

Agenda for the Regular Board of Directors Meeting

Held Virtually on December 3, 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 XXXX to view the minutes
- e. Appointment of Timekeeper, Stack monitor, and Vibe Monitor
- f. Committee Updates
 - i. Budget & Finance (5min)
 - ii. Community Affairs (5min)
 - iii. Development (5min)
 - iv. Long Range Planning (5min)
- g. Agency Updates from Executive Director (8 mins)

2. Consent Calendar

- a. None

3. Unfinished Business (10 mins)

- a. XXX

3. New Business (40 mins)

- a. Threads Of Pride (approve concept)
- a. Heritage Of Pride Award Nominations
- b. Grand Marshal Nominations/Timeline
- c. Parade & Exhibitor pricing structure

4. Announcements (10 mins)

- a.

5. Public Comment (10 mins)

6. In-Memoriam

- a.

7. Adjournment:

Closed Session to Follow

- Staff/personnel wrap up reporting

- Ongoing: 2026 Operations/Staffing Strategy
- IndivisibleSF

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 7:05pm
 - i. In Attendance: Joshua, Suzanne, Jack, Maceo, Chris, Michelle, Greg, Jupiter (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
 - **Timekeeper:** Jack
 - **Stack monitor:** Michelle
 - **Vibe monitor:** Maceo
- f. Agency Updates from Executive Director (8 mins)
 - **The board will resume in-person meetings starting in February 2026.**
 - Cut down expenses–thank you Chris! We have enough cash on hand to get through September
 - Staff did a lot this past month, such as onboarding 2 new board members, finished audits, finalized contracts with Bicycle, Gayle, and others. Golf tournaments. Weekly meetings with the Board President. Volunteered at Castro Street Fair. GLBT Historical Society Gala. Parivar office opening. Had lunch with Rafael Mandelman. Castro Live Camera launch. Castro Country Club ball. And much more...
 - Community Award from The Academy.
 - **Vision:** Other prides across the country and around the world are being cancelled and/or do not have the means to host the event. SF Pride cannot forget the importance it bears to the world. We need to call everyone across the country to attend San Francisco on Pride Sunday 2026. We need to invest in loving truth-telling as a framework of approach. Suzanne needs more from board members.
 -
- g. Budget & Finance Committee Update (5 mins)
 - The budget is in great shape for it to be approved by the board tonight.

2. Consent Agenda

- a. none

3. Unfinished Business (10 mins)

a. Budget Approval

- Jack has to recuse from the vote since they are a contractor. Therefore, vote will not be taking place tonight since quorum is not achieved. Vote shall be postponed until there is quorum, so discussion is also postponed.
- Discussion on procedure since quorum falls below threshold...
- Chris resorted to bylaws for clarification. Vote can be conducted via email to ensure quorum.
- Maceo suggests abstention as opposed to recusal in order to meet quorum requirements.
- Michelle suggests following through with the vote since 5 board members are present, regardless if one recuses themselves.
- Jack explains the narrative approach to the new budget; referring to Jim practices, processes, etc. Finances are still in the black, but not as we previously thought. Further elaboration on budget narrative: companion sheet for multiple items explaining why there is a difference from last year's.
- *More time allotted (5 minutes)*
- *More time allotted (5 minutes)*
- Jack discusses budget narrative companion tables. He identifies notable items to be aware of. Overall, FY2026 budget is tied to actuals for FY2025, which is a substantial change from FY2025's presentation last year. A significant item for FY2026's is Gayle Robert's \$80,000 contract.
- *More time allotted (5 minutes)*
- *More time allotted (2 minutes)*

B. Jack recuses for board vote...

C. BUDGET APPROVED!

3. New Business (40 mins)

- a. 2025/2026 Board meeting schedule (Chris) **(priority)**
 - Chris present monthly board meetings + quarterly membership meetings & socials
 - *Board consensus for approval? Yes*
- b. Community Affairs kick off meeting date (Josh)
- c. 2026 Conference schedule & attendance (Chris) **(priority)**
 - *Who gets to go?* 1 member for X com + 1 regular board member
 - Michelle and Joshua for USAP; Maceo and Jack for Creating Change in Milwaukee
- d. Heritage Of Pride Award Nominations **(tabling)**
- e. Grand Marshal Nominations/Timeline
- f. 2026 Theme **(priority)**

