

**AGENDA FOR  
REGULAR BOARD OF DIRECTORS MEETING  
HELD REMOTELY ON 2025-January-08**

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**
    - i. Read by:
  - c. **Roll Call:**
  - d. Apologies:
  - e. **Appointment of Meeting Roles**
    - i. Timekeeper:
    - ii. Stack Monitor:
    - iii. Vibe Watch:
  - f. **Reading of the Mission Statement**
    - i.
  - g. **Reading of the Financial Protocol**
    - i.
  - h. **Disclosure of Potential Conflicts of Interest**
    - i.
  - i. **Approval of the Agenda**
    - i.
  - j. **Reading and Approval of Minutes**
    - i.
  - k. **Reports of the Officers**
    - i. President
    - ii. VP
    - iii. Treasurer
    - iv. Secretary
  - l. **Reports of Committees**
    - i. **Budget & Finance (5min)**
      - 1.
    - ii. **Community Affairs (5min)**
      - 1.
    - iii. **Development (10min)**
      1. SF Pride Queer Joy Fund & [Fashion for Freedom Event](#)  
(Josh to present with support from Adell)
        - a.
    - iv. **Entertainment Committee (5min)**
      - 1.

- v. Policies & Procedures (5min)
  - 1.
  - m. Agency Updates from Executive Director (8 mins)
    - i.
  - 2. Unfinished Business (30 mins)
    - a. USAP/Creating Change delegate update
      - i.
  - 3. New Business (30 mins)
    - a. February board meeting facilitator (Josh)
      - i.
    - b. Grand Marshal 2025 (Chris)
      - i.
  - 4. Announcements (5 mins)
    - a.
  - 5. Public Comment (10 mins)
    - a.
  - 6. In-Memoriam
    - a.
  - 7. Adjournment
    - a.

Closed Session to Follow

AGENDA FOR  
**REGULAR BOARD OF DIRECTORS MEETING**  
**HELD REMOTELY ON 2024-DECEMBER-04**

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
    - i. Read by Adell
  - c. **Roll Call:** Adell, Jupiter, Maceo, Jack, Ronnie, Linda
  - d. Apologies: Anjali
  - e. Appointment of Meeting Roles
    - i. Timekeeper: Jack
    - ii. Stack Monitor: Maceo
    - iii. Vibe Watch: Ronnie
  - f. Reading of the Mission Statement
    - i. Jupiter reads
  - g. Reading of the Financial Protocol
    - i. Adell reads
  - h. Disclosure of Potential Conflicts of Interest
    - i. Chris reminds the team to update us on any new conflicts of interest
    - ii. Maceo: Please remove SF LGBT Center
    - iii. Ronnie: Please add; Hip Hop Stage, Employee of City & County of San Francisco/SF Fire Department, Stanford
  - i. Approval of the Agenda
    - i. Consensus with no objections or stand asides
  - j. Reading and Approval of Minutes
    - i. Consensus with no objections or stand asides
  - k. Reports of the Officers
    - i. Josh spoke to meeting with various board members; meeting with staff and taking part in TDOR
    - ii. Maceo took part in B&F Committee meeting. Met with Jupiter and Ronnie. Scheduling in process for Long Range Planning. Took part in TDOR
    - iii. Josh noted that Dr. Nas is not here today but thanked them for their work
    - iv. Adell facilitated a Budget & Finance meeting
  - l. Reports of Committees

- i. Budget & Finance
  - 1. Adell noted that a meeting will take place in December to prepare revised budget. Adell closed by noting there will be some changes in store with our bookkeeping
- ii. Community Affairs
  - 1. Meeting coming soon
  - 2. Josh spoke to the importance of this committee as it interacts with the community, at the same time Josh noted the importance of the wider board being prepared to lean-into engaging out in community and sharing their knowledge with the board and staff
- iii. Development
  - 1. Ronnie noted that the meeting took place. At the meeting they went over the committee structure. Ronnie noted that they also spoke to process allowing non board members to take part. The next meeting taking place next month
- iv. Entertainment Committee
  - 1. Josh spoke to work that was done at EC in finalizing the Community Stage RFP. Josh thanked the EC members for their work in sharpening the RFP, which will go out on 12/15/24
- v. Policies & Procedures
  - 1. Josh noted that Adell and Jack saw an opportunity re-activate the committee
  - 2. Jack is Chair & Adell will also serve on the committee. A meeting is being planned
  - 3. Marsha expressed interest in joining the committee
  - 4. Chris noted that non board members can take part at invitation of the committee
- m. Agency Updates from Executive Director (8 mins)
  - i. Suzanne spoke to new energy around doing things “the right way”. Suzanne spoke of support for improving processes, to lean in and having the board guide the staff on improving processes. Suzanne spoke to Chris skill when it comes to our policies and procedures. Suzanne asked for us to also be patient with each other as we navigate the process. Suzanne also spoke about various events they took part in. She went onto speak about various sponsors they met with. Suzanne noted that Alinas annual performance evaluation has been completed. In the realm of the Main Stage, we have a contract with Nikko. BOSPAR contract has

