

Agenda for the Regular Board of Directors Meeting

Held in-person on February 5, 2025

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
 - e. Appointment of Meeting Roles
 - i. Timekeeper, Stack Monitor, Vibe Watch
 - f. Reading of the Mission Statement
 - g. Reading of the Financial Protocol
 - h. Reading of Public Comment Protocol
 - h. Disclosure of Potential Conflicts of Interest
 - i. Approval of the Agenda
 - j. Reading and Approval of Minutes
 - k. Reports of the Officers
 - l. Reports of Committees
 - i. Budget & Finance (5min)
 - ii. Community Affairs (5min)
 - iii. Development (10min)
 - iv. Entertainment Committee (5min)
 - v. Policies & Procedures (5min)
 - m. Agency Updates from Executive Director (8 mins)
2. Unfinished Business (0 mins)
 - a. none
3. New Business (40 mins)
 - b. Board member resignations (Josh)
 - c. Grand Marshal 2025 (Marsha)

- d. 2025 Key Art Review (Greg)
- e. Board Agenda changes (Adell)
 - i. Standing items
 - ii. Old Business
 - iii. New Business
- 4. Announcements (5 mins)
- 5. Public Comment (10 mins)
- 6. In-Memoriam
- 7. Adjournment

Closed Session to Follow

- Potential Liquidity Topic
- Grand Marshal Selection

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: Suzanne
- c. **Roll Call:** Josh, Ronnie, Jack, Maceo, Adell, Jupiter
- d. Apologies: Dr. Nas
- e. **Appointment of Meeting Roles**
 - i. Timekeeper: Ronnie
 - ii. Stack Monitor: Maceo
 - iii. Vibe Watch: Josh
- f. **Reading of the Mission Statement**
 - i. Jack reads the mission statement
- g. **Reading of the Financial Protocol**
 - i. Maceo
- h. **Reading of Public Comment**
 - a. Josh
- i. **Disclosure of Potential Conflicts of Interest**
 - i. Chris will make sure that it will be added to packet
 - ii. Jupiter: Openhouse, Castro Queer Cultural District (CQCD), and Center for Immigrant Protection (CIP)
- j. **Approval of the Agenda**
 - i. Consensus with no objection
- k. **Reading and Approval of Minutes**
 - i. Consensus with no objection
- l. **Reports of the Officers**
 - i. President
 1. Working closely with committee chairs for updates at the committee level. Briefings from Suzanne. Thanks to the board for hard work and engagement.
 - ii. VP
 1. Had a long range committee meeting in dec. Will hopefully meet in jan. Met with the personnel committee, finance committee, scheduled to meet with the auditor later this month.
 2. Josh acknowledges the fires in southern california and impact on our communities

iii. Treasurer

1. Met with budget and finance committee, did not yet get to share revised budget with concessionaires model - still in progress.
2. Met with staff about adding more separation of duties to add more protections against risk of fraud within the financial reporting structure.

iv. Secretary

1. Absent today, Jack is taking notes. Please note Dr. Nas has some new career updates which may require him to be unavailable for some meetings moving forward.

I. Reports of Committees

i. Budget & Finance (5min)

1. Budget and finance committee meeting update: discussed nas's new development proposal (see development section). Identified opportunities and risks for the program, but this committee was very supportive of the program over all, especially the financial independence it could represent for our org.
2. For the board retreat, we're hoping to have more formal financial training for the board, including level of financial compliance on the board of directors.
 - a. ACTION: Chris is going to send the agenda to Jack so we know what the time slots are for the training, and Jack will follow up with potential trainers.
2. P&L monthly Review - Q4 2024 - total expenses and net income are the same number for nov and dec. Adell noted that expenses are at a reasonable burn rate. We have some amount of unrestricted reserves remaining. Adell noted that we have a line of credit we can tap into if needed. Suzanne expressed confidence that GFTA funds will arrive very soon

ii. Community Affairs (5min)

1. Relatively quiet - last meeting took place last year in dec. Resistance contingent is a priority. The committee Also looked at future member meeting agendas. CAC will be convening during the retreat.
2. Jack reported he met with Jupiter to discuss resistance contingent. There was consensus around the importance of getting the word out to existing, new and those where repair work may be needed. Jack spoke to the importance of this initiative given

incoming administration. Jack reminded the team this is a board lead activation. A question...what do communities need from SF Pride, maybe developing a statement of purpose as well as what does year round support look like. Jupiter spoke to brainstorming strategy. A goal is to have resistance contingent to be the largest ever! To make this happen, we will need to work toward unity. To resolve any divisions early so we can be a voice of one.