- Suzanne wants the board to play a big game: as universal as possible.
- Membership have given ideas, board can run with it.
- **Board suggestions:** Pride In Action, ***Resistance In Action***, Queer Joy in Action, Resist With Pride
- Consensus to *Resistance in Action!* - YES!!!! (2026 THEME SELECTED)
- When is the announcement of the theme? We are currently off-book. Chris will put together a timeline for next.

g. Parade & Exhibitor pricing structure

4. Announcements (5 mins)

- a. Jack: still in the process but currently in talks to host a street fair coalition party?
- b. Suzanne: Alex, Suzanne, and Danielle will be getting an award. Roxie Theater on Saturday.
- c. Jupiter: Joined Scott Wiener congressional campaign
- d. Chris:
- e. Michelle: report back from InterPride BIPOC caucus. Black community wants to break from the BIPOC caucus. Update from the Women's caucus resolution.
- f. Maceo: Next thursday, east bay queer latinx happy hour at 6PM at the golden ratio

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: 9:18PM

Closed Session to Follow

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

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of November 30, 2025

Nov 30, 25

ASSETS

Current Assets

Checking/Savings

0101 · Wells Fargo Bank Checking

0101A · Restricted Funds

0101AGR · Howard Grayson LGBT 1,228.21

0101API · Pink Triangle 35,627.12

0101ASO · Soul of Pride 5,551.79

Total 0101A · Restricted Funds 42,407.12

0101 · Wells Fargo Bank Checking - Unrestricted Funds 18,524.25

Total 0101 · Wells Fargo Bank Checking 60,931.37

0102 · WellsFargo MarketRate (Reserve) 109,003.94

0104 · WellsFargo Bank Savings 1,560.85

0106 · Fresno First 87.72

0107 · BMO

0107C · BMO-Checking 236.70

0107S · BMO-Savings 25,499.78

Total 0107 · BMO 25,736.48

0113 · Petty Cash Account 55.23

Total Checking/Savings 197,375.59

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 614,510.59

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 876,328.82

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

0210 · Accounts Payable 281,239.25

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Balance Sheet

As of November 30, 2025

	Nov 30, 25
Total Accounts Payable	281,239.25
Other Current Liabilities	
0213 · Deferred revenue	205,000.00
0250L · Payroll Taxes Due Payable	7,603.32
0255L · Vacation Time Account Payable	40,500.78
23000 · Lease Liabilities-Current	71,103.00
Total Other Current Liabilities	324,207.10
Total Current Liabilities	605,446.35
Long Term Liabilities	
0280 · Lease Liabilities-Long-term	158,034.00
Total Long Term Liabilities	158,034.00
Total Liabilities	763,480.35
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	-183,063.66
Net Income	44,679.13
Total Equity	112,848.47
TOTAL LIABILITIES & EQUITY	876,328.82

