u>
0430 · Grants For the Arts											
0430A · Pride - Grants for the Arts	0.00	0.00	0.00	826,219.00	0.00	0.00	0.00	0.00	0.00	0.00	826,219.00
<b>Total 0430 · Grants For the Arts</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>826,219.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>826,219.00</u>
0435 · Other Grants Income	0.00	0.00	10,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
0440 · Grandstand Ticket Sales	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,892.00	29,892.00
0441 · Other Ticket Sales	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.01	13,596.99	15,097.00
0450 · Merchandise Sales	0.00	0.00	0.00	0.00	871.89	666.68	864.36	1,966.94	4,420.06	3,072.07	11,862.00
0490 · Fundraising - General	0.00	0.00	0.00	0.00	0.00	0.00	1,150.00	0.00	0.00	0.00	1,150.00
0495 · Management Fees Income	0.00	0.00	968.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	968.31
4900 · Fiscal Sponsee Income											
4900.14 · Donations (Individual) Income	750.00	650.00	200.00	1,199.38	0.00	0.00	0.00	0.00	0.00	0.00	2,799.38
4900.49 · Fundraising	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,000.00	36,500.00	0.00	41,500.00
<b>Total 4900 · Fiscal Sponsee Income</b>	<u>750.00</u>	<u>650.00</u>	<u>200.00</u>	<u>1,199.38</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>5,000.00</u>	<u>36,500.00</u>	<u>0.00</u>	<u>44,299.38</u>
<b>Total Income</b>	<u>29,323.18</u>	<u>6,371.79</u>	<u>22,505.91</u>	<u>860,657.12</u>	<u>206,072.63</u>	<u>85,110.61</u>	<u>323,473.69</u>	<u>1,015,528.22</u>	<u>521,531.75</u>	<u>920,276.62</u>	<u>3,990,851.52</u>
<b>Gross Profit</b>	29,323.18	6,371.79	22,505.91	860,657.12	206,072.63	85,110.61	323,473.69	1,015,528.22	521,531.75	920,276.62	3,990,851.52

