

Indy Pride, Inc.
Board of Directors Meeting
3733 N Meridian St., Indianapolis, IN 46203 (Zoom)
January 13, 2021 Minutes

Attendance:

Tanner Alexander, Charlette Bowling, Jenny Boyts, Jay Castillo Jimenez, Joseph Coleman, Jen Cooper, Amy Downs, Craig Ervin, Eve Keller, Summer Keown, Matthew Holley, Colin Noll, Robert Patrick, Sean Seager, Addison Smith, Larry Stribling, Chris Wakefield, & Chad Watson

Absent:

Amanda Randall

Proxy:

N/A

Non-Voting Directors & Staff in Attendance:

Jon Markee (CPA)

Guests:

Virginie Adams (Dir of Op of Stonewall Sports), Tim Birky (Treasurer of Stonewall Sports), Melody Hawkins (Community Member), Tangee Hunt (HR of The Villages for Indiana), & Andrew Merkley (President of Stonewall Sports)

Call to Order:

Tanner A. calls the meeting to order at 6:04pm.

Membership Minutes:

Melody Hawkins is introduced and speaks about her background. Sean S. requests that we move to an executive session to vote for the appointment of Melody Hawkins to the Board Term 2021.

MOTION:

Robert P. motions to appoint Melody Hawkins.

Colin Noll seconds the motion.

Motion Passes

Larry S. invited the Stonewall Sports Team, as the VP, to give information about their organization. This is a non-profit org that is primarily made up of LGBTQIA +. This organization teaches from beginners to experienced with their sports leagues. In 2020, Indy Pride was a sponsor of Stonewall. Tim Birky has come to our meeting today to ask if we can sponsor Stonewall into 2021.

Tangee Hunt from the Villages of Indiana. Tangee joined us today to get a more understanding of what we are doing at Indy Pride. The board shared their personal services with DCS, Youth Programming, & additional contact information to continue to grow support for each other.

December Meeting Minutes:

MOTION:

Sean S. motions to approve the December 2020 minutes.

Robert P. seconds the motion.

Motion Passes

Finance Report:

Craig Ervin provides Finance Report:

For the year-ended December 31, 2020 Indy Pride generated a net revenue of \$116,523 compared to \$197,061 in 2019, which represents a decrease of 40%. The major cause of this decline was the move to a virtual Festival, which eliminated items such as admission tickets sold at entrance gates, concessions sold, and vendor rental spots inside the Festival. However, the decline was offset by \$71,000 in new grants received on behalf of No Questions Food Pantry and Indy10 Black Lives Matter from Central Indiana Community Fund.

For the month ended December 31, 2020 Indy Pride generated a net income of \$5,163 which is a win against the budgeted net loss of \$27,144. Most of this win is attributable to the PPP forgiveness we achieved in December, which amounted to \$22,190.

Craig E, Jon M, and Chris H. will be going through the budget shortly. If you have any wish to join, please contact them to meet up.

Executive Team Reports:

- **President:** Tanner A. advised how our current year will need to be more virtual. The budget will be updated to reflect that forecast.
It has been determined that no staff will be joining the monthly Board meetings. The meetings will be attended by Chris H. and Jon M. They will delineate the information onto them.
- **VP of Operations:** N/A
- **VP of Community:** N/A
- **VP of Development:** N/A

Interpride:

- **Executive Director:** Chris H.

Sponsors/Festival/Events

1. Communicating/meeting with sponsors for 2021. Communicating with Military Park, City of Indianapolis, and other venues/vendors.
2. Working with festival committee leadership to determine best course of action.
3. Traditional May/June Pride events are being evaluated and planned virtually for May-October 2021. October 2nd will be a parade or caravan.
4. Executive Team believes planning our traditional festival in 2021 would ultimately be canceled due to the pandemic; a virtual festival is planned for June 12, 2021. Additional events are being planned as well to celebrate Pride Month

Partnerships

5. Participate in Race and Cultural Relations Council (Mayor's Office)
 6. Indiana Venue Alliance
 7. Consortium of LGBTQ+ entities seeking funding for a future LGBTQ+ Center
 8. Tobacco and Prevention and Cessation communications and leadership with national leader which will lead an expanding partnership in 2021 and beyond. Indy Pride will convene a leadership advisory board as part of our expanded partnership.
 9. Indy Pride Network meeting in February
 10. Pride ERG/BRG meeting in February
- **Marketing Report:** Tiffany H.

