Agenda for the Regular Board of Directors Meeting
Held Virtually on November 5, 2025

1. Standing Items (25 mins)
    a. Call to Order and Welcome
    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. Click here to view the minutes
    e. Appointment of Timekeeper, Stack monitor, and Vibe Monitor
    f. Agency Updates from Executive Director (8 mins)
    g. Budget & Finance Committee Update (5 mins)
2. Consent Agenda
    a. none
3. Unfinished Business (10 mins)
    a. Budget Approval
3. New Business (40 mins)
    a. 2025/2026 Board meeting schedule (Chris)
    b. Community Affairs kick off meeting date (Josh)
    c. 2026 Conference schedule & attendance (Chris)
    d. Heritage Of Pride Award Nominations
    e. Grand Marshal Nominations/Timeline
    f. 2026 Theme
    g. Parade & Exhibitor pricing structure
4. Announcements (5 mins)
    a.
5. Public Comment (10 mins)
6. In-Memoriam
    a. Miss Major didn't just change San Francisco — she changed the *world.*

    Her legacy lives in every fight for trans liberation, especially for Black trans women, incarcerated people, and sex workers. A participant in the Stonewall Riots, founder of the TGI Justice Project, and 2014 SF Pride Grand Marshal, Miss Major led with fierce love and unshakable vision.

    She gave our community sanctuary when we had nowhere else to turn — from the frontlines of prison abolition and HIV/AIDS care to creating the House of GG in Arkansas for Southern trans leaders.
    b.

7. Adjournment:

Closed Session to Follow

- Staff/personnel wrap up reporting
- Ongoing: 2026 Operations/Staffing Strategy

Agenda for the Regular Board of Directors Meeting
Held in-person on October 8, 2025

1. Standing Items (25 mins)
    a. Call to Order and Welcome: **7:15PM**
    b. **In attendance:** Jupiter, Jack, Joshua, Anjali, Maceo (late), Ronnie (late)
    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. Click here to view the minutes
    e. Appointment of Timekeeper, Stack monitor, and Vibe Monitor
        I. **Timekeeper**: Jack
        II. **Stack monitor:** Sam
        III. **Vibe monitor:** Jupiter
    f. Agency Updates from Executive Director (8 mins)
        - Overview of 2025 Pride celebration. Gave over $148K in grants to local and national organizations. Suzanne mentions, “San Francisco Pride is more important now than ever.” There are going to be limitations in finances, but the essence and goal of the organization remains the same. Suzanne welcomes accountability from the board and vice versa. Debt is currently being paid, despite outstanding invoices. The support of the board is needed to help raise $100K during the golf tournament weekend. Relationships with our sponsors are proof of how personal and dynamic they are.
        - For the golf tournament, it is more important to come Friday night. Inviting people is imperative. Sharing the official link online is essential. The golf tournament should become a board event–not staff.
    g. Budget & Finance Committee Update (5 mins)
        - Suzanne commented that we have Engaged several bookkeeping firms. *Bicycle* has been selected. They are a queer-owned firm and they have several wrap-around services available. They are slightly more expensive, but very worth it. Should budget discussion be proposed for the next meeting? Suzanne will delay signing a contract until a finalized budget is approved. Operating without a budget is not recommended, not in compliance.
        - Suzanne wants the board to feel comfortable with the budget, so she understands time is essential to digest and review the proposed budget.
        - *3 more minutes allotted.*

- Jack agrees that getting into the minutia is not important. However, other items are critical to assess. Chris brought copies for board members elected to the budget and finance committee. We might have to wait until December 1st to begin with *Bicycle*.
- *1 more minute allotted*.