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss Budget vs. Actual

October through November 2025

	Oct - Nov 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
0402 · Membership Income	285.00	2,500.00	-2,215.00	11.4%
0409 · Vendor Income				
0410 · Vendor/Booth Fees Income				
0410F · Pride-Vendor Income-Food	0.00	85,000.00	-85,000.00	0.0%
0410P · Pride-Vendor Income-Other	0.00	120,000.00	-120,000.00	0.0%
Total 0410 · Vendor/Booth Fees Income	0.00	205,000.00	-205,000.00	0.0%
Total 0409 · Vendor Income	0.00	205,000.00	-205,000.00	0.0%
0411 · Parade Fee Income				
0411FM · Pride-Float/March Income	7,000.00	210,000.00	-203,000.00	3.3%
0411W · DykesOnBikes (WMC)	0.00	3,500.00	-3,500.00	0.0%
Total 0411 · Parade Fee Income	7,000.00	213,500.00	-206,500.00	3.3%
0412 · Beverage Sales				
0412P · Pride - Beverage sales	0.00	400,000.00	-400,000.00	0.0%
Total 0412 · Beverage Sales	0.00	400,000.00	-400,000.00	0.0%
0414 · Donations (Individual) Income	1,799.87	168,500.00	-166,700.13	1.1%
0416 · Barrel Donations Income				
0416E · Electronic Gate Donations	0.00	10,000.00	-10,000.00	0.0%
0416P · Pride - Barrel Donations	0.00	25,000.00	-25,000.00	0.0%
Total 0416 · Barrel Donations Income	0.00	35,000.00	-35,000.00	0.0%
0417 · Corporate Sponsorship Income	185,000.00	2,155,000.00	-1,970,000.00	8.6%
0421 · Interest Income	2.13			
0424 · Other Income				
0424O · Official Events Calendar List	0.00	5,000.00	-5,000.00	0.0%
0424PP · Pride Pass	0.00	20,000.00	-20,000.00	0.0%
0424PT · Pink Triangle	2,500.00			
0424VIP · VIP Tickets	0.00	50,000.00	-50,000.00	0.0%
Total 0424 · Other Income	2,500.00	75,000.00	-72,500.00	3.3%
0430 · Grants For the Arts				
0430A · Pride - Grants for the Arts	0.00	449,000.00	-449,000.00	0.0%
Total 0430 · Grants For the Arts	0.00	449,000.00	-449,000.00	0.0%
0435 · Other Grants Income	5,000.00			
0440 · Grandstand Ticket Sales	0.00	22,500.00	-22,500.00	0.0%
0441 · Other Ticket Sales	13,260.00	20,000.00	-6,740.00	66.3%
0450 · Merchandise Sales	0.00	10,000.00	-10,000.00	0.0%
0490 · Fundraising - General	5,465.86	405,000.00	-399,534.14	1.3%
Total Income	220,312.86	4,161,000.00	-3,940,687.14	5.3%
Cost of Goods Sold				
0510 · Beverage Purchases				
0510B · Beverage Purchases	0.00	80,000.00	-80,000.00	0.0%
Total 0510 · Beverage Purchases	0.00	80,000.00	-80,000.00	0.0%
0512 · Beverage Ice Expense	0.00	15,000.00	-15,000.00	0.0%
0520 · Merchandise Purchases	0.00	10,000.00	-10,000.00	0.0%
Total COGS	0.00	105,000.00	-105,000.00	0.0%
Gross Profit	220,312.86	4,056,000.00	-3,835,687.14	5.4%
Expense				
0602 · Bank Fees	1,494.04	25,000.00	-23,505.96	6.0%
0603 · Utilities and Maintenance				
0603C · Cleaning & General Maintenance	854.57	5,000.00	-4,145.43	17.1%
0603U · Utilities	425.57	2,000.00	-1,574.43	21.3%
Total 0603 · Utilities and Maintenance	1,280.14	7,000.00	-5,719.86	18.3%
0606 · Insurance Expense	4,417.98	183,000.00	-178,582.02	2.4%
0608 · Copying/Printing Expense	0.00	5,000.00	-5,000.00	0.0%
0609 · Office Supplies Expense	0.00	5,000.00	-5,000.00	0.0%
0610 · Accounting/Auditing Expense	21,764.70	87,000.00	-65,235.30	25.0%
0612 · Other Supplies	4,207.21	66,000.00	-61,792.79	6.4%
0613 · Employee Benefits Expense				
0613L · Life Insurance Benefit	0.00	1,500.00	-1,500.00	0.0%
0613M · Medical/Dental Benefits	4,113.13	75,000.00	-70,886.87	5.5%
0613R · Retirement contributions	0.00	20,800.00	-20,800.00	0.0%
Total 0613 · Employee Benefits Expense	4,113.13	97,300.00	-93,186.87	4.2%
0614 · Equipment Rental Expense	299.80	372,500.00	-372,200.20	0.1%
0615 · Rent (Office) Expense	11,964.05	78,000.00	-66,035.95	15.3%
0616 · Rent (Non-Office Space) Exp.	7,891.00	95,000.00	-87,109.00	8.3%
0617 · Clean-Up Costs (Event)	0.00	145,000.00	-145,000.00	0.0%
0618 · Equipment Repair & Maintenance	171.41	2,500.00	-2,328.59	6.9%
0619 · Contracted Services	26,500.01	757,000.00	-730,499.99	3.5%
0620 · Contractors	3,000.00	201,000.00	-198,000.00	1.5%
0621 · ASL Interpreter/ADA Compliance	0.00	35,000.00	-35,000.00	0.0%
0622 · Payroll Taxes	3,570.04	38,000.00	-34,429.96	9.4%
0623 · Travel Expense	4,699.84	23,500.00	-18,800.16	20.0%
0624 · Entertainer/Speaker Expense				
0624M · Main Stage	0.00	58,000.00	-58,000.00	0.0%
0624S · Community Stages and Venues	0.00	25,000.00	-25,000.00	0.0%
0624T · Other Venues	0.00	7,500.00	-7,500.00	0.0%
Total 0624 · Entertainer/Speaker Expense	0.00	90,500.00	-90,500.00	0.0%
0625 · Telephone Expense	92.04	900.00	-807.96	10.2%
0626 · Payroll Expense				
0626A · Payroll expense	46,666.64	416,000.00	-369,333.36	11.2%
Total 0626 · Payroll Expense	46,666.64	416,000.00	-369,333.36	11.2%
0627 · Permit Costs	0.00	82,950.00	-82,950.00	0.0%

