



8/25/14 – Public Board Meeting – The Center

Call to Order 8:00pm

Attendance		
Present	Absent	Additional
Ernie Jorge Brady Lucas Frankie Lyndon Hi-D Clair Julie		Jake Naylor

Approval of Minutes

Approval of Minutes	Brady	Motion passes
- Brady motions to approve outstanding minutes; Clair 2nds; motion passes unanimously		

Community Comments

Wishing to ask questions about ED and CD positions

Tracy Dean Skinner		
<ul style="list-style-type: none"> <li>- Pay rate               <ul style="list-style-type: none"> <li>o Ernie – based on annual income and a budget to produce new revenue</li> </ul> </li> <li>- Was search performed               <ul style="list-style-type: none"> <li>o Ernie – posted 6 weeks ago on website</li> </ul> </li> <li>- Wishes for financials to be presented               <ul style="list-style-type: none"> <li>o Ernie – Board will make changes</li> </ul> </li> <li>- Clarification of relationship with The Center               <ul style="list-style-type: none"> <li>o Brady – Center was in talks with SNAPI in 2014, we are no longer in negotiations</li> </ul> </li> <li>- Giving funds to the community               <ul style="list-style-type: none"> <li>o Ernie – SNAPI is sponsoring TransPRIDE; Bi-Sexual Las Vegas; Mens Chorus; We are Family; SheDonism</li> </ul> </li> </ul>		
West Fisher	Ernie	
<ul style="list-style-type: none"> <li>- Where are funds coming from for employees               <ul style="list-style-type: none"> <li>o Ernie – annual revenue additional revenue generated by the new positions</li> </ul> </li> <li>- Comparative pay for AZ PRIDE               <ul style="list-style-type: none"> <li>o Ernie – board reviewed and compared with other organizations globally</li> </ul> </li> <li>- Treasurer               <ul style="list-style-type: none"> <li>o Ernie - Jorge is filling in</li> </ul> </li> </ul>		
Cindy Hall	Ernie	

# PRIDE

<ul style="list-style-type: none"> <li>- Interview process             <ul style="list-style-type: none"> <li>o Ernie – posted six weeks ago; three applicants from community</li> </ul> </li> <li>- Asking for financials             <ul style="list-style-type: none"> <li>o Ernie – we will continue to produce financials at our monthly Board meetings</li> </ul> </li> <li>- Why do we work with Shedonism             <ul style="list-style-type: none"> <li>o Brady – Shedonism has consistently reached out to us for help and support; they offer dynamic events that serve a portion of the community that we have otherwise been unable to connect with; they generate funds and donate funds to PRIDE yearly</li> </ul> </li> <li>- Picnic             <ul style="list-style-type: none"> <li>o Brady – we would love to do more outdoor (and picnic) setting events; PRIDE OUTside program offers outdoor hikes and we are hoping to grow; we would love to support or produce a picnic if we are asked to do so; Brady requests that Cindy contacts Brady directly if she wishes to have a dialogue with PRIDE</li> </ul> </li> </ul>		
Deb Browning	Ernie	
<ul style="list-style-type: none"> <li>- Where postings             <ul style="list-style-type: none"> <li>o Ernie – lasvegaspride.com</li> </ul> </li> <li>- Job descriptions             <ul style="list-style-type: none"> <li>o Ernie – online lasvegaspride.com</li> </ul> </li> <li>- Any additional / on-boarding             <ul style="list-style-type: none"> <li>o Ernie – board reviewed over the last six weeks</li> </ul> </li> <li>- 501(c)(3) – is SNAPI remaining non-profit             <ul style="list-style-type: none"> <li>o Brady – 501(c)(3) reinstated and announced on 7/23/14</li> </ul> </li> <li>- Why separating titles             <ul style="list-style-type: none"> <li>o Brady – on advise of Counsel and Accountants, it is unethical to serve on the Board and collect pay; leaving the Board allows for individuals to enter into an Employee/Employer relationship with the Board serving the role of the Employer</li> </ul> </li> <li>- When was ED approved             <ul style="list-style-type: none"> <li>o Ernie – at monthly meeting on 8/20/14</li> </ul> </li> </ul>		
Derek Guerra	Ernie	
<ul style="list-style-type: none"> <li>- CD position will include existing costs from Jake or will be in addition             <ul style="list-style-type: none"> <li>o Brady – costs will be inclusive of all service rendered from Jake</li> </ul> </li> <li>- Why job was not posted on Monster / other job sites?             <ul style="list-style-type: none"> <li>o Brady – we chose to keep the position internal to ensure we can create / support the added titles, build the expectations, and manage the additional activity in effort to retain additional income beyond salaries</li> </ul> </li> </ul>		
SGL – Buddists	Ernie	
<ul style="list-style-type: none"> <li>- Checking on payments for Parade / Festival</li> <li>- Jorge and Lucas will follow up ASAP</li> </ul>		
Russ White	Ernie	

