

# Twin Cities Pride Board of Directors

## Our Mission

The mission of Twin Cities Pride is to empower every LGBTQ+ person to live as their true self. We envision a future where all LGBTQ+ people are valued and celebrated for who they are.

## Job Description

The Board of Directors is democratically organized and values each of its members and their experience. Serving on the Board is part of a philanthropic process, which involves learning, empowerment, and commitment.

The role of the Board of Directors is to provide leadership and oversight of the activities of the organization.

The Twin Cities Pride Board of Directors determines the strategic direction and sets policy for the organization; ensures that it is operated in a legal, ethical and professional manner; represents the organization in the LGBTQ+ and allied community; and assists in raising funds for continued operation and fiscal stability. Collectively, the Board has direct authority over the Executive Director, who works with paid and volunteer staff to implement the policies, programs, and fundraising plans of the organization.

While Board members do not typically have direct involvement in the day-to-day business of planning and coordination of specific Pride events, they are called on to assist as needed during various events. Board members must also build a working knowledge of all events to set governance standards that are in the best interest of the organization. All Board members report directly to the Board Chair.

## Time Commitment

Board members serve **three-year terms**. If a Board member is elected during a year and serves greater than 50% of the year, it will be considered the first full year of their term. A Board member may not serve more than three (3) consecutive terms.

The Board meets monthly, usually in the evening, and may meet more often as necessary. It is a Board member's responsibility to contact the Board Chair if they are unable to attend a meeting via email or text, giving 48 hours notice. Missing two (2) meetings (without timely notification to the Board Chair) will necessitate the re-evaluation of a Board member's continued service. Committee work is done in separate meetings and/or independently at the direction of the Committee Chair and/or the Board Chair.

Board members are required to attend Twin Cities Pride Festival/Parade weekend. Board members are also expected to attend a minimum of 3 events produced by Twin Cities Pride throughout the remainder of the year. The expectation is that at least one (1) Board member is in attendance for key events designated by the Executive Director and Board Chair. As the face of the organization to the community, Board members are additionally asked to participate in various activities and local events at which Twin Cities Pride wishes to be represented. These may include various charitable events, forums, and conferences. Board members may also be asked to represent Twin Cities Pride at regional, national, or international conferences.

## Responsibilities

### Administrative

- Attend all Board meetings and vote within time required
- Attend committee meetings for which you are a member of
- Attend at least 1 staff meeting per year
- Attend at least 3 special functions and Pride events per calendar year
- Attend Pride Festival/Parade weekend
- Check TC Pride emails weekly and respond within a timely manner (5 business days)
- Understand and act in accordance with the organization's mission statement
- Be informed about the organization's rules of governance, services, policies, and programs
- Be able to engage actively and respectfully in discussion of issues prior to voting
- Use sound judgment to form opinions and weigh facts when voting on issues that impact the organization and the community
- Review agenda and supporting materials prior to Board and committee meetings
- Lead or participate in specific projects as directed by Committee Chairs or the Board Chair

### Fiduciary

- Review and discuss financial statements and budget related documents
- Give a meaningful personal financial donation, to the best of their ability, to Twin Cities Pride and be actively and personally involved in fundraising efforts
- Be a member of Rainbow Circle (minimum monthly donation of \$5/month)
- Engage in funding development, strategic planning, and the creation of organizational policy

### Personal

- Accept and demonstrate the principles of equality, equity, and diversity that characterize the LGBTQ+ and allied movement
- Maintain the highest degree of personal ethics and conduct
- Disclose any potential conflict of interest for review
- Recruit and nominate others who will bring strength and diversity to the organization

### Representative

- Act as a good-will ambassador within the community
- Keep current on issues impacting the LGBTQ+ community in the Twin Cities, statewide, and nationally
- May act as a liaison with sponsors and vendors during Pride events
- Represent Pride at community events, meetings, and conferences
- Identify and connect with potential partners and donors

## Compensation

All Board members participate on a strictly volunteer basis. Board members may not receive any financial compensation for their work related to Twin Cities Pride.