

Indy Pride, Inc.
Board of Directors Meeting
10 East Arts Hub 3137 E. 10th Street Indianapolis, IN 46201

November 12, 2025, Minutes

Attendance:

Member	Role	Committee	Present	If not Present, Proxy listed	Absent
Guadalupe	Chairperson	Programming, Finance	X		
Sheila	Treasurer Chair Finance Committee	Finance, Governance	X		
Josiah	Secretary	Governance, Programming	X		
Komal	Board Member	Finance, Programming	X		
Tia	Board Member	Programming	X		
Josh	Board Member	Programming		Komal	
Hails	Board Member	Marketing	X		
Patrick	Board Member	Finance	X		
Larry	Board Member	Marketing	X		
Jake	Board Member	Finance	X		
Kris	Board Member Chair: Programming Committee	Programming, Governance	X		
Alex	Vice Chairperson	Governance, Marketing	X		
Maison	Board Member Chair: Governance Committee	Governance, Finance	X		
Erica	Board Member	Marketing			X
Katie	Board Member Chair: Marketing Committee	Marketing	X		

Non-Voting Directors & Staff in Attendance:

Camden

Agenda

1. **Call to Order**
 - a. Motion: Katie 2nd Josiah @6:05
2. **Approve October 2025 Minutes**
 - a. Motion: Lupe 2nd Alex
 - b. Will have a board vote to approve September Minutes
3. **Community Agreements**
 - a. Be mindful in the way that we speak to each other.
4. **Shout Outs, Community Introductions, Comments**
 - a. Indy Gay Market will make a presentation in the next board meeting



- b. Kris – for all the work she is doing for the food pantry
 - c. ED Search Committee
 - d. Shoutout to Tia!
- 5. Staff Updates**
- a. Volunteer Appreciation Event went well
 - b. Community Luncheon this Saturday to kickoff the Frost Series
 - c. 11/22 Wickedly Drag (Sold Out) – shoutout to those who donated. Tia will be hosting
 - d. 11/24 Indypride Night@ Winterlights. (Pride of Indy Band will be there) Lookout for Winterlights Tickets
 - e. Frosting: A drag brunch @ butler. Tia will be hosting, working with the Court (nutcracker theme) Looking for raffle items. \$10 - \$25.
 - f. Career Fair and Prom – Look at the Annual Callender to look at the budget. Career Day prep dat will come before the career fair. Tia to talk to Damien Center for Career Fair Connection and food donation from the café.
 - g. Information given to chair for events for pride season.
- 6. Committee Updates: Finance**
- a. Checking \$80,859 Spending Account
 - b. AR \$16,000
 - c. Need to work of receivables: Action Item – Treasurer will work with board members to work on vendors to collect receivables.
- 7. Committee Updates: Programming**
- a. Approve Budget for Career Fair and Prom:
 - b. Motion to approve the budget for Prom: Motion: Maison ☑Shelia 2nd Passed Unanimously
 - c. Motion to approve budget for the career fair: Motion: Maison ☑Katie 2nd Passed Unanimously
 - d. Motion to approve budget for the Trans Mixer: Motion: Maison ☑ Katie 2nd Passes Unanimously
- 8. Committee Updates: Marketing**
- a. Engagement views increased by 93% (make sure you like and comment)
 - b. Feeding Joy Holiday is the most viewed post
 - c. Big Gay Holiday Callout also viewed
 - d. Board Retreat also most viewed.
 - e. Need a newsletter style e-mail for our events.
- 9. Committee Updates: Governance**
- a. Maison spoke about the ED Search Committee
 - b. 9 Applications 4 rose to the top 2 in state and 2 out of state
 - c. Provided an extensive description of the search process, scoring rubric and rationale.
 - d. Alex presented the discussion on the 2nd round of interviews.
 - e. Questions on how we have to move forward on the search committee on their recommendation
 - f. Alex stated that there was consensus on a recommendation on a hire, as a backup there is not consensus on this
 - g. Larry spoke about his feelings on his experiences in the search committee
 - h. Kris also shared her feelings on the candidate that is being recommended from the ED search
 - i. Koma shared her feelings and agreed with other members on the ED search committee
- 10. Executive Session**
- a. Entered Executive Session @ 7:34pm
 - b. Motion to exit executive session @ 8:04pm
- 11. Motion to approve drafting of a contract for the executive director candidate recommended by the search committee Larry ☑Kris 2nd**
- a. Motion Passes with 2 abstentions
- 12. Adjourn**



- a. Motion to Adjourn: Katiw 2nd Josiah @ 8:13pm