2. Consent Calendar
   a. None
3. Unfinished Business (10 mins)
   a. none
3. New Business (40 mins)
   a. Seating of New Board (Josh)
      - New board members, Sam and Michelle, are seated.
   b. Officer elections (Chris)
      i. The Election was conducted via printed ballot. Chris & Suzanne conduct the election. The results of the election are as follows
         I. **President-elect:** Joshua Smith
         II. **VP-elect:** Maceo Persson
         III. **Treasurer-elect:** Jack Beck
         IV. **Secretary-elect:** Jupiter Peraza
   c. Select Committee's (Josh)
      i. Chris Robert explains to the board information about serving on a committee, then invites board members to select which committee they would like to serve on
      ii. Click here to view tracking matrix
      - Board member Ronnie proposes a motion to reinstate the Entertainment Commission (EC) to the committee slate. Discussion ensues to gauge whether EC is to be reinstated.
      - *5 minutes allotted for discussion.*
      - *3 more minutes allotted.*
      - Discussion on EC is tabled for the next board meeting.
      - Board members select which committees they would like to be a part of: Board and Committee Meetings
   d. Community Events (Chris)
      - Short review of the events expected to attend.
   e. Heritage of Pride Awards
      - Criteria will be sent out by Chris to decide on the next board meeting who to select as nominees for the Heritage of Pride awards.
   f. Board Retreat Agenda (Josh)
      i. The board & staff will discuss plans for our 60th anniversary, development best practices as well as personnel/staffing strategy (closed session)
4. Announcements (5 mins)
   - 'Beyond the Rainbow' screening on November 8th at the Roxie.
   - Golf tournament weekend

5. Public Comment (10 mins)
6. In-Memoriam
    - Gary McClain
7. Adjournment:

Closed Session to Follow

- Staff/personnel wrap up reporting
- Ongoing: 2026 Operations/Staffing Strategy

San Francisco Pride Public Meeting Schedule

Monthly Board of Directors Meetings

1. October 8th, 2025
2. November 5, 2025
3. December 3, 2025
4. January 7, 2026
5. February 4, 2026
6. March 4, 2026
7. April 8, 2026
8. May 6, 2026
9. June 3, 2026
10. July 8, 2026
11. August 5, 2026
12. September 2, 2026
13. October 7, 2026

Quarterly Membership Meetings & Socials

1. Saturday, November 15th 2025 (social)
2. Wednesday, January 14, 2026 (meeting)
3. Wednesday March 11th, 2026 (meeting)
4. Saturday, July 18, 2026 (social)
5. Saturday, September 12, 2026 (meeting)

SF Pride Community, Friends, and Allies:

At San Francisco Pride, transparency and community engagement are not just ideals; they are core to our mission. The concept of "sunshine" — openness in our operations and decision-making — is central to everything we do. In this spirit, we warmly invite you to join our public meetings throughout the year.

Our Board of Directors meets monthly to oversee the organization's strategic direction and financial health. These meetings are your opportunity to see our leadership in action and stay informed. Board meetings are generally held on the first Wednesday of each month, unless that day is the first of the month, in which case the meeting is moved to the second Wednesday to allow for a full review of the previous month's reports.

We also host quarterly Membership engagements. These gatherings are a chance for the broader community to connect, hear important updates, and engage directly with SF Pride. They often alternate between formal meetings and social events, creating different ways for you to be part of the conversation and the celebration.

Your voice is vital to our organization. For the complete and most up-to-date schedule, including specific dates, times, locations, and agendas for all public meetings, please visit our membership portal:

members.sfpride.org

This website is your definitive source for all information regarding SF Pride membership and public participation.

We believe that a stronger community is a more engaged community. We look forward to seeing you and working together to create a more equitable and celebratory world.

The San Francisco Pride Board of Directors and Staff

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Balance Sheet
As of October 31, 2025

	Oct 31, 25
ASSETS	
Current Assets	
Checking/Savings	
0101 · Wells Fargo Bank Checking	
0101A · Restricted Funds	
0101AGR · Howard Grayson LGBT	1,228.21
0101API · Pink Triangle	33,127.12
0101ASO · Soul of Pride	5,551.79
Total 0101A · Restricted Funds	39,907.12
0101 · Wells Fargo Bank Checking - Unrestricted Funds	-39,318.74
Total 0101 · Wells Fargo Bank Checking	588.38
0102 · WellsFargo MarketRate (Reserve)	109,003.05
0104 · WellsFargo Bank Savings	1,560.84
0106 · Fresno First	87.72
0107 · BMO	
0107C · BMO-Checking	100.00
0107S · BMO-Savings	25,751.48
Total 0107 · BMO	25,851.48
0113 · Petty Cash Account	55.23
Total Checking/Savings	137,146.70
Accounts Receivable	
0115 · Accounts Receivable (General)	246,000.00
0118 · Sponsorship Receivables Long Te	171,135.00
Total Accounts Receivable	417,135.00
Total Current Assets	554,281.70
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	-59,060.96
Total 0189 · TRADEMARKS	1,550.00
0195 · Other Deposits	37,442.23
0197 · Right of Use Assets	222,826.00
Total Other Assets	261,818.23
TOTAL ASSETS	**816,099.93**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
0210 · Accounts Payable	276,339.99

