



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

PRIDE

<ul style="list-style-type: none"> - Interview process <ul style="list-style-type: none"> o Ernie – posted six weeks ago; three applicants from community - Asking for financials <ul style="list-style-type: none"> o Ernie – we will continue to produce financials at our monthly Board meetings - Why do we work with Shedonism <ul style="list-style-type: none"> 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 - Picnic <ul style="list-style-type: none"> 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 		
Deb Browning	Ernie	
<ul style="list-style-type: none"> - Where postings <ul style="list-style-type: none"> o Ernie – lasvegaspride.com - Job descriptions <ul style="list-style-type: none"> o Ernie – online lasvegaspride.com - Any additional / on-boarding <ul style="list-style-type: none"> o Ernie – board reviewed over the last six weeks - 501(c)(3) – is SNAPI remaining non-profit <ul style="list-style-type: none"> o Brady – 501(c)(3) reinstated and announced on 7/23/14 - Why separating titles <ul style="list-style-type: none"> 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 - When was ED approved <ul style="list-style-type: none"> o Ernie – at monthly meeting on 8/20/14 		
Derek Guerra	Ernie	
<ul style="list-style-type: none"> - CD position will include existing costs from Jake or will be in addition <ul style="list-style-type: none"> o Brady – costs will be inclusive of all service rendered from Jake - Why job was not posted on Monster / other job sites? <ul style="list-style-type: none"> 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 		
SGL – Buddists	Ernie	
<ul style="list-style-type: none"> - Checking on payments for Parade / Festival - Jorge and Lucas will follow up ASAP 		
Russ White	Ernie	

PRIDE

<ul style="list-style-type: none"> - How is SNAPI going to pay for pride 2014 <ul style="list-style-type: none"> o Ernie – we have our necessary seed monies and we are generating income from Sponsorship, Vendors, ticket sales, bar sales, and partnership PRIDE events - 501(c)(3) reinstatement retroactive <ul style="list-style-type: none"> 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 		
Scott Nelson	Ernie	
<ul style="list-style-type: none"> - Interview process <ul style="list-style-type: none"> 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 		
Marcus – Kitty Litter	Ernie	
<ul style="list-style-type: none"> - Trust of the Board <ul style="list-style-type: none"> o Ernie – the Board meets monthly and conducts public meetings; our website is updated with all of our activity frequently 		
Wes Razinski	Ernie	
<ul style="list-style-type: none"> - Volunteer of ED responsibilities <ul style="list-style-type: none"> o Brady – The Board has high standards of consistency, quality control, and timeliness that require seeking paid services 		
Garrett Patiani GarretsGayGuide	Ernie	
<ul style="list-style-type: none"> - Requests Public Meeting reminders through social media 		
Norman Liverpool	Ernie	
<ul style="list-style-type: none"> - Thanks the Board for their work 		
Fred Armand	Ernie	
<ul style="list-style-type: none"> - Timeline on ED / CD start dates <ul style="list-style-type: none"> 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 		
Kim	Ernie	
<ul style="list-style-type: none"> - Urges the Board to act responsibly with the community in mind 		

NGRA Sponsorship

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

Committee Reports

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

PRIDE

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Parade	Ernie	
<ul style="list-style-type: none"> - Parade meeting is September 4, 2014 at Alexis Park – 7:00pm - All Volunteers, Vendors, and Parade participants are required to attend - Brady Confirms all Insurance Certificates 		
Logistics	Brady	
- Brady confirms Logistics		
Vendors	Ernie	
<ul style="list-style-type: none"> - Brady following up on tax for Vendors - Brady confirms filing for Multi-Vendor; Admission, and Liquor licenses with the County for Festival 		
Sponsorship	Ernie	
-		
Marketing	Ernie	
-		
Education / Community Involvement	Brady	Motion Passes
<ul style="list-style-type: none"> - Previously approved TransPRIDE expense has been ordered - 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 - 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 		
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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"> - Frankie – Brady nominates Frankie Sanchez; Lucas 2nds <ul style="list-style-type: none"> o Jake Naylor asks nominees what qualifies them as Executive Board members o Lucas – any responsibilities that would prevent you from making PRIDE your first priority; Frankie has no reservations o Ernie – asks to describe Executive positions; Frankie – higher level of responsibility, currently serving on three committees etc o Frankie has served on the Board for two years; previous experience running his Fraternity o Lyndon – how can you bridge the community; Frankie – wants to partner with more of the Bears’ Events; o Hi-D – how will you grow Board development; Frankie – more surveys to report and respond to feedback; build bridges - Julie – Lyndon nominates Julie K <ul style="list-style-type: none"> o Jake Naylor asks nominees what qualifies them as Executive Board members o Julie – has served on the Board for nearly two years; willing to learn and eager to grow the organization o Lucas – any responsibilities that would prevent you from making PRIDE your first priority; Julie has no reservations o Ernie – asks to describe Executive positions; Julie – higher level of responsibility, currently serving on three committees etc 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 o Hi-D – how will you grow Board development; matter of timing, transparency, consistency <ul style="list-style-type: none"> ▪ Julie accepts appointment; vote passes 4 to 3 in secret ballot 		

Adjournment –

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

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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