

# AGENDA

MEETING OF THE BOARD OF DIRECTORS  
THUNDER PRIDE  
THURSDAY, NOV. 16th, 2017  
6 PM, ELEVATE NWO Board Room

AGENDA ITEMS	ACTION
1. Welcome and Introduction	
2. Adoption of Agenda 2.1 Declaration of Conflict of Interest	
3. Items for Discussion/Decision 3.1 Approval of the AGM Minutes (attached) 3.2 Strategic Directions 3.3 Policy Committee Minutes (attached) 3.3.1 DRAFT Policy #1 - Mission and Values, for APPROVAL 3.4 United Way Quiz Night (attached)	MOTION  MOTION
4. Information	
5. Next Steps 5.1 Filling event volunteer vacancies	
6. Adjournment	MOTION
7. Date of next meeting:	

# Thunder Pride Association Annual General Meeting Minutes 2017

October 26, 2017 Elevate 102 Cumberland St, Thunder Bay, Ont. 6:00pm - 7:00pm

**Jessica Ross:** Called meeting to order @ 6:00 pm

**Agenda presented**

**Ken Miller, Jessica Ross** – reviewed Vision & Mission statements & presented Strategic Plan

**VISION:** An LGBTQ+ inclusive organization that supports all citizens of Thunder Bay and surrounding areas to achieve their full potential at work and at home.

**MISSION:** To give voice to and effect positive change for LGBTQ+ citizens in the city of Thunder Bay conceptualizing, planning, organizing and facilitating programs which provide networking and educational opportunities and policy influence on critical issues facing the LGBTQ+ community.

**Strategic Planning:** planning for the future with Thunder Pride

	Diversity	Community	Education	Culture	Awareness
2017	Develop Membership Strategy to ensure diverse representation of our LGBTQ2S* community	Become an active member or develop partnerships with local groups ( SAGE, Elevate, etc)	Provide public education on issues that affect the lives of our community	Create Art Exhibits to showcase local LGBTQ2S* talent	Celebrate and promote Annual Pride Month (flag raising, parade, etc.)
Outcomes	Increased Membership by 20% from 2016	Membership and/or partnership developed with 2-3 groups by end of 2017	Weekly educational posts on social media	Partnership developed with local art gallery One Art Exhibit executed in 2017	Promotion of events on social media Radio advertisements created
2018	Run Focus Groups to identify the diverse needs of our community	Recognize LGBTQ2S* community Leaders and new active members in our community	Educate on new issues related to our community.	Expand awareness and knowledge of 2 Spirit culture	Become more involved with initiatives that align with our values
Outcomes	Increased Diversity of attendance at LGBTQ2S* events	Have 1 award show for new and older members	Promote 2 events within our community that may be new to our culture or otherwise unsupported	Hold one educational event for 2 spirit people and their culture.	Information Booth at a minimum of 2 community events week (Month?) events determined, each with an event officer to coordinate

**Ken Miller and Jessica Ross** Proceeded to present slide show to the board, Slides can be found attached with minutes in the email.

**Donna: Financial Report** - provided a snap shot of the 2017 Thunder Pride.

- Introduced Meaghan as assistant treasurer
- Stressed need to outreach for funding
- Tighter processes & procedures.
- Will follow up on etransfer option.

**2017 EVENTS**

payee	debit	credit	profit / loss
<b>STARTING ACCT BAL.</b>			<b>11,055.95</b>
<b>Prior year cashed</b>			<b>-118.65</b>
Admin	5,539.48	19.80	-5,519.68
Breakfast	2,337.52	1,468.30	-869.22
Drag Show	872.60	1,093.00	220.40
Fierte	100.00	0.00	-100.00
Film Night	1,084.59	645.10	-439.49
Literary Night	129.00	0.00	-129.00
Membership	0.00	40.00	40.00
Merchandise	2,835.93	4,951.09	2,115.16
Night of Tribute	50.00	0.00	-50.00
Open Ceremony/Flag Raise	50.00	0.00	-50.00
Pageant	5,487.97	4,089.00	-1,398.97
Parade	2,880.39	0.00	-2,880.39
Pride Guide	4,239.76	0.00	-4,239.76
Pride in the Park	9,173.73	2,345.00	-6,828.73
Pub Night	399.96	968.50	568.54
Red Carpet Gala	0.00	1,530.00	1,530.00
Queer Prom	2,317.88	2,965.30	647.42
Seniors	200.00	0.00	-200.00
Sponsorship	0.00	17,700.00	17,700.00
Volunteer	404.77	0.00	-404.77
Web Hosting	104.95	0.00	-104.95
<b>TOTALS</b>	<b>38,208.53</b>	<b>37,815.09</b>	

ENDING  
BALANCE

10,543.86
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**The financial books will continue to be reviewed by a third-party Brad Mayes.**

**Membership:**

- Fee structure \$10/year annually - need name and email address to contact you with updates.

- Benefits of Membership: Eligible to vote, invites to meetings, notices of all events, eligible to sit on Board of Directors and apply for Event Officer Positions.

### **Board Election:**

Taylor: was asked and accepted to be Election Process Coordinator.

