



**SAN DIEGO LGBT PRIDE BOARD OF DIRECTORS
REGULAR MEETING | DECEMBER 9, 2025**

Minutes taken by Tyler Renner

- BOARD OF DIRECTORS**
 JORDAN DANIELS
 JOSHUA DUNN
 MARTHA HENDERSON
 GENEVA LAKE
 NOAH LOMAX
 OLEENE PERERA
 TYLER RENNER
 PARIS QUION
- INTERIM EXECUTIVE DIRECTOR**
 MADONNA CACCIATORE

<p>I.</p>	<p><u>CALL TO ORDER/CALL FOR ATTENDANCE/QUORUM/CONFLICT OF INTEREST</u></p> <p>1. Co-chairs will call the meeting of the San Diego LGBT Pride Board of Directors to order. Meeting called to order at 5:04pm</p> <p>2. Secretary will call for attendance. Attending virtually: Geneva, Oleene, Joe Mayer, Attending in-person: Noah, Paris, Tyler, Joshua, Jordan, Martha</p> <p>3. Secretary will determine if a quorum is present. Confirmed.</p> <p>4. The Co-chair will ask Directors if there is a conflict of interest regarding new business. None.</p>
<p>II.</p>	<p><u>READING OF THE MISSION AND VISION STATEMENT</u></p> <p>A member will read the official mission and vision statement of San Diego LGBT Pride. Read by Noah</p> <p>a) Mission: Fostering pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally and globally.</p> <p>b) Vision: A world free of prejudice and bias.</p>
<p>III.</p>	<p><u>APPROVAL OF THE AGENDA</u></p> <p>The Board of Directors will approve the agenda for this meeting and may make modifications (additions or deletions) with a vote of 2/3 of Board Members present. Martha motions to approve the agenda, seconded by Paris. Voted and passed unanimously.</p>
<p>IV.</p>	<p><u>APPROVAL OF THE MINUTES FROM PREVIOUS MEETINGS</u></p> <p>The Board of Directors will approve the minutes from the previous meetings listed below.</p> <ul style="list-style-type: none"> • November 18, 2025, Board Minutes approved via E-Vote on 11/21/25 <p>Paris motions to amend the attendance in the November minutes to add his name to attendance list, seconded by Jordan. Voted and passed unanimously.</p>
<p>V.</p>	<p><u>SPECIAL PRESENTATIONS</u></p> <p>The Board of Directors will hear presentations on the following items. These items are informational only and require no action.</p>
<p>VI.</p>	<p><u>REPORTS</u></p> <p>These are informational reports only. No questions may be asked during this time.</p> <p>a) INTERIM EXECUTIVE DIRECTOR Education and Advocacy Director position filled with a start date of January 5th.</p> <p>b) CO-CHAIRS/EXECUTIVE COMMITTEE</p>

	<p><i>Noah provided details on the Executive Director vote process that will happen in the Executive Session.</i></p> <p>c) TREASURER</p> <p><i>The committee provided a report on the budget, an opportunity to increase board member giving. Loss of funding for various programs need to be addressed.</i></p> <p>d) BOARD GOVERNANCE COMMITTEE</p> <p><i>There are 4 board candidates that are being processed, with two more candidates to be vetted. Goal is Q1 onboarding of new members.</i></p> <p>e) DEVELOPMENT (FUNDRAISING) COMMITTEE</p> <p><i>The committee met on December 2nd, focusing on the Fabric of Pride Fashion Show. Board support needed to bring on sponsors and connections. Pride Holiday Party happening next week at Rich's. Discussing a board member training on fundraising.</i></p>
VII.	<p><u>OLD BUSINESS</u></p> <p>Action items outstanding from a previous meeting of the Board of Directors. The Board may choose to take formal action on these items.</p>
VIII.	<p><u>NEW BUSINESS</u></p> <p>New action items for the Board of Directors. The Board may choose to take action on these items.</p> <ul style="list-style-type: none"> • Approval of 2026 Pride Annual Budget—presentation by staff and Finance Committee, discussion and full board vote required <p><i>Joshua, Madonna and Rory provided an overview of the FY 2026 budget. Committee overview available here. Net income of \$20,000, due to extraordinary circumstances associated with the additional consultants needed for the parade and festival.</i></p> <p><i>Madonna shared the goal of increasing ticket sales by 15%, beverage sales goal to increase by 15%. Ticket sales were the highest we have ever had at 25,000. Desire to track future board members' give/gets for FY26, will be tracked by the Governance Committee moving forward. Increases for City fees and services (including police and fire safety) projected and the same level of security as 2025 is budgeted for 2026. Need to engage with sponsors that dropped out this year because of the headliner, need support from incoming ED for new connections. The position of Major Gifts officer has been added to the budget, with the goal of bringing in new levels of support and fundraising.</i></p> <p><i>Joshua motions to approve the Fiscal Year 2026 budget, seconded by Paris.</i></p> <p><i>Tyler: yes</i></p> <p><i>Josh: yes</i></p> <p><i>Martha: yes</i></p> <p><i>Jordan: yes</i></p> <p><i>Noah: yes</i></p> <p><i>Paris: yes</i></p> <p><i>Oleene: yes</i></p> <p><i>Geneva: yes</i></p> <p><i>Vote to approve the Fiscal Year 2026 budget passes unanimously.</i></p>
IX.	<p><u>DISCUSSION ITEMS</u></p> <p>Items for discussion by the Board of Directors and do not require formal action.</p>
X.	<p><u>EXECUTIVE SESSION</u></p> <p>These are closed session items for discussion and potential action by the Board. Any actions taken during a closed session can be reported when the open session resumes.</p>

- Executive Director Hiring Decision—discussion and full board vote required
The Executive Session began at 5:46pm.
- *Attending in-person: Tyler, Josh, Paris, Noah, Jordan, Martha*
- *Attending virtually: Oleene, Geneva, and Emetirus Joe Mayer*

Martha provides an overview on the search process and the last two days of interviews, including strong board consensus that was reached and the alignment with staff feedback. Board members discussed the process and came to consensus on which candidate to move forward with.

Joshua motions to offer the position of Executive Director of San Diego Pride to KishaLynn Elliott, seconded by Martha.

Tyler: Yes

Martha: Yes

Jordan: Yes

Noah: Yes

Paris: Yes

Josh: Yes

Geneva: Yes

Oleene: Yes

Motion passes unanimously.

Noah motions to empower the Executive Committee to negotiate a package for the Executive Director offer up to \$210,000. Tyler seconds that motion.

Tyler: Yes

Martha: Yes

Jordan: Yes

Noah: Yes

Paris: Yes

Josh: Yes

Geneva: Yes

Oleene: Yes

Motion passes unanimously.

Executive Session ends at 6:22pm

XI.

ADJOURNMENT

The Board of Directors will adjourn until the next regularly scheduled meeting.
Meeting

Noah motions to adjourn the meeting at 6:26pm, seconded by Josh. Passes unanimously.