

Indy Pride, Inc.
Board of Directors December Meeting
3733 N Meridian St., Indianapolis, IN 46203
January 8, 2020 Minutes

Attendance:

Tanner Alexander, Charlette Bowling, Jen Cooper, Amy Downs, Craig Ervin, Summer Keown, Matty Jacobs, Angie Martinez, Collin Noll, Robert Patrick, Ryan Pranger, Sean Seager, Todd Shelton, Larry Stribling, Pauline Valvo, Chris Wakefield & Chad Watson

Absent:

Eve Keller, Amanda Randall & Addison Smith

Proxy:

Angie M. will be the proxy for Eve Keller & Addison Smith.

Sean S. will be the proxy for Amanda Randall

Non-Voting Directors & Staff in Attendance:

Tabitha Barbour (Prog Dir), Chris Handberg (Exe Dir), & Jon Markee (CPA)

Guests:

Joel M. Bazzell, Chris Schneider

Call to Order:

Call to order at 6:05pm.

Membership Minutes:

None

December Meeting Minutes:

MOTION:

Sean S. motions to approve the December 2019 minutes

Jen Cooper seconds the motion.

Motion Passes

Finance Report:

Craig E. presents financial year end 12/31/19 & 2018 net income was \$206,022 & \$58,453 respectively.

For 2019, budgeted net income was just \$8,456 and Indy Pride delivered \$197,566 more than that.

Overall revenue for 2019 & 2018 came in at \$986,269 & \$695,224 respectively. The 2019 budget called for revenue of just \$710,495 and Indy Pride generated \$275,775 more than that.

Largest contributor: \$132,451 from ticket revenue.

Tent City: This is being removed from the Pride Festival because of space allotment. Budge Review shows it did not provide enough revenue to continue keeping. We also need to ensure we accommodate ADA accessibility. This will take the place of tent city.

Donations from Individual: This has never been a profitable area for Indy Pride. Angie M. advised that Trinity Haven plans to start contributing.

Amy Downs discussed private donations as an agenda Indy Pride should go after. Chris H. advised that Indy Pride Staff plans to seek opportunities to go further on gaining revenue.

Executive Team Reports:

- **President: Larry S.**

1. Board Retreat: Chris H. & Larry S. will meet with Marla this Friday January 10, 2020 to address what was discussed and planned during the 2019 Board Retreat. They will also solidify the agenda for 2020.

Retreat is planned for Saturday February 1, 2020. Goal is to meet for 4 hours.

Pitch In: Breakfast Items.

Marla will lead and facilitate the Board Retreat. She will help guide us on how to create and complete strategic goals.

Topics to be discussed:

- A. Robert's Rules
 - B. Motion & Agenda
 - C. Function of the Board
 - D. Communicating with interpersonal skills/assuming the positive
 - E. Communicating with inclusion of new board members and experiences
 - F. 5-year vision
2. Chris H will be out February 6-11, 2020. Please contact Larry S or Tabitha B. in his place.
 3. Larry S will also be out February 14-22, 2020. Please contact Angie M. in his place.
 4. Events coming up: Larry S. would like the expectation to be known that you attend as many events as possible (Reference Events Calendar – will be emailed by Tabitha B.). Be present, be positive, and be respectful.
 5. Volunteer Call out: Huge success. Great questions came up. Larry S. is excited to see how our momentum for Indy Pride 2020 progresses. THERE ARE STILL ROLES AVAILABLE FOR THE FESTIVAL! Larry S. hopes that those roles can be filled by the end of tonight.
 6. Pitch In during Board Meetings: Larry S. would like to ask assistance from all members. A new Excel Sheet will be sent out each month with items people plan to bring. Sean S. will submit that with the Minutes/Agenda Email.

7. Executive Meetings: They are open to all Board Members. They occur the first Wednesday of every month.
 8. Larry S. would like all open positions for the Board filled prior to the Board Retreat on February 1, 2020. A list of Open Positions will be sent out separately.
- **VP of Operations: Robert P.**
 1. Robert P. presents his cheat sheet on proper jargon when attending the Board Meetings. If questions pertaining to the sheet come about – ALWAYS ASK! Advised that the executive meeting does not provide minutes/notes publicly. Adjournment was left out: Technically we must make a motion to adjourn. This must be added to his cheat sheet.
 2. Name Tag Information: Email went out to new board members today. The order will be placed on Friday January 10, 2020. If you need a new tag as a returning Board Member – please email Robert P. ASAP.
 3. There was a delay on responding to the Scholarship emails. This has been rectified and scholarships are in the process of getting submitted. There is a new Athletic Scholarship for \$500. It will be announced in the Spring.
 4. If you have received an email that says don't respond – then you're email for the pride board is working. If you did not, contact Robert P. ASAP.
 5. Role Accounts (IE secretary@indypride.org) should be set up. Your name will be removed from the account after you leave that Role Account. Be cognizant of what you email.
 6. Charlette B. asked about if there is a preferred email signature line for the board. Should everyone model theirs after Robert? A new template will be sent out for you all to mirror. Sean S. will follow up about this and submit it out to everyone.
 - **VP of Community: Angie M.**
 1. Angie M. is still searching for specific affiliates to grow Indy Pride. I.E. The Film Festival would be catalogued as an affiliate. Should you have questions about our process, please reference the Handbook.
 2. Memberships: 582 members. Director of Memberships is open. *Chris Wakefield* requests to take the position. Angie M hopes to grow our numbers. Everyone on the board is a current member.
 3. Diversion and Inclusion. Director is open. *Charlette Bowling* requests to take the position.
 4. Education: Tabitha B. and Addison S. have asked that if you would like to join the Education Committee please meet them for brunch this Sunday January 12, 2020 at Wild Eggs. Please also reference the Event Calendar to ensure you are up to dates with events.
 - **VP of Development: Todd S.**
 1. Spoke with Eve K. She will continue as delegate for InterPride.
 2. Director for Grants and Business Relations (Meeting with Small Businesses to assist in gaining additional affiliates) are open. *Jen Cooper* requests to take Director of Grants. Please see Todd S. if interested in Business Relations.
 - **Executive Director: Chris H.**
 1. Similar numbers for corporate sponsors. Hoping to gain more.
 2. Entertainment is on the right track. Should hopefully sign off on whom will headline soon.
 3. Indiana Pride Network: Happening this Saturday January 11, 2020 in Muncie, IN. Networking attempt to bridge all Prides in the state. If going, please respond to the Eventbrite link sent out.
 4. January 24, 2020 Pride ERG meeting. Location is here at IYG from 2 – 2:30pm.