3. Suzanne spoke to importance of bringing proposals for Resistance back to the board as well as be aware of Public Speaking policy
4. Jack to f/u with staff
5. Josh spoke to 100% no surprises
6. Josh will add an agenda item to the retreat this weekend focused on orgs we'll be reaching out to, what the history is, what they're likely to ask for, and what is (and is not) on the table for us to offer

iii. Development (10min)

1. SF Pride Queer Joy Fund & Fashion for Freedom Event
(Josh to present with support from Adell)

- a. The board thanked Nas for putting the proposal together. Thanks for B&F for initial feedback.
- b. Purpose - a new source of income for the agency, help with income diversification. Nas's intention is for sf pride to diversify income sources and specifically have an endowment or investment vehicle that compounds on itself, to relieve dependence on sponsorship and challenges funding aligned organizations. Just with the event proceeds will have a long runway for significant yield, but worth it over time.
 1. Could tap donors over time by establishing an event that becomes meaningful in the community that sells the promise of empowerment through our organization to family offices and donors.
- b. Fashion for freedom - runway show for folks repping orgs and sf pride would give some amount of money to those orgs as a prize for the winningest runway.

- c. The board has done a lot of work on creating a set of core values, and when new things come to the agency they run it through core values, and Nas has explained how this fits with sf pride's core values.
- d. See linked proposal for more detail.
- e. Adell reported that Nas presented to B&F, he is facing a chicken and egg problem where he could produce a higher yield event if he's able to spend more money (needs approval to solicit sales of vip tables, wants approval from members here today about that).
- f. There are two versions of this - today's version, and an enhanced version, which b&f can't advocate for until nas has more clarity from the board.
- g. Suzanne has met with nas, her function is to share experience with building the golf tournament, and secure a free venue for this event. She's meeting with nas and yerba buena district and also the fairmont. Suzanne is very in favor - this is exactly what we need to do, find someone who has a passion on the development committee. Cautions us to walk before we run. Introduced nas to head stylist at banana republic (antonio) - connections to fashion industry in new york and sf.
- h. Suzanne needs to get him a venue for him to know how many tickets he can sell, then he'll have a sense of budget and potential revenue. Then he can solidify a budget request for a scale he can produce. Nas wants to do it in june.
- i. It was noted that staff provides venue, experience, and ticketing systems, but most work will fall on the board. Suzanne recommends the board approve the concept (which is all that can be done right now).
- j. Question: If we approve now, will there be future opportunities to decide or revise details, including the date?
 - i. The staff says they will do what the board wants and can be flexible.
- k. Nas's intention is to have the event the friday before the celebration in order to expand the local end of June footprint for sf pride, a bundled experience,

come to the week of events and then the celebration over the weekend. Below are some comments from The Board;

- i. Need to be aware of competing events, don't want to compete with mr and mrs safe latino, a big pageant that usually happens in early june and it is important to many in the community. Also the last year of ALC, and a lot of folks are going to be gone for that in the first week of june.
 - ii. Current potential date is june 23.
 - iii. The success and making money depends partially on not interfering with other traditional events that happen that month, including trans march happening on friday. (it would be the friday before trans march, not on the friday of trans march).
 - iv. Ronnie recommends revisiting his suggestion from last meeting - expanding all our events as a whole for pride month, we can celebrate pride and celebrate our community as a whole with other events throughout the month.
 - v. Board expresses a consensus around greenlighting the concept
 - vi. Adell proposes voting to approve a \$20K budget for producing the event this year, with an understanding that we may expand the budget with the board's approval if nas is able to secure \$50K with of vip funding for example. (Committing to the event this year allows nas to solicit high end sponsors and donors).
 1. No objections. Consensus for this to move forward.
- iv. Entertainment Committee (5min)
1. The rfp went out for community stages. If folks have suggestions for entertainers, feel free to roll that into community affairs, copy Joshua, and that way they can work with staff on it. Send ideas to ronnie and joshua.