been signed. When it comes to finding a beverage contractor, this is an ongoing conversation. Suzanne is looking at our bookkeeping and finance structure. In the immediate future the vendor store will go live, community stage RFP will go out.

- ii. Linda: Asks about the process around invitations to take part in events. Do they extend to all of the board or ???. Suzanne took a moment to discuss current practice and work being down to ensure that word gets out where appropriate
2. Unfinished Business (30 mins)
  - a. Interpride Report
    - i. Chris provides a [slide deck presentation](#) covering highlights from the conferences. Jack spoke to his experience at the conference and panels that he took part in
3. New Business (30 mins)
  - a. Theme Selection
    - i. Chris noted that the membership was first invited to provide voice via selecting possible themes and having time to provide any additional feedback
    - ii. The board took time to advocate for various themes as presented. Many board members spoke with excitement around “Queer Joy is Resistance”
    - iii. Chris opens a poll to allow the board to vote on a final theme selection (see below for themes)
      1. United in Power
      2. Liberation and Justice for All
      3. Love and Liberation
      4. Queer Joy is Resistance
      5. Unite to Thrive at 55
    - iv. By a majority vote “Queer Joy is Resistance” was selected as our 2025 theme!
    - v. Josh suggested that BOSPAR consider a way to weave in United to Thrive at 55
    - vi. Chris noted that theme will be integrated into our communications. On 12/15 we will announce the theme. An artist will be employed to create key art. Key art will be presented to the board for review
4. Announcements (5 mins)
  - a. Sparkle Soiree Friday, December 20, 2024 6:00 PM 10:00 PM
  - b. There is a group of 100+ queer and trans orgs working together to build resources, provide mutual support, connect with immigrant-focused orgs ahead of the inauguration. If anyone is interested in plugging into that, feel free to email me at [jack@turnout.org](mailto:jack@turnout.org)
  - c. Afterglow NYE at Space 550
5. Public Comment (10 mins)

- a. Marsha spoke to anger in the wake of the elections. Marsha spoke of the importance of reaching out to each other and connecting and looking toward those kernels of hope. Marsha reminded us of the importance of not turning against each other
6. In-Memoriam
  - a. Pia Harris
  - b. coya hope white hat artichoker
  - c. apollo moon
7. Adjournment
  - a. 2107: Consensus with no objections

Closed Session to Follow

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

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	<u>Dec 24</u>
<b>OPERATING ACTIVITIES</b>	
Net Income	-55,318.89
Adjustments to reconcile Net Income to net cash provided by operations:	
0210 · Accounts Payable	-4,075.85
0250L · Payroll Taxes Due Payable	2,220.50
	<hr/>
Net cash provided by Operating Activities	-57,174.24
Net cash increase for period	-57,174.24
Cash at beginning of period	298,000.72
Cash at end of period	<hr/> <u><b>240,826.48</b></u>