5. February 3, 2020 is the first LGBTQ + Day at the Statehouse. A calendar invite will be going out. (Chris H. or Tiffany H.) If you would like to staff the table, please respond back to Chris H. Presently, we are waiting on where the Legislature may go. It could turn into a rally. We cannot support specific candidates per our 501c-3. However, you can help support a bill. ACLU will be hosting this day.
 - **Marketing Report: Chris H.**
 1. Went through Vendor list to ensure we have quality vendors there.
 2. Please note that Pride June 13, 2020 is a required attendance date.
 - **Program Director Report: Tabitha B.**
 1. Reviewed the program calendar. A hard copy will be provided out to everyone.
 2. If you are coming to the 16-Bit party on January 30, 2020 you may bring food. Drinks are free if you play the games. Indy Pride will not responsible for providing food. Larry S. does urge if attending to wear your name tag. Another request was stated about how we could utilize small businesses to join Indy Pride: 16-Bit
 3. Chris Wakefield wants to find out more about how we track attendees at our events. A plan to put into motion on capturing new Members.

OLD BUSINESS:

Board Structure: Larry S. will have a review/discussion about this during our Board Retreat.

NEW BUSINESS:

Parade Name Change: Cadillac Barbie Parade was created in honor of Gary Brackett's Drag Persona. The name came into existence around 2002/2003. As a prior leader in the community, we continue to honor his legacy. Indy Pride would like our Parade name to be reflective of where we are now. We will notify Mr. Brackett within the month of January of the new name change.

Discussion began about ensuring we are honoring our individuals of past. Chris H. did advise that he has spoken to as many people as possible to ensure this change is welcomed. Angie M provided insight about why the name should change to be more inclusive of our community.

Chad Watson advised concern with the name change regarding loss of revenue from those who may support Gary Brackett's various charities.

Ryan P. did ask about marketing/promotion. Chris H. & Todd S. have a plan to be reviewed. They will write a press release. There will be invitation for those in the community to join a Board Meeting to discuss.

Chris H. would like our parade/festival to be solely named ***Indy Pride Parade***.

MOTION:

Angie M. motions to have a name change of Cadillac Barbie Parade to Indy Pride Parade

Chad Watson requests a Roll Call Vote:

Tanner Alexander: Yes

Charlette Bowling: Yes

Jen Cooper: Yes

Craig Ervin: Yes

Amy Downs: Yes

Eve Keller (Angie Martinez is Proxy): Yes

Summer Keown: Yes

Matty Jacobs: Yes

Angie Martinez: Yes

Robert Patrick: Yes

Ryan Pranger: Yes

Colin Noll: Yes

Amanda Randall (Sean Seager is Proxy): Yes

Sean Seager: Yes

Todd Shelton: Yes

Addison Smith (Angie Martinez is Proxy): Yes

Larry Stribling: Yes

Pauline Valvo: Yes

Chris Wakefield: Yes

Chad Watson: No

19 Votes Yes

1 Vote No

Motion has passed.

New Committee Creation: Joel Bazzell would like to create a committee to account for our Bylaws. *Jen Cooper* has offered to join.

Secretary Updates: Sean S. advises the following;

1. Board Minutes: IPBM will be presented by the “Friday” following the normal Board Meeting. This is to ensure what was spoken about stays fresh. Any questions/revisions are highly encouraged. The Board Minutes will be sent out again on the Monday prior to the following months Indy Pride Board Meeting.
2. Calendar Reminders: The secretary calendar is viewable by all members. If you would personally like all Pride Events sent as a reminder to your specific email, please email secretary@indypride.org advising you would like to be emailed all of the events.

3. Proxy: If any board member finds that they are going to be absent from an Indy Pride Board Meeting you must email secretary@indypride.org by 4pm the reason for your absence and whom will be your Proxy. This Proxy must be CC'd on the email, and in person for the meeting.

(On Hold Questions)

Memberships: What does that look like in the future?

Future Home for Indy Pride.

This will be investigated at the Board Retreat.

Announcements:

None

MOTION:

Robert P Motions to exit Indy Pride Board Meeting at 7:52.

Todd S. seconds the motion.

Motion Passes

We exit.