Agenda for the Regular Board of Directors Meeting Held in-person on August 6, 2025

1. Standing Items (25 mins)
    a. Call to Order and Welcome 7:05pm
    b. Written Acknowledgement of Unceded Ramaytush Ohlone Land
        i. *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.*
    c. Reminder: Meetings Guidelines and Protocols
    d. Reading and Approval of Minutes
        i. Minutes approved by consensus with no objections or stand asides
    e. Agency Updates from Executive Director (8 mins)
        i. Apologies from Suzanne (absent due to illness). Chris gives report:
            1. Balance sheet - note that total current assets are $539K. We don't track payables in the report. In the p&l and budget vs actuals, our total income was $3.7M (84% of current budget), resulting in a deficit of roughly $500K. Gross profit was 81% of expected. Also underspent expenses, spent 98% of that (savings of $75K in expected expenses). Significant under performance in some revenue categories that has resulted in a net loss for the fiscal event and possibly for the fiscal year. The books are still open on the event, tracking just under $400K of outstanding sponsorship revenue. We have a date by

which we expect to receive every penny of outstanding receivables. Once all payables and receivables have been accounted for, we will still be in the red - so we need to secure some funding by the end of the year (golf tournament, GFTA grant, short term loans, etc). Need to seek funding to bridge the gap.

    a. GFTA - we're in the second year of a two year grant, we know the amount of money already. $459K in one part that is locked in, then there is a discretionary part ($109K) that is still up in the air. It has been signaled that we are unlikely to get the $109K. Earliest we would get that money is november, this year we got it in march. Month to month spend is $70K right now.
    b. Golf Tournament - conservatively hope to take home $40K from this. In it's best year it was over $100K.

2. They're still projecting cash flow, in some cases asking to pay things in installments, etc. If we were to pay all of our outstanding bills right now, we would have no money. But they're working on the cash flow right now and will update us.
3. Fiscal year ends Sept 30. Fairly confident we'll end the fiscal year having spent more money than we made.

2. Unfinished Business (10 mins)
    a. none

3. New Business (40 mins)
    a. Board Resignation (Josh)
        i. Dr. Nas Muhammad has resigned.
        ii. Adelle announces their resignation as well. Board expresses gratitude to Adele for their service.
    b. Nominations open for Board (Chris)
        i. Please share nominations with Maceo and Josh who are on Nominating committee
            1. Chris shares the form for making nominations and explains the timeline and process.
            2. Must confirm election officials (set up election runner, review results in a recorded meeting that is open to observers).
            3. Currently we have 45 voting members. They will choose everyone who sits on the board. If you are a member and need computer access to vote, you can come to the sf pride office to use the computers there to cast your vote.
    c. Board Fall/Winter appearances
        i. Oct 3, 2025 PRC's Mighty Real
        ii. InterPride (Marsha)
            1. Virtual. Opportunities to register now. SF Pride has budget to pay for registration for board members. Nov 3-16.
        iii. Other events?
            1. Oakland Pride

2. Parivar Bay Area - 3rd Immigrant Symposium, in partnership with Trans District, El/La, and a few others.
3. Sept 10 - Immigrant Emerging Leadership Program beginning their fall cohort (Parivar) - applications currently open right now.
4. South Asian Heritage Month - every Friday from now until the end of the month, you can come to salesforce park transit center from 5:30-6:30
5. Congratulations to Jupiter and the Trans District for the trans flag raising for trans history month.
6. Aug 25 - state capital flag raising for trans history month, in partnership with assembly member haney's office and the ca legislative lgbt caucus and other organizations.
7. Trans district is having their expansive showcase tomorrow
8. Aug 15, comptons cafeteria riot play special show to commemorate trans history month.
9. Trans District Riot Party - reparations is a riot - saturday aug 23.
10. Queer latinx social club - happy hour on aug 20. Ricky's bar. Sept 4 at fluid 510.
11. SV Pride Aug 30-31.
12. Queer nonprofit happy hour at the stud on tuesday the 12th 5pm-7:30pm
13. Sapphic pride sf, sept 6 - new event.
14. SF black pride week.

d. Fall Retreat (Josh/Suznne)
    i. Weekend of October 25-26
        1. Lodging?

4. Announcements (5 mins)
    a. See above
5. Public Comment (10 mins)
    a. None
6. In-Memoriam
    a. Jessie Elliot
    b. Joshua's grandmother
    c. Candy Coleman
    d. Patty Burn (Bern?) - founded disability performance org
    e. Jewell Thais-Williams Founder of Catch 1 LA
7. Adjournment:
    a. Consensus to adjourn at 7:57PM

Closed Session to Follow

- 2025/2026 staffing/operations strategy