- i. Suzanne notes that this committee needs one more person. Linda has stepped away from the board.

v. Policies & Procedures (5min)

1. Jack noted that goal is to keep a running list of things that come up that relate to P+P, particularly P+P that is creating roadblocks. Please contact Jack if you run into any P+P that creates a road block. Jack noted that there are a great deal of P+P that are in place, but may not be followed. Jack would like feedback from the committee chairs to review P+P that relates to their committee. Goal is to uncover P+P that is not being followed
2. Suzanne suggested that chairs consider connecting with Chris to go over respective P+P
3. **ACTION:** Jack will reach out to committee chairs with relevant p&P language for their committees, and schedule a meeting for us to get together after folks have read over them to identify what needs to be taken out and what needs more support to keep so we can bring activity into alignment with our documents.

m. Agency Updates from Executive Director (8 mins)

- i. Committees are working faster than Suzanne has seen in her time on the board, however workload stemming from committee does impact staff capacity. Suzanne asked the board to allow some runway for staff to meet increased workload demands. Suzanne met with long range planning, b&f, development, excom meetings, meeting with Josh weekly.
- ii. Meeting with audit committee and auditor on 27th. Number one job is making sure we have funds in place. The audit is connected to what we're trying to accomplish. Suzanne went on to comment that while income is slim during these months, she expressed confidence that GFTA funds will soon arrive. Suzanne thanked the staff for working to reduce expenses to a bare minimum over the last few months. She went onto note that relationships and trust is something we're doing well, and that's thanks to the whole team.
- iii. In operations, Alina is now the sponsorship fulfillment manager, she has been promoted
- iv. Suzanne Noted that London is back as a program manager..

- v. Sponsorship - met with salesforce last year. It's been a 3.5 year odyssey with suzanne. They're coming back this year in a much larger way, and they're excited about it. They're from sf and should be supporting sf pride, SFO has earmarked funds as well this year. UCSF they're negotiating a bigger deal than last year, which was historic. Red bull should have a proposal for them on Monday or Tuesday, bigger than last year. Very optimistic about sponsorship this year. It's going to be the national orgs that weren't really supporting us in the past years anyway.
- vi. Two big things facing us we don't have answers yet. Number one is beverage program, she's meeting with rye tomorrow and jack tomorrow. Talking about turnout volunteers, as well as volunteer bar tenders and beneficiary orgs. We need to have a program back in place and they're working on it.
- vii. Donations - working with street fair coalition to use folsom's model, they're working on putting together the exact program to share with the board.
- viii. This is the most historic pride i'll be a part of is this year. I don't want it to be anywhere else in the world in the last weekend in june than in sf with you all
- ix. Retreat

2. Unfinished Business (0 mins)

- a. **USAP/Creating Change delegate update**
 - i. tabled

3. New Business (30 mins)

- a. **February board meeting facilitator (Josh)**
 - i. Maceo is facilitating. It's in person with a virtual option if needed.
- b. **Grand Marshal 2025 (Chris)**
 - i. Marsha joined the team this year to help manage awards programs, grand marshalls, and many other things. Marsha put together a criteria sheet which explains what the criteria is for community grand marshalls. Nominees have to be local heroes that live primarily in the 9 counties of the bay area. Nominees Have to have contributed either a large body of work or something super important to the lgbtqia+ community. They choose 4 individual grand marshalls, one life time achievement, and one community grand marshal
 - ii. See [link](#) for details

- iii. Josh noted that this is a great opportunity to engage members, engage public. Our role is whittling it down at the very end.
- iv. Can the board make recommendations for an org grand marshall for example under special circumstances?
 - a. The board can use the suggestion form to suggest an individual or an organization. Just want to caveat the appearance of self interest or conflict of interest if it's someone you're close to.
 - b. Jupiter was thinking about ALC since this is the last year. Asks if there is an opportunity to explain why we're suggesting? Yes. There;s also on the form a list of past honorees to prevent duplication.
 - c. Last year the org grand marshall was chosen by the board and not the membership
 - d. Neo Ve'ave'a who founded utopia pacific islander org, marching with pride since 1980, was missing from past list
[\(https://utopiawa.org/im-still-here-trials-lessons-and-triumphs-of-a-lifelong-champion/\)](https://utopiawa.org/im-still-here-trials-lessons-and-triumphs-of-a-lifelong-champion/)

4. Announcements (5 mins)

- a. Suzanne invites folks 6-8 at beacon grant hotel, nguyin pham and suzanne were on cover of lux magazine on jan 28. If you want to go, tell Suzanne and she'll put you on the list.