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of December 31, 2024

Dec 31, 24

ASSETS

Current Assets

Checking/Savings

0101 · Wells Fargo Bank Checking

0101A · Restricted Funds

0101AGR · Howard Grayson LGBT 1,228.21

0101ALA · Latin Stage 450.88

0101API · Pink Triangle 21,362.26

0101ASO · Soul of Pride 520.00

Total 0101A · Restricted Funds 23,561.35

0101 · Wells Fargo Bank Checking - Unrestricted Funds 44,930.91

Total 0101 · Wells Fargo Bank Checking 68,492.26

0102 · WellsFargo MarketRate (Reserve) 170,630.56

0104 · WellsFargo Bank Savings 1,560.71

0106 · Fresno First 87.72

0113 · Petty Cash Account 55.23

Total Checking/Savings 240,826.48

Total Current Assets 240,826.48

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 -58,750.96

Total 0189 · TRADEMARKS 1,860.00

0191 · Prepaid Expenses 59,527.00

0195 · Other Deposits 29,442.23

Total Other Assets 90,829.23

**TOTAL ASSETS**

**331,655.71**

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

0210 · Accounts Payable 22,116.86

Total Accounts Payable 22,116.86

Other Current Liabilities

0250L · Payroll Taxes Due Payable 10,846.86

0255L · Vacation Time Account Payable 25,290.87

Total Other Current Liabilities 36,137.73

Total Current Liabilities 58,254.59

Long Term Liabilities



SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of December 31, 2024

	<u>Dec 31, 24</u>
0270 · Deferred rent liability	7,234.00
Total Long Term Liabilities	<u>7,234.00</u>
Total Liabilities	65,488.59
Equity	
3000 · Opening Bal Equity	-45,691.00
3800.1 · NetAssetsReleased, UnRestrict	586,907.00
3800.4 · NetAssetsReleased, TempRestrict	-586,907.00
3900 · Retained Earnings	517,506.14
Net Income	<u>-205,648.02</u>
Total Equity	266,167.12
TOTAL LIABILITIES & EQUITY	<u><u>331,655.71</u></u>

## Profit &amp; Loss

October through December 2024

	Oct 24	Nov 24	Dec 24	TOTAL
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
0402 · Membership Income	225.00	165.00	30.00	420.00
0411 · Parade Fee Income				
0411FM · Pride-Float/March Income	-154.50	0.00	0.00	-154.50
<b>Total 0411 · Parade Fee Income</b>	<b>-154.50</b>	<b>0.00</b>	<b>0.00</b>	<b>-154.50</b>
0414 · Donations (Individual) Income	15,000.00	0.00	0.00	15,000.00
0421 · Interest Income	1.46	1.42	1.46	4.34
0424 · Other Income				
0424PT · Pink Triangle	2,500.00	0.00	500.00	3,000.00
<b>Total 0424 · Other Income</b>	<b>2,500.00</b>	<b>0.00</b>	<b>500.00</b>	<b>3,000.00</b>
0450 · Merchandise Sales	260.00	0.00	0.00	260.00
0490 · Fundraising - General	2,700.00	0.00	0.00	2,700.00
<b>Total Income</b>	<b>20,531.96</b>	<b>166.42</b>	<b>531.46</b>	<b>21,229.84</b>
<b>Gross Profit</b>	<b>20,531.96</b>	<b>166.42</b>	<b>531.46</b>	<b>21,229.84</b>
<b>Expense</b>				
0602 · Bank Fees	997.05	199.51	252.67	1,449.23
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	315.00	315.00	0.00	630.00
0603U · Utilities	390.02	0.00	0.00	390.02
0603 · Utilities and Maintenance - Other	408.71	420.97	420.97	1,250.65
<b>Total 0603 · Utilities and Maintenance</b>	<b>1,113.73</b>	<b>735.97</b>	<b>420.97</b>	<b>2,270.67</b>
0606 · Insurance Expense	3,892.67	792.19	0.00	4,684.86
0607 · Postage Expense	0.00	1.78	0.00	1.78
0608 · Copying/Printing Expense	0.00	27.64	0.00	27.64
0609 · Office Supplies Expense	129.58	27.15	0.00	156.73
0610 · Accounting/Auditing Expense	4,000.00	4,000.00	4,000.00	12,000.00
0612 · Other Supplies	4,147.53	0.00	550.74	4,698.27
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	10,751.04	5,644.32	6,113.75	22,509.11
<b>Total 0613 · Employee Benefits Expense</b>	<b>10,751.04</b>	<b>5,644.32</b>	<b>6,113.75</b>	<b>22,509.11</b>
0614 · Equipment Rental Expense	149.90	149.90	149.90	449.70
0615 · Rent (Office) Expense	5,721.96	5,893.62	5,893.62	17,509.20
0616 · Rent (Non-Office Space) Exp.	2,001.00	2,001.00	2,001.00	6,003.00
0618 · Equipment Repair & Maintenance	141.85	425.55	0.00	567.40
0619 · Contracted Services	27,674.13	100.00	201.83	27,975.96
0622 · Payroll Taxes	2,113.34	2,113.34	2,113.34	6,340.02
0623 · Travel Expense	1,189.11	2,691.26	815.40	4,695.77
0624 · Entertainer/Speaker Expense				
0624T · Other Venues	337.96	0.00	0.00	337.96
<b>Total 0624 · Entertainer/Speaker Expense</b>	<b>337.96</b>	<b>0.00</b>	<b>0.00</b>	<b>337.96</b>
0625 · Telephone Expense	222.33	222.75	222.87	667.95
0626 · Payroll Expense				
0626A · Payroll expense	27,624.98	27,624.98	27,624.98	82,874.94
<b>Total 0626 · Payroll Expense</b>	<b>27,624.98</b>	<b>27,624.98</b>	<b>27,624.98</b>	<b>82,874.94</b>
0627 · Permit Costs	0.00	0.00	1,245.00	1,245.00
0628 · Community Partners Grants				
0628B · Grants from Board	990.00	1,000.00	108.44	2,098.44
<b>Total 0628 · Community Partners Grants</b>	<b>990.00</b>	<b>1,000.00</b>	<b>108.44</b>	<b>2,098.44</b>
0630 · Food Expense	508.60	5,076.83	298.54	5,883.97
0631 · Media/PR Expense	3,550.00	0.00	0.00	3,550.00
0632 · Volunteer/Staff Recognition Exp	513.74	0.00	0.00	513.74
0640 · Sales Tax Expense/Other Taxes	0.00	0.00	631.85	631.85
0655 · Data Management Expense	2,345.72	2,670.60	3,205.45	8,221.77
0660 · Fundraising Expense	313.91	49.00	0.00	362.91
0665 · Education and Outreach	3,360.00	1,347.00	0.00	4,707.00
0696 · Lodging/Hotel Expense	337.88	646.11	0.00	983.99

