

**Indy Pride, Inc.**  
Board of Directors February 2018 Meeting  
P.O. Box 44403, Indianapolis, IN 46244  
*February 13, 2018 Minutes*

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**Attendance:**

Amber Bollman, Gehrig Brown, Tiffany Hanson, Grant Helms, Eve Keller, Angie Martinez, Robert Patrick, Chris Peek, Chris Schneider, Jeremy Turner, Chad Watson.

**Non-Voting Directors in Attendance:**

Chris Handberg

**Guests:**

Jon Markee

**Call to Order:**

Called to order at 6:02 pm.

**Membership Minute:**

No Members present with questions or statements

**January Meeting Minutes:**

**MOTION:** Chris S. motioned to approve the January meeting minutes, Chad W. seconded. Motion passed unanimously.

**Communication Strategies:**

Eve Keller discussed some communication strategies to improve board communication. Some highlights of the discussion included keeping the following in mind:

- Participate
- Respect
- Be Present
- Focus on the problem, not the person
- Focus on the solution, not just the problem
- Reserve Judgement
- Come prepared

Jeremy T. has offered to meet with individual members to encourage feedback, idea sharing, communication issues, etc.

#### **Executive Team Reports:**

- **President** – Jeremy briefly discussed the festival committee meeting on 2/12. Jeremy would like to send out thank notes to the festival sponsors on behalf of the board. Jeremy will focus on making sure that the sponsors are receiving the benefits that they have been promised. Jeremy also discussed his meeting with Terrell Parker, the interim director of Brother's United. Jeremy discussed with Terrell cross support opportunities between Indy Pride and Pride of Color.
  - A discussion regarding board positions for other organizations was had. It was believed that the board had discussed and voted on from a previous meeting. The discussion was tabled to review the previous motion and the bylaws.
- **VP of Membership** – Chad discussed the current membership numbers and working with Tiffany on ways to bring the numbers back up.
- **VP of Inclusion** – Eve discussed the meetings she had with the committees for the 2018 goals for communication and education. Eve is getting quotes for the various community flags.
- **VP of Operations** – No updates. Grant is gearing up for the contracts that will soon be coming in for entertainers, etc.
- **Treasurer** – Gehrig updated the current financial standings. Financially we are doing better than expected. Jeremy, Gehrig and Jon reviewed the new P/L statements that show the IYG commitment which will show as a loss from last year for bookkeeping purposes. Jeremy and Jon offered to meet with anyone that would like to discuss the financials further.
- **Secretary** – No update

#### **Director Reports:**

- **InterPride Director** – We do not have a director for Interpride. A brief discussion was had regarding if we needed to fill the position. It was generally agreed that we did.
- **Volunteer Director** – This position has not been filled.
- **Festival Director** – Angie discussed the highlights of the committee meeting from 2/12/18. The leadership positions are shaping up, but there are a few openings left. Angie discussed a potential conflict of interest with Elvis being our logistics director since his company is one of our contracted vendors. Grant was consulted about the legalities on this issue. Angie will change the job duties to move the RFP duties to someone else to remove any conflicts of interests.
- **Director of Marketing** – Tiffany H. submitted guidelines to the board regarding marketing and communication guidelines for the board & staff to follow. Chris H. to send the guidelines to Robert P. to start a procedures file. Tiffany also requested that the board members send her any community events, etc., that she could promote community events. Chris H. has asked that each board member write a blog entry for the Indy Pride website redesign.
- **Director of Contracts & Administration** – This position has not been filled. Grant still fills the needs of role until a new person with the skillset needed comes along.
- **Director of IT / Director of Scholarships** – No Update
- **Executive Director** – Chris H. stated that the library town hall will be on March 20<sup>th</sup> at the Health Foundation at 6:30pm. The alliance of LGBTQ organizations will meet at the IP office at 7pm next week. We need to make a decision on the logo. The board needs to make an effort to show

up for the Fuel "Hockey for Everyone" night and help promote it. The Laramie Project 10<sup>th</sup> anniversary is coming up and a proposal will be sent to the board to participate.

#### **OLD BUSINESS:**

- Festival Ticket Sales: A lively discussion on the MOKB Presents/Do317 proposal for ticketing and entry management.
- **MOTION:** Angie M. motioned to hire a company to handle the entry gates at the festival that does not exceed a \$45,000 expenditure. Chris Peek seconded. Motion passed 5 to 4.
  - Rollcall vote:
    - Amber B. - yes
    - Gehrig B. - yes
    - Tiffany H. - yes
    - Angie M. - yes
    - Chris P. - yes
    - Grant H. - no
    - Robert P. - no
    - Chris S. - no
    - Chad W. - no
- By-Law Revisions – Grant H. asked that any board members have any issues that the committee needs to address, please email him.
- Strategic Plan Next Steps – Jeremy T. provided the strategic Plan assignments and annual report assignments.

#### **NEW BUSINESS:**

- Email Access – Robert stated that any board members with email issues to contact him.
- Scholarship Update – No update.
- Board Social Agenda – Call for suggestions for fun social gatherings to further board bonding.
- IYG Pledge – Jeremy talked to Chris Paulsen regarding the possibility of paying some of our commitment early to help offset the unexpectedly high electric bills that IYG has received since moving in.
  - **MOTION:** Chris S. motioned to write a check to IYG in the amount of \$11308.25 that will cover our events commitment. Chris P. seconded. Motion passed unanimously.
- Shirts & Business Cards – Please forward your shirt size information and color choice to Chad. Also, send nametag and business cards too.

**Adjourn at 8:33pm**