SF Lesbian Gay Bisexual Transgender Pride CC, Inc.

Profit & Loss Budget vs. Actual

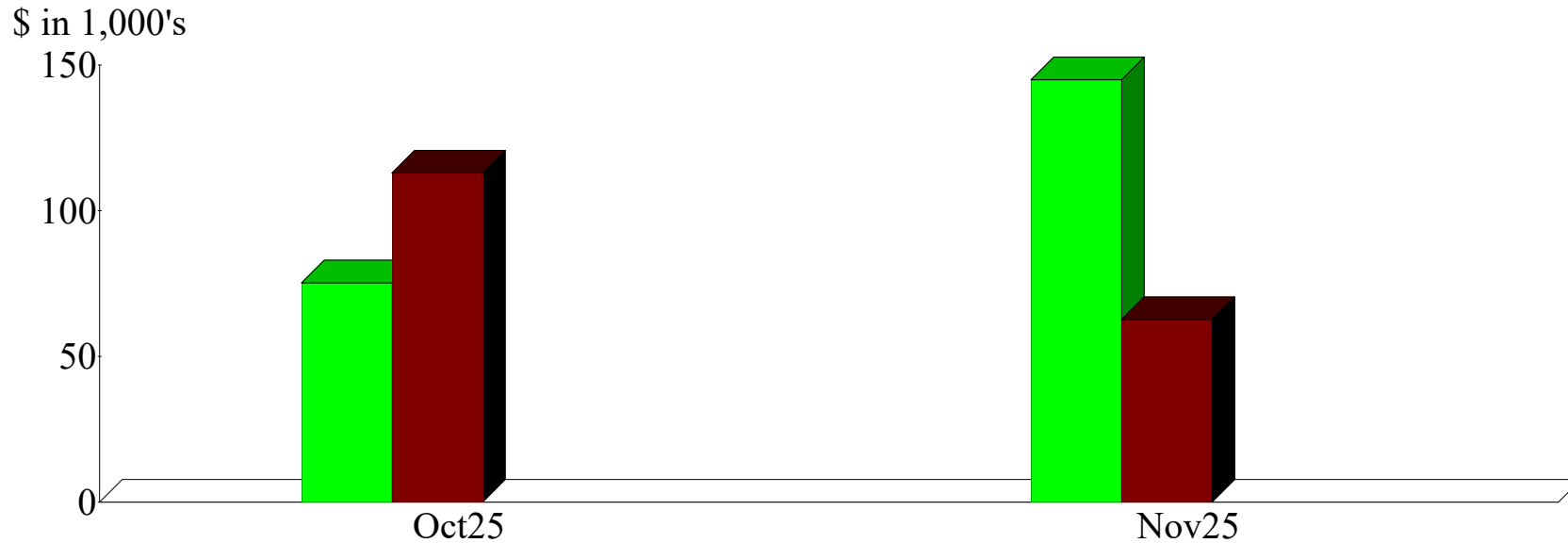
October through November 2025

	Oct - Nov 25	Budget	\$ Over Budget	% of Budget
0628 · Community Partners Grants				
0628B · Grants from Board	2,431.74	25,000.00	-22,568.26	9.7%
0628P · Grants to Partners	0.00	165,000.00	-165,000.00	0.0%
0628W · Grants to Dykes on Bikes	0.00	3,500.00	-3,500.00	0.0%
Total 0628 · Community Partners Grants	2,431.74	193,500.00	-191,068.26	1.3%
0629 · Educational Development Exp.	0.00	32,000.00	-32,000.00	0.0%
0630 · Food Expense	2,487.00	87,500.00	-85,013.00	2.8%
0631 · Media/PR Expense	0.00	35,000.00	-35,000.00	0.0%
0632 · Volunteer/Staff Recognition Exp	582.50	5,000.00	-4,417.50	11.7%
0633 · Security Costs	0.00	284,809.30	-284,809.30	0.0%
0635 · Legal Expense	420.00	60,000.00	-59,580.00	0.7%
0636 · Branded Apparel Expense	2,501.98	10,000.00	-7,498.02	25.0%
0640 · Sales Tax Expense/Other Taxes	0.00	40,000.00	-40,000.00	0.0%
0641 · Radio Rental Expense	0.00	13,000.00	-13,000.00	0.0%
0642 · Toilet Rental Expense	0.00	45,000.00	-45,000.00	0.0%
0643 · Fencing Rental Expense	0.00	60,000.00	-60,000.00	0.0%
0644 · Sound Expenses				
0644S · Sound Expense	0.00	100,000.00	-100,000.00	0.0%