5. Public Comment (10 mins)

- a. none

6. In-Memoriam

- a. Lifting up and centering our family in southern california with the fires, we've already lost at least 5 people.
- b. Rupaul's drag race star the vivienne passed away
- c. The people in new orleans with the recent attack

7. Adjournment

- a. Adjourns at 8:38PM

Closed Session to Follow

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet
As of January 31, 2025

Jan 31, 25

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 3,263.02

Total 0101 · Wells Fargo Bank Checking 26,824.37

0102 · WellsFargo MarketRate (Reserve) 170,632.01

0104 · WellsFargo Bank Savings 1,560.72

0106 · Fresno First 87.72

0113 · Petty Cash Account 55.23

Total Checking/Savings 199,160.05

Total Current Assets 199,160.05

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

0196 · Loans 8,000.00

Total Other Assets 98,829.23

TOTAL ASSETS 297,989.28

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 8,822.45

0255L · Vacation Time Account Payable 25,290.87

Total Other Current Liabilities 34,113.32

Total Current Liabilities 56,230.18

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of January 31, 2025

	Jan 31, 25
Long Term Liabilities	
0270 · Deferred rent liability	7,234.00
Total Long Term Liabilities	7,234.00
Total Liabilities	63,464.18
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	-237,290.04
Total Equity	234,525.10
TOTAL LIABILITIES & EQUITY	297,989.28

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss Budget vs. Actual

October 2024 through January 2025

	Oct '24 - Jan 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
0402 · Membership Income	465.00	10,000.00	-9,535.00	4.7%
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 · Pride-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	17,049.00	48,000.00	-30,951.00	35.5%
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	50,000.00	2,600,000.00	-2,550,000.00	1.9%
0421 · Interest Income	5.80	8,500.00	-8,494.20	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	73,325.30	4,384,400.00	-4,311,074.70	1.7%
Gross Profit	73,325.30	4,384,400.00	-4,311,074.70	1.7%
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	3,401.30	30,000.00	-26,598.70	11.3%
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	2,301.62	9,000.00	-6,698.38	25.6%
0603U · Utilities	809.30	2,000.00	-1,190.70	40.5%
Total 0603 · Utilities and Maintenance	3,110.92	11,000.00	-7,889.08	28.3%
0605 · Membership Dues Expense	0.00	3,000.00	-3,000.00	0.0%
0606 · Insurance Expense	7,971.86	210,000.00	-202,028.14	3.8%
0607 · Postage Expense	112.01	500.00	-387.99	22.4%
0608 · Copying/Printing Expense	27.64	12,000.00	-11,972.36	0.2%
0609 · Office Supplies Expense	204.51	8,000.00	-7,795.49	2.6%
0610 · Accounting/Auditing Expense	16,000.00	60,000.00	-44,000.00	26.7%
0612 · Other Supplies	4,698.27	21,600.00	-16,901.73	21.8%
0613 · Employee Benefits Expense				
0613M · Medical/Dental Benefits	28,622.86	50,000.00	-21,377.14	57.2%
Total 0613 · Employee Benefits Expense	28,622.86	50,000.00	-21,377.14	57.2%
0614 · Equipment Rental Expense	599.60	923,000.00	-922,400.40	0.1%
0615 · Rent (Office) Expense	23,402.82	72,000.00	-48,597.18	32.5%
0616 · Rent (Non-Office Space) Exp.	11,900.07	121,000.00	-109,099.93	9.8%
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	35,229.00	558,600.00	-523,371.00	6.3%
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	8,998.42	30,000.00	-21,001.58	30.0%
0623 · Travel Expense	6,129.08	44,000.00	-37,870.92	13.9%
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	895.14	900.00	-4.86	99.5%
0626 · Payroll Expense				
0626A · Payroll expense	117,624.92	380,000.00	-262,375.08	31.0%
Total 0626 · Payroll Expense	117,624.92	380,000.00	-262,375.08	31.0%
0627 · Permit Costs	1,245.00	80,800.00	-79,555.00	1.5%

