

Indy Pride, Inc.
Board of Directors December Meeting
3733 N Meridian St., Indianapolis, IN 46203
April 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, Amanda Randall, Sean Seager, Todd Shelton, Addison Smith, Larry Stribling, Pauline Valvo, Chris Wakefield & Chad Watson

Absent: N/A

Proxy: N/A

Non-Voting Directors & Staff in Attendance:

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

Guests: Joel Bazzell (Remote CPA)

Call to Order:

Call to order at 6:01pm by Larry S.

Membership Minutes:

Addison S. proposes from a member about doing a Virtual 5k. Information about how to make this a reality can be found: <https://www.racedirectorshq.com/how-to-organize-a-virtual-race/> . **Chris H.** advises that the 5k is still going to happen in October, but this could be potentially visited later.

March Meeting Minutes:

MOTION:

Sean S. motions to approve the March 2020 minutes.

Todd S. seconds the motion.

Motion Passes

Finance Report: **Craig Ervin** provides Finance Report:

For the month of March 31, 2020 net income was \$29,986 compared to a budgeted net income of \$47,747 representing a miss of \$17,761.

Overall revenue for the month of March came in at \$78,860 compared to a budget of \$115,401, representing a miss of \$36,541.

Indy Pride remains well capitalized with \$227,324 in bank accounts and \$55,581 in investments. However, we will continue to consider and pursue any government programs that might benefit Indy Pride as COVID-19 changes impact us.

Craig E. is looking into how we protect our current cash for IP and how we can keep it secure should this pandemic continue longer than August 2020.

PPP Loan:

Jon M, Chris H, and Craig E have submitted a loan request for \$22,000. Presently, we are in limbo awaiting the bank to confirm our loan proposal. It was suggested to go for this loan due to cash flow ceasing during the COVID 19 crisis. Chad W. wanted to know what kind of credit line we had with the bank. Presently, we do not. Chris H. advised this loan in cash was what was needed more than a line of credit. The loan could take up to 1 month to hear back on.

- 2019 Reviewed Financial Statements - The primary objective of the review engagement is to obtain a documented conclusion from an independent accountant that our financial statements do not require material modifications in order to be in accordance with generally accepted accounting principles. The review report found no material modification necessary.
- 2019 990 - The 990 is our annual filing with the IRS. The document lists in detail our activities, detailed financial information, and our governance structure. In reviewing the 990 with Michael Barton and Jon, we approve the draft.

MOTION:

Craig E. motions to for board approves the Draft RFS 2019, DRAFT 990 (once a correction to Charlette's name finishes) to submit.

Robert P. seconds the motion.

Motion Passes.

Executive Team Reports:

- **President: Larry S.**
 1. Larry S. provides gratitude to all IP hired staff. During this pandemic, the staff has taken momentous steps in keeping the public up to date with any changes happening with IP.
 2. Presently, we are freezing all financial requests/sponsorships. Larry S. brings up requesting board members who want to join a committee that designs how request for sponsorships are handled through the year. *Pauline V, Amy D, Chris W, Jen C, Tanner A, Craig E, and Charlette B* opt to join. Tiffany H. suggest creating an email for IP financial request so these can be funneled to one location. Possible suggestion of financialrequest@indypride.org
- **VP of Operations: Robert P.**