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss

October 2023 through July 2024

	Oct 23	Nov 23	Dec 23	Jan 24	Feb 24	Mar 24	Apr 24	May 24	Jun 24	Jul 24	TOTAL
<b>Expense</b>											
0602 · Bank Fees	197.76	226.27	1,066.59	1,344.77	3,026.75	2,391.06	1,600.02	11,405.67	6,679.02	1,152.41	29,090.32
0603 · Utilities and Maintenance											
0603C · Cleaning & General Maintenance	696.81	708.71	708.71	723.71	723.71	723.71	723.71	723.71	723.71	723.71	7,180.20
0603U · Utilities	362.81	0.00	0.00	390.02	0.00	0.00	390.02	0.00	0.00	390.02	1,532.87
<b>Total 0603 · Utilities and Maintenance</b>	<b>1,059.62</b>	<b>708.71</b>	<b>708.71</b>	<b>1,113.73</b>	<b>723.71</b>	<b>723.71</b>	<b>1,113.73</b>	<b>723.71</b>	<b>723.71</b>	<b>1,113.73</b>	<b>8,713.07</b>
0605 · Membership Dues Expense	0.00	200.00	0.00	0.00	0.00	800.00	0.00	295.00	0.00	1,069.86	2,364.86
0606 · Insurance Expense	3,207.92	521.75	0.00	196.15	-24.84	0.00	103.00	197,667.60	0.00	0.00	201,671.58
0607 · Postage Expense	132.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132.00
0608 · Copying/Printing Expense	180.35	59.71	0.00	67.90	23.56	0.00	0.00	24.51	0.00	124.27	480.30
0609 · Office Supplies Expense	1,095.36	108.61	0.00	0.00	471.31	703.45	192.92	581.78	160.49	532.85	3,846.77
0610 · Accounting/Auditing Expense	2,500.00	5,997.45	4,000.00	10,622.50	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	47,119.95
0612 · Other Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,135.64	0.00	6,258.48	34,394.12
0613 · Employee Benefits Expense											
0613M · Medical/Dental Benefits	7,380.78	3,974.64	4,396.88	4,396.88	6,094.64	10,024.58	6,650.06	3,843.86	7,911.60	5,913.12	60,587.04
<b>Total 0613 · Employee Benefits Expense</b>	<b>7,380.78</b>	<b>3,974.64</b>	<b>4,396.88</b>	<b>4,396.88</b>	<b>6,094.64</b>	<b>10,024.58</b>	<b>6,650.06</b>	<b>3,843.86</b>	<b>7,911.60</b>	<b>5,913.12</b>	<b>60,587.04</b>
0614 · Equipment Rental Expense	149.90	149.90	149.90	149.90	149.90	149.90	27,079.71	245,052.82	205,451.84	304,470.92	782,954.69
0615 · Rent (Office) Expense	5,555.31	5,721.96	5,721.96	5,721.96	5,721.96	5,721.96	5,721.96	5,721.96	5,721.96	5,721.96	57,052.95
0616 · Rent (Non-Office Space) Exp.	2,043.00	1,848.00	1,848.00	1,848.00	1,848.00	3,598.00	1,848.00	1,848.00	78,261.29	2,902.62	97,892.91
0617 · Clean-Up Costs (Event)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,852.50	19,469.67	99,801.86	135,124.03
0618 · Equipment Repair & Maintenance	136.50	401.46	0.00	0.00	425.55	0.00	0.00	425.55	0.00	0.00	1,389.06
0619 · Contracted Services	46,745.31	0.00	0.00	106,749.99	34,285.53	42,584.00	48,689.00	57,592.34	57,189.00	321,092.93	714,928.10
0620 · Contractors	0.00	7,000.00	7,000.00	7,000.00	1,000.00	1,000.00	4,000.00	5,365.00	29,360.00	36,250.00	97,975.00
0621 · ASL Interpreter/ADA Compliance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,893.51	10,893.51
0622 · Payroll Taxes	1,902.33	1,542.76	1,542.76	2,030.45	2,664.78	2,664.78	3,166.98	3,088.72	3,088.72	3,088.72	24,781.00
0623 · Travel Expense	3,445.96	2,131.54	680.45	545.91	3,284.04	594.52	1,136.17	424.94	2,003.49	11,996.23	26,243.25
0624 · Entertainer/Speaker Expense											
0624M · Main Stage	0.00	0.00	0.00	0.00	0.00	0.00	23,750.00	11,500.00	71,850.00	2,450.00	109,550.00
0624S · Community Stages and Venues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,890.00	16,546.50	26,436.50
0624T · Other Venues	0.00	0.00	0.00	0.00	0.00	10,200.00	0.00	0.00	350.00	500.00	11,050.00
<b>Total 0624 · Entertainer/Speaker Expense</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10,200.00</b>	<b>23,750.00</b>	<b>11,500.00</b>	<b>82,090.00</b>	<b>19,496.50</b>	<b>147,036.50</b>
0625 · Telephone Expense	42.87	44.38	44.57	0.00	89.11	44.62	44.63	44.60	45.00	44.97	444.75
0626 · Payroll Expense											
0626A · Payroll expense	24,866.93	20,166.66	20,166.66	26,541.66	34,833.32	34,833.32	41,398.08	40,374.98	40,374.98	40,374.98	323,931.57
<b>Total 0626 · Payroll Expense</b>	<b>24,866.93</b>	<b>20,166.66</b>	<b>20,166.66</b>	<b>26,541.66</b>	<b>34,833.32</b>	<b>34,833.32</b>	<b>41,398.08</b>	<b>40,374.98</b>	<b>40,374.98</b>	<b>40,374.98</b>	<b>323,931.57</b>
0627 · Permit Costs	0.00	299.57	0.00	0.00	0.00	0.00	318.00	49,948.00	1,270.00	26,685.93	78,521.50
0628 · Community Partners Grants											
0628B · Grants from Board	165.38	0.00	1,500.00	1,318.31	5,870.00	630.00	664.93	5,864.00	0.00	8,000.00	24,012.62
<b>Total 0628 · Community Partners Grants</b>	<b>165.38</b>	<b>0.00</b>	<b>1,500.00</b>	<b>1,318.31</b>	<b>5,870.00</b>	<b>630.00</b>	<b>664.93</b>	<b>5,864.00</b>	<b>0.00</b>	<b>8,000.00</b>	<b>24,012.62</b>
0629 · Educational Development Exp.	4,020.00	0.00	0.00	0.00	1,035.00	0.00	0.00	0.00	0.00	0.00	5,055.00
0630 · Food Expense	533.42	1,446.85	0.00	267.77	4,673.72	619.51	165.04	172.64	1,302.72	12,213.27	21,394.94
0631 · Media/PR Expense	10,359.70	10,000.00	11,105.00	0.00	5,575.00	4,773.26	5,325.00	3,325.00	5,654.50	5,525.00	61,642.46
0632 · Volunteer/Staff Recognition Exp	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	258.75	1,238.91	1,497.66
0633 · Security Costs	0.00	0.00	0.00	0.00	0.00	21,350.00	0.00	0.00	158,014.00	234,238.75	413,602.75
0636 · Branded Apparel Expense	0.00	0.00	0.00	0.00	603.56	319.30	777.73	507.88	10,979.10	1,871.14	15,058.71