- Chair - Ken Miller appointed
- Vice Chair - John Caccamo by acclamation
- Past Chair - Jessica Ross appointed
- Secretary - Names submitted: Raymond 2, Aiden 7, Nancy 2.
  - Vote: Aiden nominated & accepted.
- Treasurer - Donna Nagy by acclamation
- Volunteer Coordinator - Names submitted: Kodi 7, Raymond 5.
  - Vote: Kodi nominated & accepted.
- Sponsorship Director - Colleen Peters by acclamation
- Community Relations Director- Alan Forbes by acclamation
- Merchandise Director - Kathy Ripa by acclamation

Slate was approved

**Moved by Cynthia seconded by Ken**

**Youth Council** - committee to be struck - Group of young LGBTQ2S+ that will get together and make suggestions on how to be more inclusive of young people with events for Pride

### **BYLAW & POLICY COMMITTEE**

- Volunteers for committee: Aiden, Robin, John & Donna to review, revisit & redo the Bylaws & Policy. Once completed will forward to Cynthia for review.

### **MARQUEE EVENTS: Open for volunteer organizers - 2018**

Flag Raising  
 Opening Smudge & Drum Ceremony  
 Pride Breakfast  
 Literary Evening  
 Night of Healing  
 Film Night  
 Drag Show  
 Parade  
 Pride in the Park  
   Entertainment  
   Ally Alley  
   Vendors  
   Artisans  
 Pub Night  
 Closing Spiritual Service  
 Volunteer Appreciation Mingle  
 Pageant King / Queen

**EVENTS** - at the first meeting after Open Event Submissions, which will be advertised, and submissions reviewed, the rest of the coordinators will be filled.

**THEME FOR 2018 - Membership will be voted on before Jan 1, 2018.** It was decided that the theme would be best voted on through a survey to the membership

1. Honouring our Allies - showcasing the hard work of the allies that have helped our community thrive in Thunder Bay.
2. Two Spirit Culture - Two Spirit Teachings from our Indigenous communities.
3. Including our QPOC community - creating space for our Queer People of Colour and talk about the barriers they have being authentic around the world.
4. Queers around our Country - Presenting the work that is being done around the country to help our LGBTQ2SA\* community in the fight for equality.
5. Queer Arts and all of their Colors - Our community has some very talented people in it. It time to show Thunder Bay just how much?

**From the floor:**

- Cynthia - due to the ongoing unsupportive CJ, we should promote messaging through our website, social media, Walleye and emails to memberships to spread the message. All messaging should be initiated through the Community Relations Director.
- Rena - naming the group should always include 2S.
- Rena - we should be advocating and emailing MMIW
- Rena - we should have an elder for protocol
- Collin - need Indigenous involvement in our board, policy & bylaw committees.
- Ken - contacted Michelle Soloman FWFN who will call out for a person to be on our board & included in policy.
- Jess - our association is non-advisory.

First 2018 meeting date TBD.

Meeting adjourned at 7:00pm

# THUNDER PRIDE

## BY-LAW AND POLICY COMMITTEE MINUTES

Nov. 14th, 2017 6-7:00pm  
641 South Vickers Street

**ATTENDEES:** Donna Nagy, Robin Cooper, John Caccamo, Aiden Kivisto (minutes), Jessica Ross

**START TIME:** 6:04 pm

### **1. Review Agenda - Tuesday Nov. 14th, 2017**

1.1 Committee Chair: Robin Cooper

- No additions made to agenda

### **2. By-laws and policy development**

2.1 Beginning the process for changing by-law to make consistent throughout whole document; committee set time frame to complete between August-Oct, pre-agm for approval by membership.

This work will be carried forward until Aug 2018.

2.2 Policy needs to be written to reflect how the board operates. The committee's goal is to write basic policies outlining: mission and values, role and responsibilities of the board, board chair job description, decision-making and meeting practices, conflict of interest, financial management practices, human resources and fundraising

- Discussion was had on examples of what policy is versus by-laws. By-law and policy resources are available from Winnipeg Pride and Toronto Pride to help the committee write for Thunder Pride. Each committee member will research a topic of policy to bring back to the committee for discussion and education. The goal is to have policies and some procedures written before events begin for fundraisers in the new year.

- Aiden will write draft of mission and values policy and will send to committee and be brought to regular board meeting on Thursday Nov. 16th, 2017.

### **3. Next Steps**

3.1 Bring draft policy on mission and values to regular board meeting

3.2 Create timeline to write each new policy and procedure

3.3 Gather example policies to help write new policy

### **4. Date of Next Meeting**

TUES DEC 12th, 2017 6 PM to 7PM

### **5. Adjournment**

6:42 pm

# DRAFT

THUNDER PRIDE - BOARD OF DIRECTORS POLICY

**Policy #:** 1 (code system tbd)

**Creation Date:** Nov. 15th, 2017

**Page #:** 1 of 1

**Date Approved:** Nov. 16th, 2017

**Policy Name:** Mission Statement and Values

Thunder Pride Association Mission Statement:

To give voice to and effect positive change for LGBTQ2S+ citizens in the City of Thunder Bay. We will work to conceptualize, plan, organize and facilitate programs which provide networking and educational opportunities for the LGBTQ2S+ community. We also will advocate to influence policy on critical issues faced by the LGBTQ2S+ community.

Our vision is to sustain an LGBTQ2S+ inclusive organization that supports all citizens of Thunder Bay and surrounding areas to achieve their full potential at work and at home.



LET'S GET QUIZZICAL

COMMUNITY EDITION TRIVIA EVENT

HOW WELL DO YOU KNOW YOUR COMMUNITY ?

THURSDAY NOVEMBER 23

DOORS OPEN 6:00 TRIVIA 6:45 8:30

POLISH LEGION #219 209 CUMBERLAND STREET NORTH

4 PLAYERS PER TEAM

\$25 PER PLAYER



SEND REGISTRATION FORMS BY NOVEMBER 20TH TO emikkola@uwaytbay.ca

For more information and registration forms, please visit WWW.UWAYTBAY.CA

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