0644V · Video Expense	0.00	50,000.00	-50,000.00	0.0%
Total 0644 · Sound Expenses	0.00	150,000.00	-150,000.00	0.0%
0645 · Signage Expense	0.00	51,500.00	-51,500.00	0.0%
0655 · Data Management Expense	6,070.81	50,000.00	-43,929.19	12.1%
0660 · Fundraising Expense	11,007.67			
0696 · Lodging/Hotel Expense	0.00	17,500.00	-17,500.00	0.0%
0697 · Lost equipment & damages	0.00	10,000.00	-10,000.00	0.0%
6800 · Fiscal Sponsee Expenses				
6800.19 · Contracted Services	8,000.00			
Total 6800 · Fiscal Sponsee Expenses	8,000.00			
Total Expense	175,633.73	3,957,959.30	-3,782,325.57	4.4%
Net Ordinary Income	44,679.13	98,040.70	-53,361.57	45.6%
Net Income	44,679.13	98,040.70	-53,361.57	45.6%

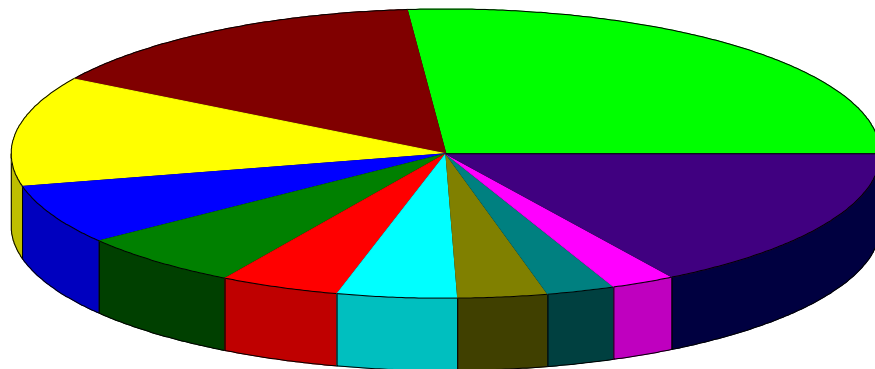
SF Lesbian Gay Bisexual Transgender Pride CC, Inc.
Statement of Cash Flows
November 2025

	<u>Nov 25</u>
OPERATING ACTIVITIES	
Net Income	82,391.69
Adjustments to reconcile Net Income to net cash provided by operations:	
0115 · Accounts Receivable (General)	25,928.00
0210 · Accounts Payable	-50,000.00
0250L · Payroll Taxes Due Payable	<u>2,024.20</u>
Net cash provided by Operating Activities	<u>60,343.89</u>
Net cash increase for period	60,343.89
Cash at beginning of period	<u>137,031.70</u>
Cash at end of period	<u><u>197,375.59</u></u>