**Profit & Loss**

October through December 2024

	Oct 24	Nov 24	Dec 24	TOTAL
<b>6800 · Fiscal Sponsee Expenses</b>				
<b>6800.27 · Permit Costs</b>	2,259.00	0.00	0.00	2,259.00
<b>6800.28 · Donations, Grants, Fellowships</b>	1,200.00	0.00	0.00	1,200.00
<b>Total 6800 · Fiscal Sponsee Expenses</b>	3,459.00	0.00	0.00	3,459.00
<b>Total Expense</b>	107,587.01	63,440.50	55,850.35	226,877.86
<b>Net Ordinary Income</b>	-87,055.05	-63,274.08	-55,318.89	-205,648.02
<b>Net Income</b>	<b>-87,055.05</b>	<b>-63,274.08</b>	<b>-55,318.89</b>	<b>-205,648.02</b>

## SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

## Profit &amp; Loss Budget vs. Actual

October through December 2024

	Oct - Dec 24	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
0402 · Membership Income	420.00	10,000.00	-9,580.00	4.2%
0409 · Vendor Income				
0410 · Vendor/Booth Fees Income				
0410F · Pride-Vendor Income-Food	0.00	100,000.00	-100,000.00	0.0%
0410P · Pride-Vendor Income-Other	0.00	200,000.00	-200,000.00	0.0%
Total 0410 · Vendor/Booth Fees Income	0.00	300,000.00	-300,000.00	0.0%
0425 · Booth Equip. Rental Income	0.00	11,000.00	-11,000.00	0.0%
Total 0409 · Vendor Income	0.00	311,000.00	-311,000.00	0.0%
0411 · Parade Fee Income				
0411FM · Parade-Float/March Income	-154.50	275,000.00	-275,154.50	-0.1%
0411W · DykesOnBikes (WMC)	0.00	3,000.00	-3,000.00	0.0%
Total 0411 · Parade Fee Income	-154.50	278,000.00	-278,154.50	-0.1%
0412 · Beverage Sales				
0412P · Pride - Beverage sales	0.00	260,000.00	-260,000.00	0.0%
Total 0412 · Beverage Sales	0.00	260,000.00	-260,000.00	0.0%
0413 · Pocket Pride	0.00	2,000.00	-2,000.00	0.0%
0414 · Donations (Individual) Income	15,000.00	48,000.00	-33,000.00	31.3%
0416 · Barrel Donations Income				
0416E · Electronic Gate Donations	0.00	8,000.00	-8,000.00	0.0%
0416P · Pride - Barrel Donations	0.00	3,000.00	-3,000.00	0.0%
Total 0416 · Barrel Donations Income	0.00	11,000.00	-11,000.00	0.0%
0417 · Corporate Sponsorship Income	0.00	2,600,000.00	-2,600,000.00	0.0%
0421 · Interest Income	4.34	8,500.00	-8,495.66	0.1%
0423 · Ad/Publication Sales Income				
0423A · Ad/Publication Income	0.00	2,000.00	-2,000.00	0.0%
Total 0423 · Ad/Publication Sales Income	0.00	2,000.00	-2,000.00	0.0%
0424 · Other Income				
0424PP · Pride Pass	0.00	40,000.00	-40,000.00	0.0%
0424PT · Pink Triangle	3,000.00			
0424VIP · VIP Tickets	0.00	65,000.00	-65,000.00	0.0%
Total 0424 · Other Income	3,000.00	105,000.00	-102,000.00	2.9%
0430 · Grants For the Arts				
0430A · Pride - Grants for the Arts	0.00	600,000.00	-600,000.00	0.0%
Total 0430 · Grants For the Arts	0.00	600,000.00	-600,000.00	0.0%