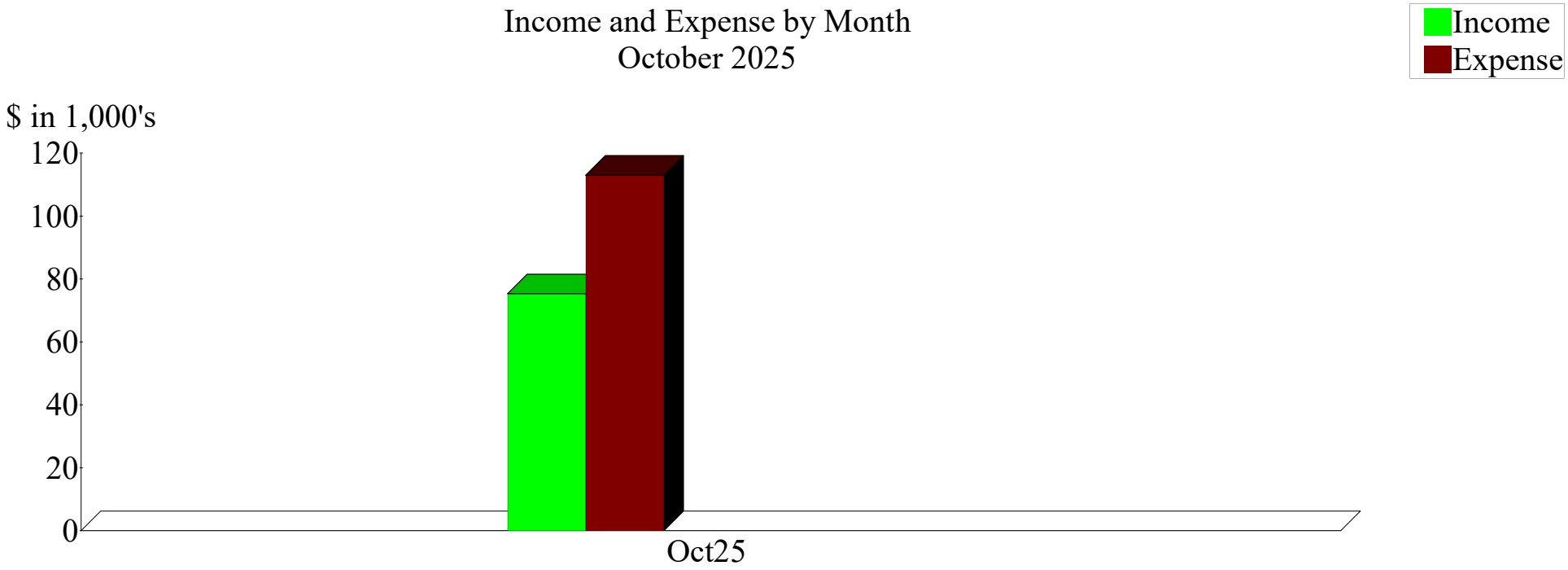
SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Balance Sheet
As of October 31, 2025

	Oct 31, 25
Total Accounts Payable	276,339.99
Other Current Liabilities	
0213 · Deferred revenue	205,000.00
0250L · Payroll Taxes Due Payable	5,579.12
0255L · Vacation Time Account Payable	40,500.78
23000 · Lease Liabilities-Current	71,103.00
Total Other Current Liabilities	322,182.90
Total Current Liabilities	598,522.89
Long Term Liabilities	
0280 · Lease Liabilities-Long-term	158,034.00
Total Long Term Liabilities	158,034.00
Total Liabilities	756,556.89
Equity	
3000 · Opening Bal Equity	-38,457.00
3100 · Temp Restricted Net Assets (TRN	289,690.00
3800.1 · NetAssetsReleased, UnRestrict	1,453,041.00
3800.4 · NetAssetsReleased, TempRestrict	-1,453,041.00
3900 · Retained Earnings	-153,992.40
Net Income	-37,697.56
Total Equity	59,543.04
TOTAL LIABILITIES & EQUITY	**816,099.93**

