

Indy Pride, Inc.
Board of Directors December Meeting
3733 N Meridian St., Indianapolis, IN 46203 (Zoom)
May 13, 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), Chris Harrison, Megan Klopchin (Prior Board Member), Tyne Parlett (Transglam – DC), & Chris Schneider (Prior Board Member)

Call to Order:

Call to order at 6:06pm by Larry S.

Membership Minutes:

Tyne Parlett – Came to the board to speak about the current climate of events. They request that Indy Pride lends support to Indy 10 Black Lives, #blacklivesmatter by submitting a written response. They spoke about the necessity of hearing a unified voice from within the community starting at Indy Pride.

Megan Klopchin – Wanted to address the Board to provide gratitude for Indy Pride’s current handling of COVID 19 planning. Meghan requested advisement on Indy Pride events such as the Pageant as well as Vendor refunds. Chris H. advised the following: Vendor Refunds were detailed in a virtual posting, as well as email by date submission. At this time, Indy Pride will not hold funds when asked for a refund. Pageant has been changed into a Virtual Fireside Chat/Steven Lane will also be providing Drag History. The Pageant will not be held in person due to safety concerns.

Chris Schneider – Addressed the board about concerns about whether Damien Center is publicly acknowledging being attached to Indy Pride Community Center. Tyne Parlett advises that Damien Center is in mutual agreement to join with Indy Pride.

April Meeting Minutes:

MOTION:

Sean S. motions to approve the April 2020 minutes.

Craig E. seconds the motion.

Motion Passes

Finance Report:

Craig Ervin provides Finance Report:

For the month ended April 30, 2020 net income was \$64,391 compared to a budgeted net income of \$18,029, representing a win of \$46,362. Almost all this budget win was due to the \$75,000 grant we received from the Alcohol & Tobacco Commission ("ATC") in April. This grant is shared with other Pride's in Indiana.

COVID-19 Update: As of this writing, there is an accounts receivable balance of \$122,164 and almost all of it relates to Festival/Parade sponsorship invoices. We are too unsure which of these donor receivables to reduce or write-off completely. Our reported year-to-date net income (including receivables) sits at \$216,987. However, if we assume *none* of the receivables are collected going forward, our restated net income would drop to \$94,823, which would still give us a healthy margin to operate the year of 2020. This is in addition to cash on hand of \$323,591 plus investments of \$55,581. The uncertainty remains as to how this could play out because some donors might pay invoices outstanding or others who have already paid could ask for a refund.

Overall revenue for the month of April came in at \$99,184 compared to a budget of \$68,604, representing a win of \$30,579.

Overall expenses for the month came in at \$34,793 compared to a budget of \$50,575, representing a win of \$46,362. The main driver here was the lack of expenses to ramp up for Festival.

Note: The A/P Summary has been omitted from this report as most of the balance pertains to upcoming entertainer payments that may or may not be announced.

Megan Klopchin – asked about whether Festival was insured? Was it insured for COVID 19? Robert P. states that the Festival has always held Liability. When the quarantine took place, it happened prior to the pandemic transpiring. No insurance would cover this pandemic. Chad W. advised that the festival has been insured every year since he has been on the Board.

Executive Team Reports:

- **President: Larry S.**
 1. Larry S. provides gratitude to the Board. Commends our donated time to what we have weathered during COVID 19. Larry S. requests that if you set aside time to join IP's Virtual Programming to show support. This will help share our messaging to the community by spreading the word. Participate, Participate, Participate.

2. Larry S. requested information about the sub-committee for IP Sponsorship. In April, several board members created this committee to plot out how IP should handle sponsorship submissions. Tanner A. was able to gather everyone and meet for the May Minutes. Amy D. advises that they are currently working on creating parameters that all submissions will have to adhere to for Financial Assistance. Brainstorming session offered the following:
3. **New funding process:** two times a year with the committee and staff picking the applications that are brought forward for a board vote.
4. **Application:** lives online and any board member can see the applications. Thorough questions for applicants to answer, follow up conversation and sponsorship email to answer any lingering questions, make a person connection to community members
5. **Other Things:** Easy way for new organizations to submit proposals (think of community members who have not been able to connect w/ Indy Pride before). Timelines allows for us to make decisions after Festival and during a usual “lull” in our organizations financial cycle.

VP of Operations: Robert P.

1. The festival committee is working on events for virtual programming. The Aging Summit has been canceled at this time.
2. The Scholarship application forms have been launched. <https://indypride.org/educational-scholarships/>
 - A. A new annual scholarship is available, The Cary Thomas Memorial Athletic Scholarship.
 - B. Joel Bazzell (joel@remotecpa.com) and Megan Klopchin (mnk.indypride@gmail.com) would like to join the review committee for the Applications.

• **VP of Community: Angie M.**

1. **Circle City Softball:** Season on hold until further notice due to COVID19.
2. **Memberships:** Chris W. has continued to work on creating a master database that tracks all places where Indy Pride members can receive discounts. Reaching out to potential new merchants to participate on the discount program.
3. **Education:** Education committee will be working closely with Program director to continue a virtual education series restarting in June and going through the end of the year.
4. Joel Bazzell requested information about how Indy Pride can link individuals to care due to COVID 19. Angie M. is presently working on this messaging and how we can reach our harder to serve community.