0440 · Grandstand Ticket Sales	0.00	45,000.00	-45,000.00	0.0%
0441 · Other Ticket Sales	0.00	20,000.00	-20,000.00	0.0%
0450 · Merchandise Sales	260.00	15,000.00	-14,740.00	1.7%
0490 · Fundraising - General	2,700.00	68,000.00	-65,300.00	4.0%
0495 · Management Fees Income	0.00	900.00	-900.00	0.0%
Total Income	21,229.84	4,384,400.00	-4,363,170.16	0.5%
Gross Profit	21,229.84	4,384,400.00	-4,363,170.16	0.5%
Expense				
0600 · Advertising (Administrative)	0.00	1,500.00	-1,500.00	0.0%
0601 · Advertising (Event)	0.00	5,000.00	-5,000.00	0.0%
0602 · Bank Fees	1,449.23	30,000.00	-28,550.77	4.8%
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	630.00	9,000.00	-8,370.00	7.0%
0603U · Utilities	390.02	2,000.00	-1,609.98	19.5%
0603 · Utilities and Maintenance - Other	1,250.65			
Total 0603 · Utilities and Maintenance	2,270.67	11,000.00	-8,729.33	20.6%
0605 · Membership Dues Expense	0.00	3,000.00	-3,000.00	0.0%
0606 · Insurance Expense	4,684.86	210,000.00	-205,315.14	2.2%
0607 · Postage Expense	1.78	500.00	-498.22	0.4%
0608 · Copying/Printing Expense	27.64	12,000.00	-11,972.36	0.2%
0609 · Office Supplies Expense	156.73	8,000.00	-7,843.27	2.0%
0610 · Accounting/Auditing Expense	12,000.00	60,000.00	-48,000.00	20.0%
0612 · Other Supplies	4,698.27	21,600.00	-16,901.73	21.8%
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	22,509.11	50,000.00	-27,490.89	45.0%
Total 0613 · Employee Benefits Expense	22,509.11	50,000.00	-27,490.89	45.0%
0614 · Equipment Rental Expense	449.70	923,000.00	-922,550.30	0.0%
0615 · Rent (Office) Expense	17,509.20	72,000.00	-54,490.80	24.3%
0616 · Rent (Non-Office Space) Exp.	6,003.00	121,000.00	-114,997.00	5.0%
0617 · Clean-Up Costs (Event)	0.00	150,000.00	-150,000.00	0.0%
0618 · Equipment Repair & Maintenance	567.40	1,800.00	-1,232.60	31.5%
0619 · Contracted Services	27,975.96	558,600.00	-530,624.04	5.0%
0620 · Contractors	0.00	191,500.00	-191,500.00	0.0%
0621 · ASL Interpreter/ADA Compliance	0.00	27,500.00	-27,500.00	0.0%
0622 · Payroll Taxes	6,340.02	30,000.00	-23,659.98	21.1%
0623 · Travel Expense	4,695.77	44,000.00	-39,304.23	10.7%
0624 · Entertainer/Speaker Expense				
0624M · Main Stage	0.00	170,000.00	-170,000.00	0.0%
0624S · Community Stages and Venues	0.00	40,000.00	-40,000.00	0.0%
0624T · Other Venues	337.96	2,500.00	-2,162.04	13.5%
Total 0624 · Entertainer/Speaker Expense	337.96	212,500.00	-212,162.04	0.2%
0625 · Telephone Expense	667.95	900.00	-232.05	74.2%
0626 · Payroll Expense				
0626A · Payroll expense	82,874.94	380,000.00	-297,125.06	21.8%
Total 0626 · Payroll Expense	82,874.94	380,000.00	-297,125.06	21.8%
0627 · Permit Costs	1,245.00	80,800.00	-79,555.00	1.5%