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss Budget vs. Actual

October 2024 through January 2025

	Oct '24 - Jan 25	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%
Total 0628 · Community Partners Grants	2,098.44	63,500.00	-61,401.56	3.3%
0629 · Educational Development Exp.	0.00	15,000.00	-15,000.00	0.0%
0630 · Food Expense	7,222.57	56,500.00	-49,277.43	12.8%
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	11,261.33	30,000.00	-18,738.67	37.5%
0660 · Fundraising Expense	362.91	18,000.00	-17,637.09	2.0%
0665 · Education and Outreach	5,603.72			
0670 · Print Publications Expense	0.00	15,000.00	-15,000.00	0.0%
0696 · Lodging/Hotel Expense	4,833.00	30,000.00	-25,167.00	16.1%
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			
Total 6800 · Fiscal Sponsee Expenses	3,459.00			
Total Expense	310,615.34	4,248,200.00	-3,937,584.66	7.3%
Net Ordinary Income	-237,290.04	136,200.00	-373,490.04	-174.2%
Net Income	-237,290.04	136,200.00	-373,490.04	-174.2%

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Statement of Cash Flows
January 2025

	<u>Jan 25</u>
OPERATING ACTIVITIES	
Net Income	-31,642.02
Adjustments to reconcile Net Income to net cash provided by operations:	
0250L · Payroll Taxes Due Payable	-2,024.41
Net cash provided by Operating Activities	-33,666.43
INVESTING ACTIVITIES	
0196 · Loans	-8,000.00
Net cash provided by Investing Activities	-8,000.00
Net cash increase for period	-41,666.43
Cash at beginning of period	240,826.48
Cash at end of period	<u><u>199,160.05</u></u>