• **VP of Development: Todd S.**

1. **InterPride:** Oslo officially canceled. All hands-on deck for multi-org Global Pride. Open to submission for 5 minutes of content. Virtual Mid-year Meeting was super successful and well-attended. Lots of business updates and movement in lots of areas. Reforming Restructuring Committee and Strategic focus on overall purpose and plan as a Global representative. Conference Structure and Integrity Committee (CSIC), Global Advisory Committee (GAC), and Governance committee secretary duties ongoing. Still current Regional Director since we did not have our Regional Conference and still voting on InterPride board as needed. USAP: Active in meetings, no major moves. Attending Conference Committee meetings in planning the first USAP conference in 2021.
2. Chris H. is working in the background on creating a video for Global Pride. This will happen June 27, 2020. If we submit, we can apply for a 5-minute timeslot to join. We may need more information from Tiffany H on the execution of this plan.

- **Executive Director: Chris H. See Report**

1. Communicating bi-weekly with sponsors about status of Indy Pride.
2. Spending freeze on non-essentials.
3. All events except for Rainbow 5k have shifted to virtual.
4. Working with team on retaining sponsors, developing virtual schedule, communicating with stakeholders.
5. Programming moved to online.
6. Facilitating a meeting with Indiana Pride Network on Saturday, May 16, 2020.
7. Spent extended amount of time speaking to our Entertainers for the Festival. All Entertainers have advised that they would do a shoutout for this year virtually and will be returning to us for 2021. Deposits will be retained, and contracts will be updated to reflect bringing our headliners back for 2021.
8. Chris H. is also working on bringing off kilter stars to the platform to help lift Indy Pride Festival to a different level. Please submit an email to Tabitha B. about entertainers you believe you may have contact with, or whom you would like to see apart of this campaign.
9. Marketing a new Yard Sign fundraiser. Working out the logistics of how a sign can be delivered. Expenses, ordering, delivery is currently being worked on. (Staffing for pickups – Volunteers are Ryan P. Tanner A, Chris W, Eve K, Summer K, Pauline V, Todd S, & Larry S.)
10. Ball State Sponsorship is being utilized towards our Entertainers who join our Virtual Programming. Delta Faucet is also being contacted to assist covering costs for our Virtual Pride.

- **Marketing Report: Tiffany H. See Report**

1. #PeopleOfPride campaign continues daily (we hope to push this out through our ERG/BRG group as well. Please continue pushing submissions to finish out this campaign.
2. Over the past 30 days we have added an additional net 265 FB page likes and 151 IG followers.
3. Made Major announcements for the Pride month events.
4. Preparing to launch and market the upcoming virtual events as well as create new opportunities to monetize the programs that we are creating through solicitations for donations to the organization as well as allowing sponsors to have logo placement and ads in our online programs.
5. Working on new opportunities for engagement campaigns (Pride at Home and possible merchandising opportunities).

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

1. Hosted Voting It is Your Right Trivia Night as a partnership between the ACLU of Indiana and Women4Change: 25-30 Participants.
2. Facilitated Virtual Community Committee Meeting with Indy Pride Board Members.
3. Communicated Cancellation of our in-person events and the Indy Pride Festival and Parade 2020 to vendors, parade, and Pet Pride Registrants, and Service Providers.
4. Launched and Planned DJs & Drinks Programming for May & June. Next session will celebrate Bi/Pan Pride.
5. Developed “Summer of Pride” Schedule to ensure our community is celebrated and visible in May, June, and July.

6. Facilitated a conversation with Gender Nexus, IYG, and the Domestic Violence Network on what are necessary steps and roles to launch a virtual support group for those in our community who may be living nonfarming environments.
7. Coordinating with the ACLU and Women4Change a GOTV Effort for Pride Month.
8. Securing talent, acts, and prerecorded content for the June 13th and June 20th Pride Celebration.
9. Coordinating Pet Pride Photo Contest.
10. Indy Pride Launch Party on June 7th, 2020. Family Fun Hour will happen here.
11. Virtual Pride Celebration on June 20th, 2020. Overall entertainers, games, and dance party.
12. Tabitha B will submit a list of scheduled events for 2020.

OLD BUSINESS:

N/A

NEW BUSINESS:

N/A

Announcements:

Larry S. discuss how Indy Pride should release statements with the current climate of our Community.

Chris. H references how prior Boards/Board Presidents released statements to our population. There is discussion about whether Chris H. should have the autonomy to speak for the Board when press release's/statements need to be made in a timely fashion.

Larry S. advised that per our ByLaws; the Executive Director and the Board President may speak on behalf of the Board. Larry S. advises that Indy Pride Board Members may receive the Executive Directors statement or response to current events, however, Board Members are not eligible to scrutinize the statement and advise that it should be edited from its original statement.

If you would like to join the Bylaw committee please reach out to Robert P. operations@indypride.org

Overall, the Board is in support of Chris H. speaking on our behalf.

Chris Schneider wanted to share insight on making sure that if we are doing Virtual Pride, please have a day of Producer as well as preplan segments to cover gaps of lag time.

Tiffany H. is prepping for this as well.

MOTION:

Larry S. motions to adjourn the meeting at 7:43pm.

Angie M. seconds the motion.

Motions to exit Indy Pride Board Meeting at 7:43 passes.