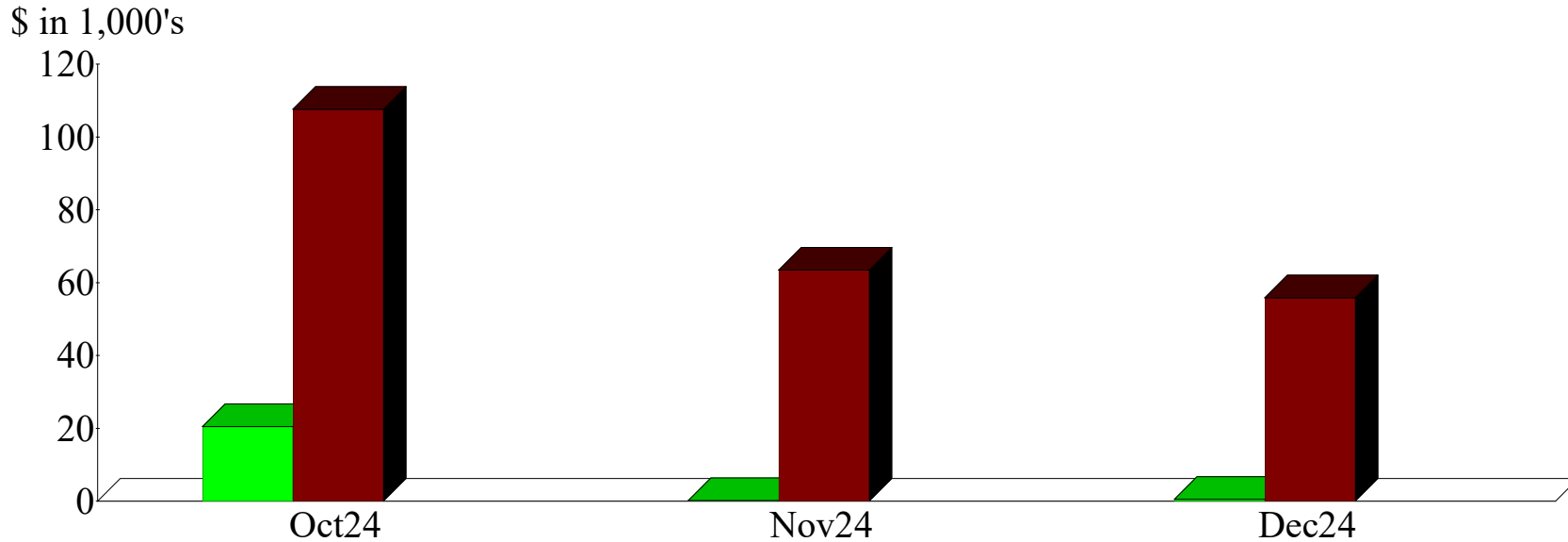
## SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