Events promoted and executed in mid-December through mid-January:

1. Drag Against AIDS: AIDS and the Indianapolis Bag Ladies
2. DJs & Drinks: Toast to the New Year!

Events launched and currently promoting:

3. YAMU Virtual Game Night
4. Staying Healthy at Home: Orangetheory Pride Workout
5. YAMU #SelfCare Night with Yoga + Meditation
6. Anti-Racism Education and Community Conversations

Campaigns executed:

7. Shop with Pride
 - We promoted 19 local businesses that are LGBTQ-owned or LGBTQ-supporting.

- This campaign included 76 unique images created for 57 social media posts across Facebook, Instagram, and Twitter.

Additional marketing and communications tasks:

8. End of year review newsletter
9. Two January newsletters

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

Updates / Tasks Completed Since Our Last Meeting

1. Dec 17th - Drag Against AIDS: AIDS and the Indianapolis Bag Ladies
2. Jan 9th -- DJs & Drinks – Toast to the New Year!
3. Jan 12th -- YAMU Virtual Game Night
4. 2020 Programming Review Survey
 - Take two minutes to provide your feedback on last year's programming:
<https://www.surveymonkey.com/r/V7WGG59>
5. 2021 Program Planning
6. Launch Staying Healthy with Pride Campaign
7. Program Planning for January & February
8. January Program Committee Meeting
9. January Education Committee Meeting
10. QTBIPOC Leadership Team has changed to Diversity and Inclusion Committee under the leadership of Director of Diversity and Inclusion, Jay Castillo Jimenez.

Priorities for the Upcoming Month

11. Opening Vendor and Parade Registration by the end of January
12. Meeting with Service Providers for the Indy Pride Parade and Indy Pride Festival Planning
13. Planning Virtual Pride Celebration Schedule
14. February & March Programming

Committee Opportunities

Festival Committee

- Two Open Positions on Festival Leadership Team
 - Logistics Director
 - Coordinates logistical needs for the Indy Pride Festival (equipment vendors, trash, staffing placement, set-up/tear-down, etc.)
 - Safety Director
 - Serves as liaison between private security company and festival leadership team.
 - Works with the Festival Leadership team to develop protocol for addressing safety incidents.

OLD BUSINESS:

N/A

NEW BUSINESS:

The Board discusses the roles of our organization that needed to be filled. The following roles were filled.

Director of Affiliate Relations: Chad Watson

Director of Education: Addi Smith

Director of Inclusion, Equity, & Diversity: Jay Castillo Jiminez

Director of Membership:

Director of Interpride: Eve Keller

Director of Grants: Jen Cooper

Director of Fundraising: Melody Hawkins

Director of Technology Integration: Charlette Bowling

Director of IT: Robert Patrick

Director of Volunteers:

Director of By-laws: Jen Cooper

Director of Scholarships: Matthew and Shere Brooks

Director of Policy, Procedure, & Documentation: Sean Seager (Craig E & Matthew H.)

Director of Accessibility: Charlette Bowling

Indy Pride Historian: Chris Wakefield

Tanner A. advises that there will be no Board Retreat. The Board will report to a specific executive member. These small pods will review 4 questions. The answers will be compiled to bring to February's meeting. Tanner A. will send out who is on what group.

Larry S. speaks about Stonewell's levels of sponsorships. The Board reviews our standing practices on how we donate funds to other 501c3's. Amy D will be meeting with Tanner A. to confirm a process. They plan to present an established method by next Board. We will plan to table the option to sponsor them until the next meeting.

ANNOUNCEMENTS:

Tanner A. will be away during the weekend of 1/15 – 1/17. Please contact Chris H. in his absence.

MOTION:

Robert P. motions to adjourn the meeting at 7:56pm.

Addi S. seconds the motion.

Motions to exit Indy Pride Board Meeting at 7:56pm passes.