Income and Expense by Month October through November 2025



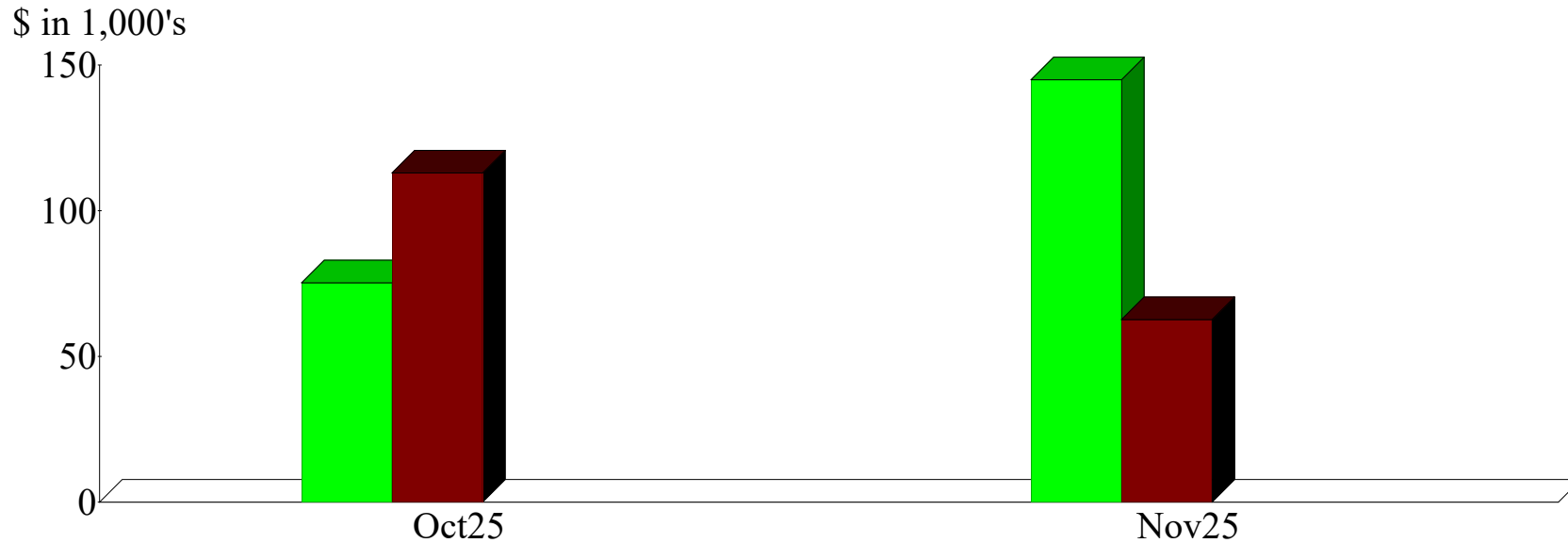
Expense Summary October through November 2025



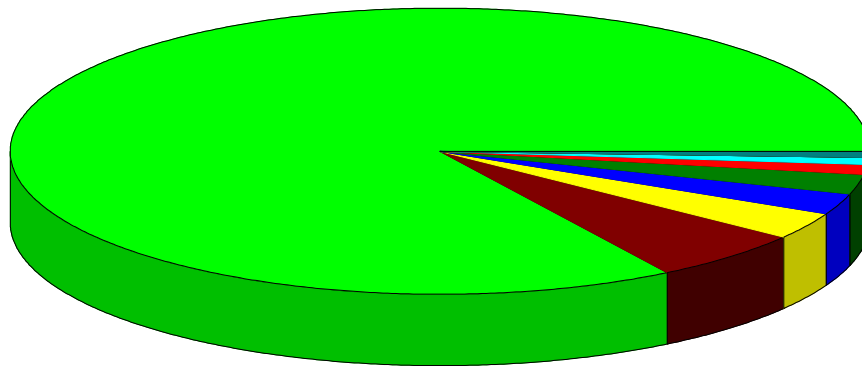
0626 · Payroll Expense	26.57%
0619 · Contracted Services	15.09
0610 · Accounting/Auditing Expense	12.39
0615 · Rent (Office) Expense	6.81
0660 · Fundraising Expense	6.27
6800 · Fiscal Sponsee Expenses	4.55
0616 · Rent (Non-Office Space) Exp.	4.49
0655 · Data Management Expense	3.46
0623 · Travel Expense	2.68
0606 · Insurance Expense	2.52
Other	15.17
Total	\$175,633.73