# PRIDE

<ul style="list-style-type: none"> <li>- How is SNAPI going to pay for pride 2014               <ul style="list-style-type: none"> <li>o Ernie – we have our necessary seed monies and we are generating income from Sponsorship, Vendors, ticket sales, bar sales, and partnership PRIDE events</li> </ul> </li> <li>- 501(c)(3) reinstatement retroactive               <ul style="list-style-type: none"> <li>o Ernie – 501(c)(3) reinstatement is retroactive to the original date of revocation; please visit the website under our Press Release section for details</li> </ul> </li> </ul>		
Scott Nelson	Ernie	
<ul style="list-style-type: none"> <li>- Interview process               <ul style="list-style-type: none"> <li>o Ernie – Board created the position; approved application, employee handbook, core competencies, pay scale, duties, etc; there were three applicants from the community; the Board opted to offer two candidates positions</li> </ul> </li> </ul>		
Marcus – Kitty Litter	Ernie	
<ul style="list-style-type: none"> <li>- Trust of the Board               <ul style="list-style-type: none"> <li>o Ernie – the Board meets monthly and conducts public meetings; our website is updated with all of our activity frequently</li> </ul> </li> </ul>		
Wes Razinski	Ernie	
<ul style="list-style-type: none"> <li>- Volunteer of ED responsibilities               <ul style="list-style-type: none"> <li>o Brady – The Board has high standards of consistency, quality control, and timeliness that require seeking paid services</li> </ul> </li> </ul>		
Garrett Patiani GarretsGayGuide	Ernie	
<ul style="list-style-type: none"> <li>- Requests Public Meeting reminders through social media</li> </ul>		
Norman Liverpool	Ernie	
<ul style="list-style-type: none"> <li>- Thanks the Board for their work</li> </ul>		
Fred Armand	Ernie	
<ul style="list-style-type: none"> <li>- Timeline on ED / CD start dates               <ul style="list-style-type: none"> <li>o Brady – we need full-time ED ASAP, the Board is reviewing the start date of the Part-Time title and will likely chose to effect a start date after PRIDE Festival 2014</li> </ul> </li> </ul>		
Kim	Ernie	
<ul style="list-style-type: none"> <li>- Urges the Board to act responsibly with the community in mind</li> </ul>		

## NGRA Sponsorship

NGRA	Ernie	Motion passes
<ul style="list-style-type: none"> <li>- NGRA 2014 Sponsorship of Belt Buckle on behalf of Sable/Joeseoph- \$700.00 Annually</li> <li>- Clair motions to approve; Jorge 2nds; motion passes unanimously</li> </ul>		

## Committee Reports

Finance	Ernie	
<ul style="list-style-type: none"> <li>- \$39529.84 – Total Account balances</li> <li>- Board will create a finance section on the website and we will update with monthly information in a timely manner</li> </ul>		
Pageant/Royalty	Ernie	