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss

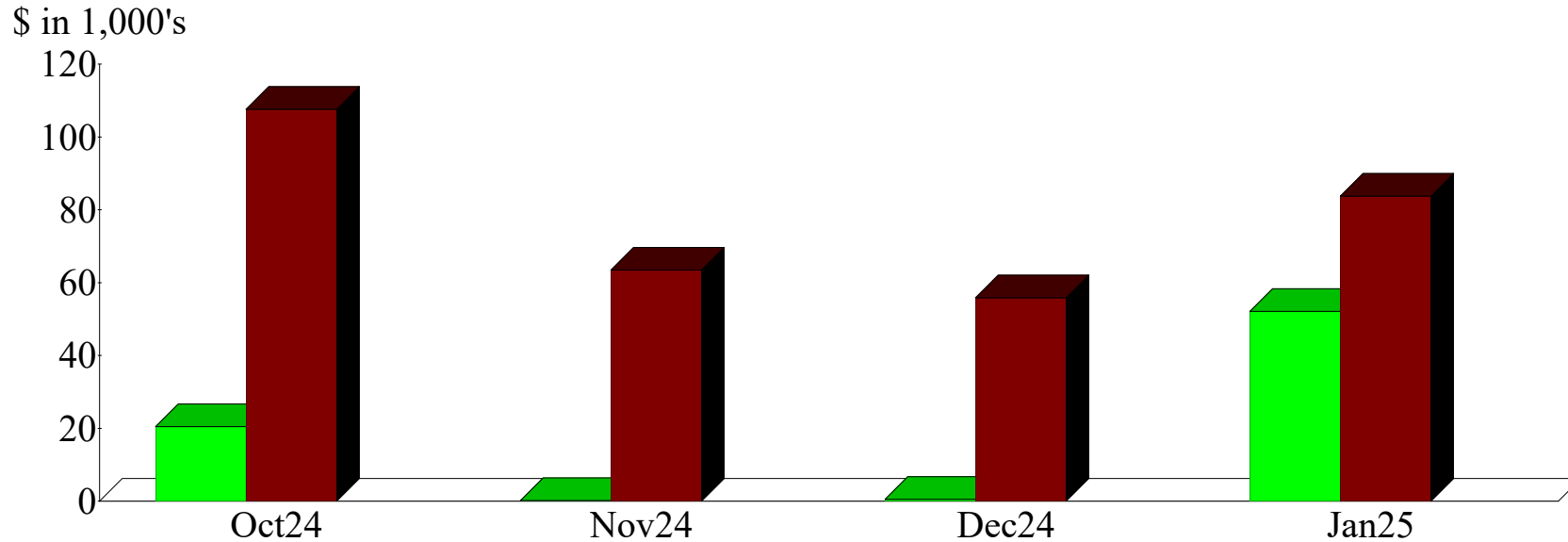
02/03/25

October 2024 through January 2025

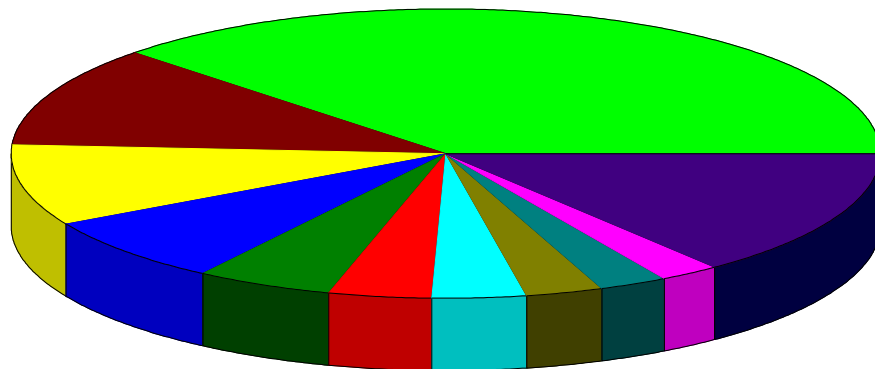
Accrual Basis

	Oct 24	Nov 24	Dec 24	Jan 25	TOTAL
Ordinary Income/Expense					
Income					
0402 · Membership Income	225.00	165.00	30.00	45.00	465.00
0411 · Parade Fee Income					
0411FM · Pride-Float/March Income	-154.50	0.00	0.00	0.00	-154.50
Total 0411 · Parade Fee Income	-154.50	0.00	0.00	0.00	-154.50
0414 · Donations (Individual) Income	15,000.00	0.00	0.00	2,049.00	17,049.00
0417 · Corporate Sponsorship Income	0.00	0.00	0.00	50,000.00	50,000.00
0421 · Interest Income	1.46	1.42	1.46	1.46	5.80
0424 · Other Income					
0424PT · Pink Triangle	2,500.00	0.00	500.00	0.00	3,000.00
Total 0424 · Other Income	2,500.00	0.00	500.00	0.00	3,000.00
0450 · Merchandise Sales	260.00	0.00	0.00	0.00	260.00
0490 · Fundraising - General	2,700.00	0.00	0.00	0.00	2,700.00
Total Income	20,531.96	166.42	531.46	52,095.46	73,325.30
Gross Profit	20,531.96	166.42	531.46	52,095.46	73,325.30
Expense					
0602 · Bank Fees	997.05	199.51	252.67	1,952.07	3,401.30
0603 · Utilities and Maintenance					
0603C · Cleaning & General Maintenance	723.71	735.97	420.97	420.97	2,301.62
0603U · Utilities	390.02	0.00	0.00	419.28	809.30
Total 0603 · Utilities and Maintenance	1,113.73	735.97	420.97	840.25	3,110.92
0606 · Insurance Expense	3,892.67	792.19	0.00	3,287.00	7,971.86
0607 · Postage Expense	0.00	1.78	0.00	110.23	112.01
0608 · Copying/Printing Expense	0.00	27.64	0.00	0.00	27.64
0609 · Office Supplies Expense	129.58	27.15	0.00	47.78	204.51
0610 · Accounting/Auditing Expense	4,000.00	4,000.00	4,000.00	4,000.00	16,000.00
0612 · Other Supplies	4,147.53	0.00	550.74	0.00	4,698.27
0613 · Employee Benefits Expense					
0613M · Medical/Dental Benefits	10,751.04	5,644.32	6,113.75	6,113.75	28,622.86
Total 0613 · Employee Benefits Expense	10,751.04	5,644.32	6,113.75	6,113.75	28,622.86
0614 · Equipment Rental Expense	149.90	149.90	149.90	149.90	599.60