By Account

Income and Expense by Month October through November 2025



Income Summary October through November 2025



0417 · Corporate Sponsorship Income	83.97%
0441 · Other Ticket Sales	6.02
0411 · Parade Fee Income	3.18
0490 · Fundraising - General	2.48
0435 · Other Grants Income	2.27
0424 · Other Income	1.13
0414 · Donations (Individual) Income	0.82
0402 · Membership Income	0.13
0421 · Interest Income	0.01
Total	\$220,312.86

By Account

Profit & Loss

October through November 2025

	Oct 25	Nov 25	TOTAL
Ordinary Income/Expense			
Income			
0402 · Membership Income	60.00	225.00	285.00
0411 · Parade Fee Income			
0411FM · Pride-Float/March Income	0.00	7,000.00	7,000.00
Total 0411 · Parade Fee Income	0.00	7,000.00	7,000.00
0414 · Donations (Individual) Income	1,500.00	299.87	1,799.87
0417 · Corporate Sponsorship Income	50,000.00	135,000.00	185,000.00
0421 · Interest Income	1.23	0.90	2.13
0424 · Other Income			
0424PT · Pink Triangle	0.00	2,500.00	2,500.00
Total 0424 · Other Income	0.00	2,500.00	2,500.00
0435 · Other Grants Income	5,000.00	0.00	5,000.00
0441 · Other Ticket Sales	13,260.00	0.00	13,260.00
0490 · Fundraising - General	5,465.86	0.00	5,465.86
Total Income	75,287.09	145,025.77	220,312.86
Gross Profit	75,287.09	145,025.77	220,312.86
Expense			
0602 · Bank Fees	803.46	690.58	1,494.04
0603 · Utilities and Maintenance			
0603C · Cleaning & General Maintenance	420.97	433.60	854.57
0603U · Utilities	425.57	0.00	425.57
Total 0603 · Utilities and Maintenance	846.54	433.60	1,280.14
0606 · Insurance Expense	3,785.92	632.06	4,417.98
0610 · Accounting/Auditing Expense	10,942.20	10,822.50	21,764.70
0612 · Other Supplies	3,854.26	352.95	4,207.21
0613 · Employee Benefits Expense			
0613M · Medical/Dental Benefits	4,113.13	0.00	4,113.13
Total 0613 · Employee Benefits Expense	4,113.13	0.00	4,113.13
0614 · Equipment Rental Expense	149.90	149.90	299.80
0615 · Rent (Office) Expense	5,893.62	6,070.43	11,964.05
0616 · Rent (Non-Office Space) Exp.	5,391.00	2,500.00	7,891.00
0618 · Equipment Repair & Maintenance	171.41	0.00	171.41
0619 · Contracted Services	18,833.34	7,666.67	26,500.01
0620 · Contractors	3,000.00	0.00	3,000.00
0622 · Payroll Taxes	1,785.02	1,785.02	3,570.04
0623 · Travel Expense	1,985.09	2,714.75	4,699.84
0625 · Telephone Expense	45.97	46.07	92.04
0626 · Payroll Expense			
0626A · Payroll expense	23,333.32	23,333.32	46,666.64
Total 0626 · Payroll Expense	23,333.32	23,333.32	46,666.64
0628 · Community Partners Grants			
0628B · Grants from Board	2,152.74	279.00	2,431.74
0628P · Grants to Partners	0.00	0.00	0.00
Total 0628 · Community Partners Grants	2,152.74	279.00	2,431.74
0630 · Food Expense	1,548.24	938.76	2,487.00
0632 · Volunteer/Staff Recognition Exp	582.50	0.00	582.50
0635 · Legal Expense	420.00	0.00	420.00
0636 · Branded Apparel Expense	2,501.98	0.00	2,501.98
0655 · Data Management Expense	3,052.35	3,018.46	6,070.81
0660 · Fundraising Expense	9,807.66	1,200.01	11,007.67

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

	Oct 25	Nov 25	TOTAL
6800 · Fiscal Sponsee Expenses			
6800.19 · Contracted Services	8,000.00	0.00	8,000.00
Total 6800 · Fiscal Sponsee Expenses	8,000.00	0.00	8,000.00
Total Expense	112,999.65	62,634.08	175,633.73
Net Ordinary Income	-37,712.56	82,391.69	44,679.13
Net Income	-37,712.56	82,391.69	44,679.13