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss

October 2023 through July 2024

	<u>Oct 23</u>	<u>Nov 23</u>	<u>Dec 23</u>	<u>Jan 24</u>	<u>Feb 24</u>	<u>Mar 24</u>	<u>Apr 24</u>	<u>May 24</u>	<u>Jun 24</u>	<u>Jul 24</u>	<u>TOTAL</u>
0641 · Radio Rental Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,251.92	6,251.92
0642 · Toilet Rental Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,202.13	28,065.92	44,268.05
0643 · Fencing Rental Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,144.80	48,666.62	76,811.42
0645 · Signage Expense	479.17	0.00	0.00	0.00	0.00	716.14	0.00	0.00	339.28	6,113.85	7,648.44
0655 · Data Management Expense	2,398.11	1,935.92	2,340.10	5,246.15	2,122.23	2,340.97	2,325.80	2,372.77	2,498.37	13,411.62	36,992.04
0660 · Fundraising Expense	473.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,821.30	0.00	2,294.83
0665 · Education and Outreach	0.00	0.00	0.00	1,273.76	0.00	0.00	0.00	0.00	0.00	0.00	1,273.76
0696 · Lodging/Hotel Epense	0.00	5,594.15	0.00	1,028.37	2,280.78	0.00	0.00	0.00	393.07	1,055.96	10,352.33
0697 · Lost equipment & damages	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,425.00	9,425.00
6700 · Reallocation Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,000.00	0.00	20,000.00
6800 · Fiscal Sponsee Expenses											
6800.08 · Copying/Printing Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,030.75	0.00	1,030.75
6800.19 · Contracted Services	1,600.40	600.00	1,199.38	0.00	0.00	0.00	0.00	0.00	15,528.36	0.00	18,928.14
6800.24 · Entertainer/Speaker Expense	0.00	300.00	0.00	0.00	0.00	0.00	0.00	0.00	26,950.00	0.00	27,250.00
6800.28 · Donations,Grants, Fellowships	250.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	0.00	1,750.00
6800.30 · Food	0.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00
6800.60 · Fundraising Expense	0.00	12.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12.00
6800.75 · Management Fees	0.00	0.00	968.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	968.31
<b>Total 6800 · Fiscal Sponsee Expenses</b>	<u>1,850.40</u>	<u>912.00</u>	<u>2,667.69</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>45,009.11</u>	<u>0.00</u>	<u>50,439.20</u>
<b>Total Expense</b>	<u>120,921.61</u>	<u>70,992.29</u>	<u>64,939.27</u>	<u>177,464.16</u>	<u>120,777.61</u>	<u>150,783.08</u>	<u>180,070.76</u>	<u>696,159.47</u>	<u>834,417.90</u>	<u>1,279,063.81</u>	<u>3,695,589.96</u>
<b>Net Ordinary Income</b>	<u>-91,598.43</u>	<u>-64,620.50</u>	<u>-42,433.36</u>	<u>683,192.96</u>	<u>85,295.02</u>	<u>-65,672.47</u>	<u>143,402.93</u>	<u>319,368.75</u>	<u>-312,886.15</u>	<u>-358,787.19</u>	<u>295,261.56</u>
<b>Net Income</b>	<u><u>-91,598.43</u></u>	<u><u>-64,620.50</u></u>	<u><u>-42,433.36</u></u>	<u><u>683,192.96</u></u>	<u><u>85,295.02</u></u>	<u><u>-65,672.47</u></u>	<u><u>143,402.93</u></u>	<u><u>319,368.75</u></u>	<u><u>-312,886.15</u></u>	<u><u>-358,787.19</u></u>	<u><u>295,261.56</u></u>

# @July 29, 2024 Core Values

## **Safety in Being**

We are safe in the ability to “be.” To be witnessed as our full selves. We strive for the safety of everyone in our community. We are physically safe and we have freedom of movement.

## **Authentic Representation**

We uplift persons who authentically represent our community and our issues.

## **Model Resilience, not Anger**

We respond to threats by regulating our emotions to find effective ways to stand together and influence change.

## **Build Belonging**

In our community we bridge differences of identity. We build kinship with folx who value belonging. We build a home that marginalized queers around the world can shelter in.

## **Beacon of Love**

We lead by modeling the world we want to live in. We create hope for people seeking a community to be safe in and a space where they can belong.

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# **Appendix**

## **Application of Core Values**

**Safety in Being:** We build partnerships with organizations that enhance our safety in being along different axes. This includes organizations that promote our safety in healthcare settings, housing equality, and employment. We do not partner with organizations who threaten our safety as LGBTQ+ individuals.

**Authentic Representation:** Billy Porter has fought for the LGBTQ+ community for a long time and continues to advocate for people living with HIV.

**Model Resilience, not Anger:** in response to the Palestine-Israel conflict many communities and influencers have attacked SF Pride for not taking an “othering” stance. We are resilient in the face of these attacks and continue to stand for belonging. We take positive actions and speak to what we stand for rather than attacking our detractors.

**Build Belonging:** We do not affiliate with any organizations who remove the “T” from “LGBTQ+”.

**Beacon of Love:** We would never participate in the SF Pride boycott because it is more important to us to be a beacon to people seeking hope.

## Scenarios to Highlight CVs

1. One of the community stage hosts informed us that they will speak about Palestine during the event. They will have flags and use the stage as a platform to center Palestine.
  - Safety in being: this creates safety for Free Palestine supporters. It does not necessarily create safety for Israel supporters.
  - Build belonging: this potentially excludes Israel supporters. This does not bridge differences of identity. Queer Israel supporters are marginalized queers in the Bay Area queer community; this does not build a home for them to shelter in.
  - Beacon of love: this can be a beacon to people in Palestine seeking hope (if they are watching)
2. Our official closing party sponsor announced they will be fundraising for Palestine. They did not share this with SF pride. What actions do we take and why?