0615 · Rent (Office) Expense	5,721.96	5,893.62	5,893.62	5,893.62	23,402.82
0616 · Rent (Non-Office Space) Exp.	2,001.00	2,001.00	2,001.00	5,897.07	11,900.07
0618 · Equipment Repair & Maintenance	141.85	425.55	0.00	0.00	567.40
0619 · Contracted Services	27,674.13	100.00	201.83	7,253.04	35,229.00
0622 · Payroll Taxes	2,113.34	2,113.34	2,113.34	2,658.40	8,998.42
0623 · Travel Expense	1,189.11	2,691.26	815.40	1,433.31	6,129.08
0624 · Entertainer/Speaker Expense					
0624T · Other Venues	337.96	0.00	0.00	0.00	337.96
Total 0624 · Entertainer/Speaker Expense	337.96	0.00	0.00	0.00	337.96
0625 · Telephone Expense	222.33	222.75	222.87	227.19	895.14
0626 · Payroll Expense					
0626A · Payroll expense	27,624.98	27,624.98	27,624.98	34,749.98	117,624.92
Total 0626 · Payroll Expense	27,624.98	27,624.98	27,624.98	34,749.98	117,624.92
0627 · Permit Costs	0.00	0.00	1,245.00	0.00	1,245.00
0628 · Community Partners Grants					
0628B · Grants from Board	990.00	1,000.00	108.44	0.00	2,098.44
Total 0628 · Community Partners Grants	990.00	1,000.00	108.44	0.00	2,098.44
0630 · Food Expense	508.60	5,076.83	298.54	1,338.60	7,222.57
0631 · Media/PR Expense	3,550.00	0.00	0.00	0.00	3,550.00
0632 · Volunteer/Staff Recognition Exp	513.74	0.00	0.00	0.00	513.74
0640 · Sales Tax Expense/Other Taxes	0.00	0.00	631.85	0.00	631.85
0655 · Data Management Expense	2,345.72	2,670.60	3,205.45	3,039.56	11,261.33
0660 · Fundraising Expense	313.91	49.00	0.00	0.00	362.91
0665 · Education and Outreach	3,360.00	1,347.00	0.00	896.72	5,603.72
0696 · Lodging/Hotel Expense	337.88	646.11	0.00	3,849.01	4,833.00
6800 · Fiscal Sponsee Expenses					
6800.27 · Permit Costs	2,259.00	0.00	0.00	0.00	2,259.00
6800.28 · Donations, Grants, Fellowships	1,200.00	0.00	0.00	0.00	1,200.00
Total 6800 · Fiscal Sponsee Expenses	3,459.00	0.00	0.00	0.00	3,459.00
Total Expense	107,587.01	63,440.50	55,850.35	83,737.48	310,615.34
Net Ordinary Income	-87,055.05	-63,274.08	-55,318.89	-31,642.02	-237,290.04
Net Income	-87,055.05	-63,274.08	-55,318.89	-31,642.02	-237,290.04