## Profit &amp; Loss Budget vs. Actual

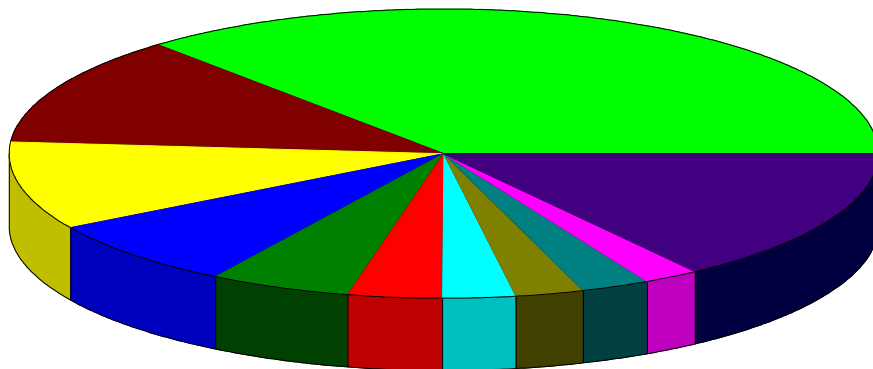
October through December 2024

	Oct - Dec 24	Budget	\$ Over Budget	% of Budget
0628 · Community Partners Grants				
0628B · Grants from Board	2,098.44	50,000.00	-47,901.56	4.2%
0628P · Grants to Partners	0.00	11,000.00	-11,000.00	0.0%
0628W · Grants to Dykes on Bikes	0.00	2,500.00	-2,500.00	0.0%
<b>Total 0628 · Community Partners Grants</b>	<b>2,098.44</b>	<b>63,500.00</b>	<b>-61,401.56</b>	<b>3.3%</b>
0629 · Educational Development Exp.	0.00	15,000.00	-15,000.00	0.0%
0630 · Food Expense	5,883.97	56,500.00	-50,616.03	10.4%
0631 · Media/PR Expense	3,550.00	52,000.00	-48,450.00	6.8%
0632 · Volunteer/Staff Recognition Exp	513.74	6,000.00	-5,486.26	8.6%
0633 · Security Costs	0.00	500,000.00	-500,000.00	0.0%
0635 · Legal Expense	0.00	40,000.00	-40,000.00	0.0%
0636 · Branded Apparel Expense	0.00	23,000.00	-23,000.00	0.0%
0640 · Sales Tax Expense/Other Taxes	631.85			
0641 · Radio Rental Expense	0.00	10,000.00	-10,000.00	0.0%
0642 · Toilet Rental Expense	0.00	50,000.00	-50,000.00	0.0%
0643 · Fencing Rental Expense	0.00	80,000.00	-80,000.00	0.0%
0645 · Signage Expense	0.00	31,000.00	-31,000.00	0.0%
0655 · Data Management Expense	8,221.77	30,000.00	-21,778.23	27.4%
0660 · Fundraising Expense	362.91	18,000.00	-17,637.09	2.0%
0665 · Education and Outreach	4,707.00			
0670 · Print Publications Expense	0.00	15,000.00	-15,000.00	0.0%
0696 · Lodging/Hotel Expense	983.99	30,000.00	-29,016.01	3.3%
0697 · Lost equipment & damages	0.00	10,000.00	-10,000.00	0.0%
6000 · Equipment Purchase Expense	0.00	12,000.00	-12,000.00	0.0%
6800 · Fiscal Sponsee Expenses				
6800.27 · Permit Costs	2,259.00			
6800.28 · Donations, Grants, Fellowships	1,200.00			
<b>Total 6800 · Fiscal Sponsee Expenses</b>	<b>3,459.00</b>			
<b>Total Expense</b>	<b>226,877.86</b>	<b>4,248,200.00</b>	<b>-4,021,322.14</b>	<b>5.3%</b>
<b>Net Ordinary Income</b>	<b>-205,648.02</b>	<b>136,200.00</b>	<b>-341,848.02</b>	<b>-151.0%</b>
<b>Net Income</b>	<b>-205,648.02</b>	<b>136,200.00</b>	<b>-341,848.02</b>	<b>-151.0%</b>