# PRIDE

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Parade	Ernie	
<ul style="list-style-type: none"> <li>- Parade meeting is September 4, 2014 at Alexis Park – 7:00pm</li> <li>- All Volunteers, Vendors, and Parade participants are required to attend</li> <li>- Brady Confirms all Insurance Certificates</li> </ul>		
Logistics	Brady	
- Brady confirms Logistics		
Vendors	Ernie	
<ul style="list-style-type: none"> <li>- Brady following up on tax for Vendors</li> <li>- Brady confirms filing for Multi-Vendor; Admission, and Liquor licenses with the County for Festival</li> </ul>		
Sponsorship	Ernie	
-		
Marketing	Ernie	
-		
Education / Community Involvement	Brady	Motion Passes
<ul style="list-style-type: none"> <li>- Previously approved TransPRIDE expense has been ordered</li> <li>- Brady motions to approve the partnership with 'Bi-Sexual Las Vegas' including the purchase of southernnevadabisexuals.org and .com, creation of a landing page on the PRIDE page, with a cost of up to \$100; Julie 2nds; motion passes unanimously</li> <li>- Brady motions to approve the partnership with 'We Are Family' including the purchase of a website on behalf of them, creation of a landing page on the PRIDE page, with a cost of up to \$100; Julie 2nds; motion passes unanimously</li> </ul>		
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Food / Beverage	Brady	
- No on Aloha Kitchen		
Entertainment	Lucas	
-		
Special Events	Ernie	
-		
BINGO	Ernie	
- September 3rd at The Center		
Volunteers	Jorge	
-		

## Board Vacancy

Presidency	Jorge	Motion passes
- Ernie resigns as President of Las Vegas PRIDE, effective 8/26/14		

Executive Director

# PRIDE

Executive Director	Jorge	Motion previously passed
- Ernie accepts the position of Executive Director as offered; start date will begin effective 9/1/14		

## Board Vacancies

Presidency	Jorge	Motion passes
- Jorge – Lucas nominates Jorge as President; Brady 2nds; motion passes; Clair and Lyndon abstain		

Vice-Presidency	Jorge	Motion passes
<ul style="list-style-type: none"> <li>- Frankie – Brady nominates Frankie Sanchez; Lucas 2nds               <ul style="list-style-type: none"> <li>o Jake Naylor asks nominees what qualifies them as Executive Board members</li> <li>o Lucas – any responsibilities that would prevent you from making PRIDE your first priority; Frankie has no reservations</li> <li>o Ernie – asks to describe Executive positions; Frankie – higher level of responsibility, currently serving on three committees etc</li> <li>o Frankie has served on the Board for two years; previous experience running his Fraternity</li> <li>o Lyndon – how can you bridge the community; Frankie – wants to partner with more of the Bears’ Events;</li> <li>o Hi-D – how will you grow Board development; Frankie – more surveys to report and respond to feedback; build bridges</li> </ul> </li> <li>- Julie – Lyndon nominates Julie K               <ul style="list-style-type: none"> <li>o Jake Naylor asks nominees what qualifies them as Executive Board members</li> <li>o Julie – has served on the Board for nearly two years; willing to learn and eager to grow the organization</li> <li>o Lucas – any responsibilities that would prevent you from making PRIDE your first priority; Julie has no reservations</li> <li>o Ernie – asks to describe Executive positions; Julie – higher level of responsibility, currently serving on three committees etc</li> <li>o Lyndon – how can you bridge the community; Julie – wants to reach out to them and ask them how to accept our help; wants advertising to be more inclusive</li> <li>o Hi-D – how will you grow Board development; matter of timing, transparency, consistency                   <ul style="list-style-type: none"> <li>▪ Julie accepts appointment; vote passes 4 to 3 in secret ballot</li> </ul> </li> </ul> </li> </ul>		

## Adjournment –

Motion to Adjourn		Motion Passes
<ul style="list-style-type: none"> <li>- Lucas Motions to adjourn, Jorge 2nds; motion passes unanimously               <ul style="list-style-type: none"> <li>o Meeting adjourns at 10:15pm</li> </ul> </li> </ul>		

## Next Meeting –

9/17/14 – Public Meeting	7:00pm	The LGBT Center
9/1/14 – Workshop	1:00pm	Ernie’s House

# PRIDE

9/4/14 – Parade meeting	6:00pm	Alexis Park
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Next Workshop –

TBD	TBD	TBD
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Documents

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