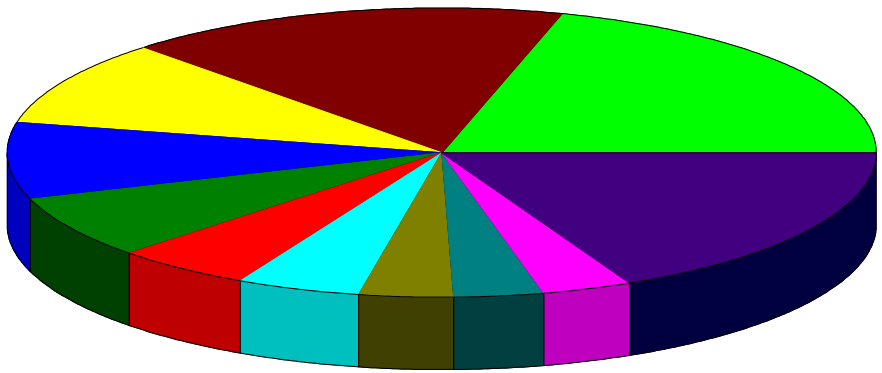
SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Statement of Cash Flows
October 2025

	Oct 25
OPERATING ACTIVITIES	
Net Income	-37,697.56
Adjustments to reconcile Net Income to net cash provided by operations:	
0210 · Accounts Payable	-47,500.00
0213 · Deferred revenue	-10,635.00
0240 · Corporate card	84.95
0250L · Payroll Taxes Due Payable	5,579.12
Net cash provided by Operating Activities	-90,168.49
INVESTING ACTIVITIES	
0191 · Prepaid Expenses	7,411.66
Net cash provided by Investing Activities	7,411.66
Net cash increase for period	-82,756.83
Cash at beginning of period	219,903.53
Cash at end of period	**137,146.70**