1. Scholarships will open at end of April and coordinating the application process through May and June. Decision will be made in July and checks issued in July. Any recipients will be invited to Pride on the alternative date to be presented with a ceremonial check and have photo opportunities.
 2. The Aging Summit has been canceled at this time.
- **VP of Community: Angie M.**
 1. **Circle City Softball:** season on hold until further notice due to COVID19.
 2. **Memberships:** Director has been working with Pacers sports and entertainment as well as Indiana sports Corp to expand partnership and possibly bring LGBTQ+ sports competitions to Central Indiana.
 3. **Education:** All education programing has been postponed and meeting will resume upon further guidelines for COVID19
 - **VP of Development: Todd S.**
 1. **Interpride:** Mid-Year meeting will happen virtually April 25-26. Let Eve K know if you'd like any information. Oslo is in Limbo. Eve K. was nominated to be secretary for the Governance Committee.
 - **Executive Director: Chris H. See Report**
 1. Chris. H is speaking to sponsors daily and providing up to date knowledge for Pride Events.
 2. Still in limbo about Festival in August. Unsure as to whether it'll be coordinated in August or later months. Decision for availability in each month might be made by July 4th, 2020. Todd S. suggested trying to go for a Saturday if possible, regarding revenue gain doing an event on Saturday than on Sunday. Angie M. references our community and why it also makes sense to do it on Saturday if we can. Sales Force has pulled out as Parade/Festival Sponsor. Due to their budget cuts, they are unable to donate their usual amount. They will still donate \$18,000. Chris H. has another proposal out for another entity. He is awaiting their response.
 3. Salute to Veterans (Circle) – Confirmed for November 7. Chris H. potentially wanted to offer this as a free concert?
 4. There is an open forum for how IP can become even more virtual to be supportive for our Community? There was a suggestion about doing Virtual Drag. Eve K. also provided a contact for potentially offering IP History. Additional suggestions: PRIDE Trivia, LGBTQ + Bingo, Cooking Shows, Gender Understanding, etc....
The group began conversations about how payment would be provided. Tabitha B. advises that there is a program budget line to offer any person(s) who may host IP on virtual programs. Addison S. helped IP receive a \$2500 grant for the Educational Series. Chris H. indicated that these funds could be utilized to pay the hosts with this, and then sponsor Ball State in the virtual post. Addison S. will ask the funder to see if this could be allowed. Any suggestions/financial engagement should be emailed to Chris H. Tabitha B. and Tiffany H.
 - **Marketing Report: Tiffany H. See Report**
 1. Continued #peopleofpride campaign and have had fantastic engagement and feedback from community members. Please reach out to friends/family to see if we can add to the momentum this campaign has accomplished.
 2. Put together #ResiliencyResources page and social media campaign to promote 2-3 resources per day. If you have any thoughts or opportunities on how to help our community, please share with Tiffany H.!

3. Currently working on virtual event opportunities and planning for rescheduling events and those announcements and promotional material adjustments.
4. Worked with Chris and Tabitha on public messaging and announcements about event postponements, etc.
5. Tiffany H. does request any locations that may be doing community work or needs a blast that you submit directly to her, so she can share their info on Social Media.
6. We have added almost 600 FB followers (now totaling approx. 38.5K) in the past 4 weeks and just over 300 IG followers (totaling approx. 10.5K). These numbers typically align with major announcements like Festival ticket launch or entertainment announcements and we have never seen this type of growth on our Instagram account.

- **Program Director Report: Tabitha B. See Report**

1. YAMU Virtual Mocktail Hour, Tuesday, April 14th, 2020 at 6:00-7:00PM; 7:30-8:30PM.
2. Festival Leadership Meeting, Monday, April 27th, 2020 at 6:00-7:00PM via Zoom.
3. Tentative: Voting Rights Trivia Night, Monday, May 4th, 2020 at 7:30PM.
4. June 13th – Tabitha B. would like us to have a presence on social media to keep IP engaged with our community as we celebrate what we are missing. Tabitha B. and Tiffany H. have several idea's that would reference all Pride Events and would love to make IP celebrate its first virtual Pride. *Todd S, Summer K, Jen C, Matty J, Robert P, Addison S, Amanda R, and Angie M* are interested in making a group for this.
5. The community has been very respectful when it comes to new date changes and understanding our refund policy.

OLD BUSINESS:

N/A

NEW BUSINESS:

N/A

Announcements:

N/A

MOTION:

Robert P motions to adjourn the meeting at 7:34.

Angie M seconds the motion.

Motions to exit Indy Pride Board Meeting at 7:34pm passes.