Income and Expense by Month October 2024 through January 2025



Expense Summary October 2024 through January 2025

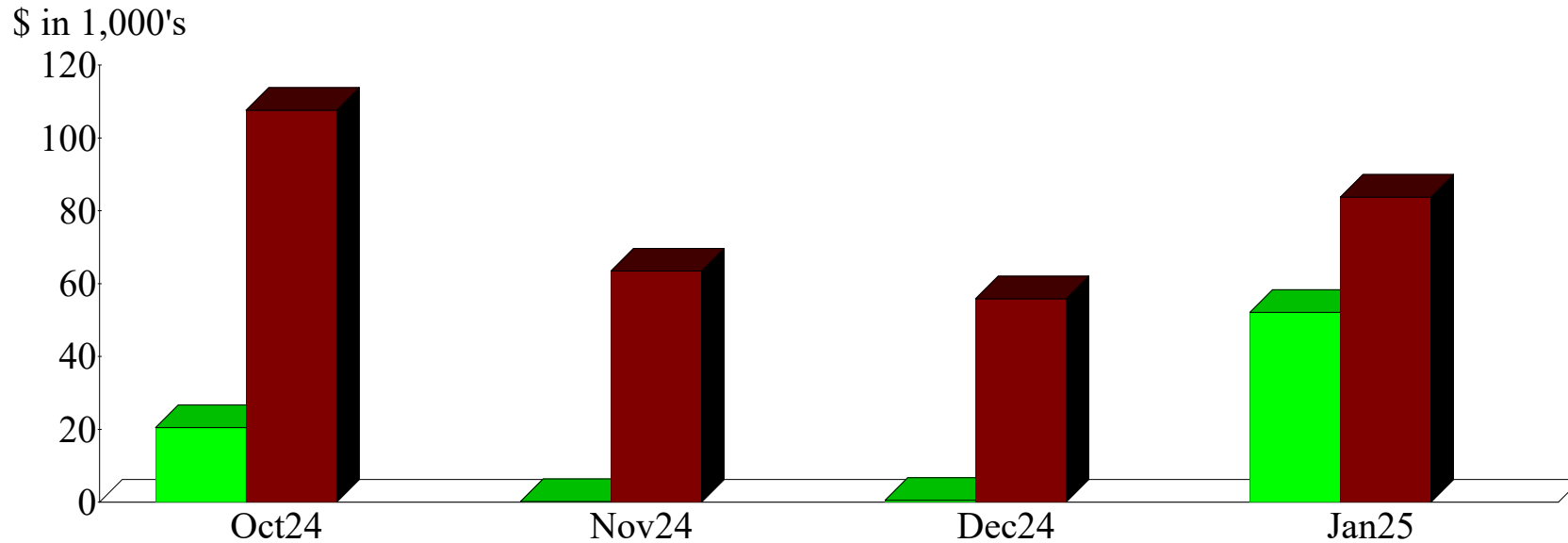


0626 · Payroll Expense	37.87%
0619 · Contracted Services	11.34
0613 · Employee Benefits Expense	9.21
0615 · Rent (Office) Expense	7.53
0610 · Accounting/Auditing Expense	5.15
0616 · Rent (Non-Office Space) Exp.	3.83
0655 · Data Management Expense	3.63
0622 · Payroll Taxes	2.90
0606 · Insurance Expense	2.57
0630 · Food Expense	2.33
Other	13.64
Total	\$310,615.34

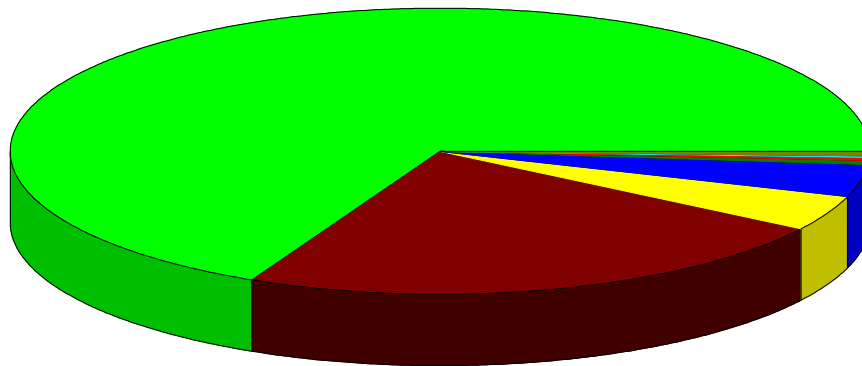
By Account

Income and Expense by Month October 2024 through January 2025

Income
Expense



Income Summary October 2024 through January 2025



0417 · Corporate Sponsorship Income	68.05%
0414 · Donations (Individual) Income	23.20
0424 · Other Income	4.08
0490 · Fundraising - General	3.67
0402 · Membership Income	0.63
0450 · Merchandise Sales	0.35
0411 · Parade Fee Income	\$-154.50
0421 · Interest Income	0.01
Sub-Total	\$73,325.30

By Account