### Income and Expense by Month October through December 2024



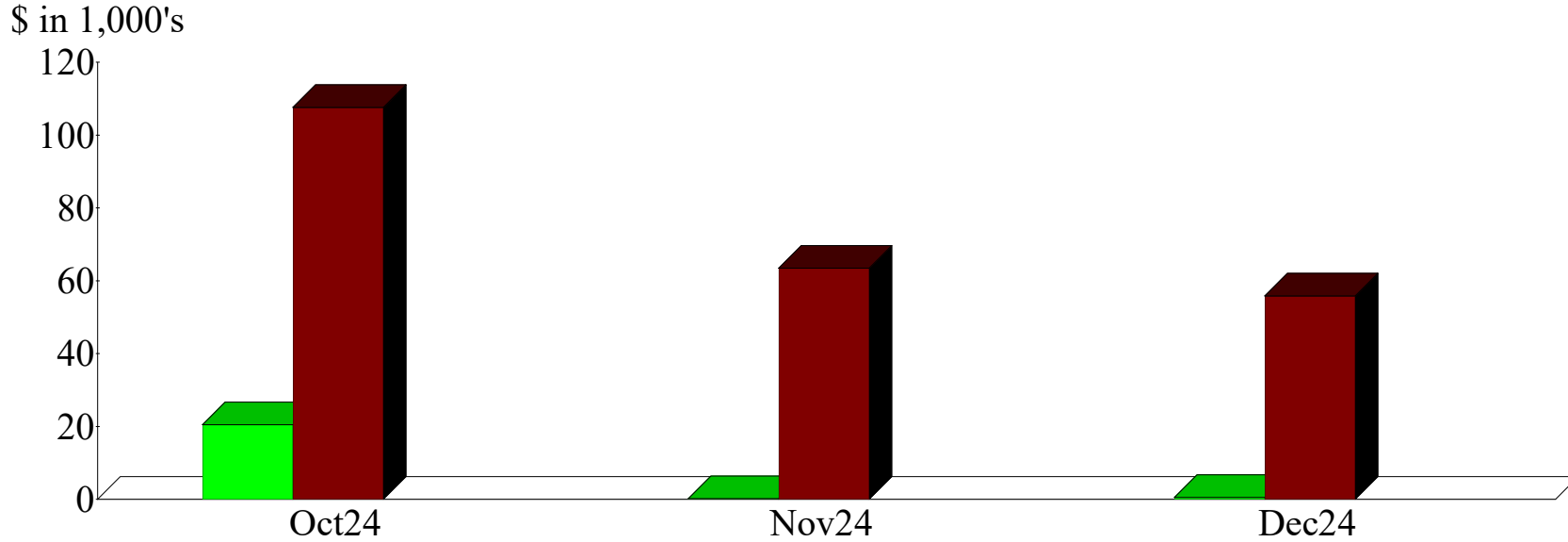
### Expense Summary October through December 2024



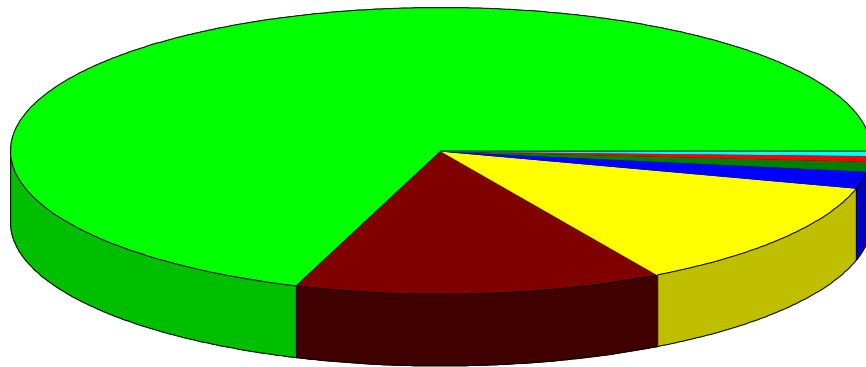
0626 · Payroll Expense	36.53%
0619 · Contracted Services	12.33
0613 · Employee Benefits Expense	9.92
0615 · Rent (Office) Expense	7.72
0610 · Accounting/Auditing Expense	5.29
0655 · Data Management Expense	3.62
0622 · Payroll Taxes	2.79
0616 · Rent (Non-Office Space) Exp.	2.65
0630 · Food Expense	2.59
0665 · Education and Outreach	2.07
Other	14.48
<b>Total</b>	<b>\$226,877.86</b>

By Account

## Income and Expense by Month October through December 2024



### Income Summary October through December 2024



0414 · Donations (Individual) Income	70.14%
0424 · Other Income	14.03
0490 · Fundraising - General	12.63
0402 · Membership Income	1.96
0450 · Merchandise Sales	1.22
0411 · Parade Fee Income	\$-154.50
0421 · Interest Income	0.02
<b>Sub-Total</b>	<b>\$21,229.84</b>

By Account