Income and Expense by Month
October 2025



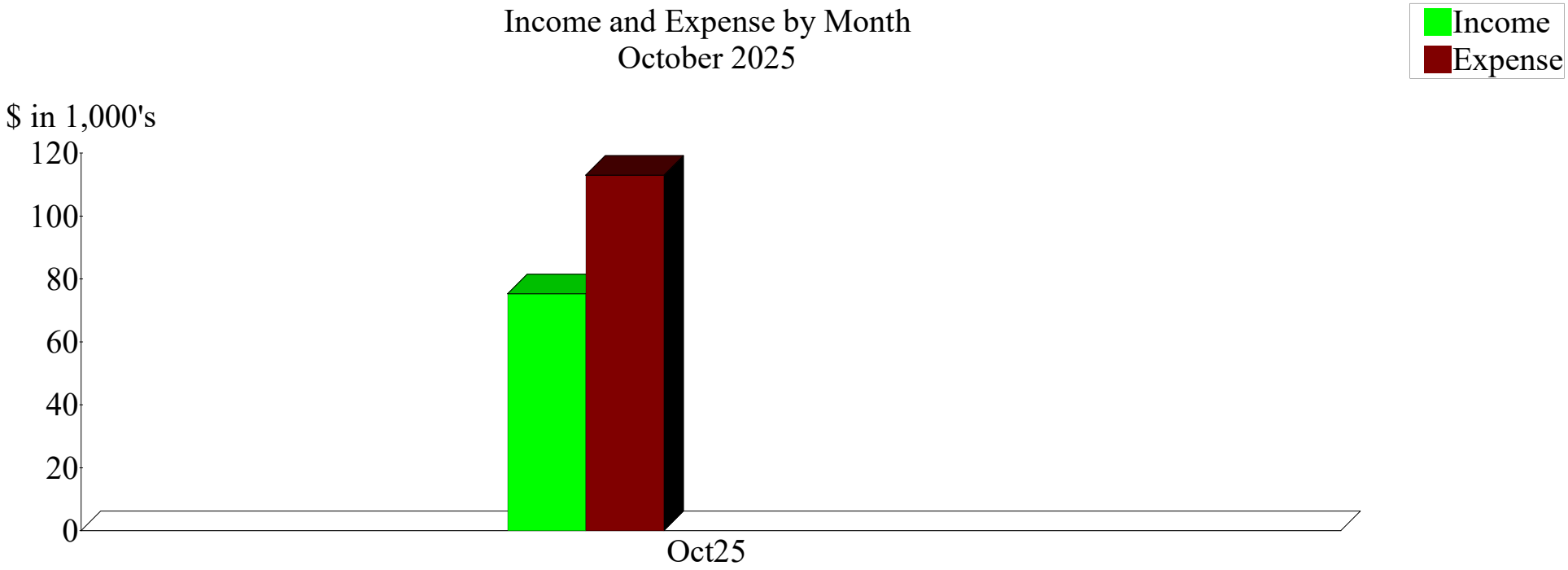
Expense Summary
October 2025



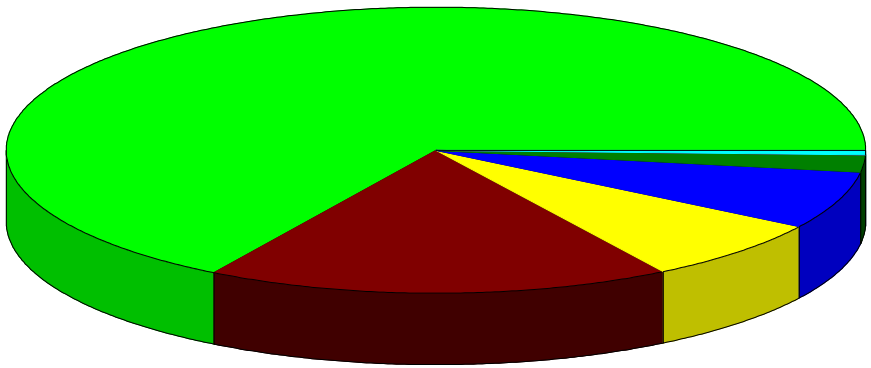
0626 · Payroll Expense		20.65%
0619 · Contracted Services		16.67
0610 · Accounting/Auditing Expense		9.68
0660 · Fundraising Expense		8.68
6800 · Fiscal Sponsee Expenses		7.08
0615 · Rent (Office) Expense		5.22
0616 · Rent (Non-Office Space) Exp.		4.77
0613 · Employee Benefits Expense		3.64
0612 · Other Supplies		3.41
0606 · Insurance Expense		3.35
Other		16.84
Total		$112,984.65

By Account

Income and Expense by Month
October 2025



Income Summary
October 2025



0417 · Corporate Sponsorship Income		66.41%
0441 · Other Ticket Sales		17.61
0490 · Fundraising - General		7.26
0435 · Other Grants Income		6.64
0414 · Donations (Individual) Income		1.99
0402 · Membership Income		0.08
0421 · Interest Income		0.01
Total		$75,287.09

By Account

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Profit & Loss
October 2025

	Oct 25
Ordinary Income/Expense	
Income	
0402 · Membership Income	60.00
0414 · Donations (Individual) Income	1,500.00
0417 · Corporate Sponsorship Income	50,000.00
0421 · Interest Income	1.23
0435 · Other Grants Income	5,000.00
0441 · Other Ticket Sales	13,260.00
0490 · Fundraising - General	5,465.86
Total Income	75,287.09
Gross Profit	75,287.09
Expense	
0602 · Bank Fees	788.46
0603 · Utilities and Maintenance	
0603C · Cleaning & General Maintenance	420.97
0603U · Utilities	425.57
Total 0603 · Utilities and Maintenance	846.54
0606 · Insurance Expense	3,785.92
0610 · Accounting/Auditing Expense	10,942.20
0612 · Other Supplies	3,854.26
0613 · Employee Benefits Expense	
0613M · Medical/Dental Benefits	4,113.13
Total 0613 · Employee Benefits Expense	4,113.13
0614 · Equipment Rental Expense	149.90
0615 · Rent (Office) Expense	5,893.62
0616 · Rent (Non-Office Space) Exp.	5,391.00
0618 · Equipment Repair & Maintenance	171.41
0619 · Contracted Services	18,833.34
0620 · Contractors	3,000.00
0622 · Payroll Taxes	1,785.02
0623 · Travel Expense	1,985.09
0625 · Telephone Expense	45.97
0626 · Payroll Expense	
0626A · Payroll expense	23,333.32
Total 0626 · Payroll Expense	23,333.32
0628 · Community Partners Grants	
0628B · Grants from Board	2,152.74
Total 0628 · Community Partners Grants	2,152.74
0630 · Food Expense	1,548.24
0632 · Volunteer/Staff Recognition Exp	582.50
0635 · Legal Expense	420.00
0636 · Branded Apparel Expense	2,501.98
0655 · Data Management Expense	3,052.35
0660 · Fundraising Expense	9,807.66
6800 · Fiscal Sponsee Expenses	
6800.19 · Contracted Services	8,000.00
Total 6800 · Fiscal Sponsee Expenses	8,000.00
Total Expense	112,984.65
Net Ordinary Income	-37,697.56
Net Income	**-37,697.56**