



ST PETE PRIDE

Information & Application for Prospective Board Members

Dear Prospective Board Member,

Thank you for your interest in joining the Board of Directors of St Pete Pride. This is a thrilling time for our organization and St. Petersburg more broadly. The 2022 Pride season marks the 20th anniversary of St Pete Pride. From its humble yet heartfelt beginnings in 2002, St Pete Pride's signature June event has grown to become the largest Pride event in Florida and the Southeastern United States and one of the region's largest cultural events overall. But the impact of St Pete Pride far exceeds the size and scale of its events; St Pete Pride has woven itself into the very fabric of this city. While St. Petersburg has enjoyed a renaissance over the last two decades, St Pete Pride has been an undeniable engine of the progressive, inclusive, dynamic culture that St Petersburg has increasingly become known for.

St Pete Pride was born out of a desire to create a safe space for all people of the LGBTQIA+ community of Tampa Bay, to celebrate unity and the many things that make us similar. As we move forward into a bright new future, we do so purposefully and with intention to not just embrace those similarities but welcome, celebrate and promote respect for the many intersections of the human experience.

As St Pete Pride rounds the bend to its 20th year, we have an opportunity to honor our mission by continuing to broaden our vision: advocating for St Petersburg to become one of the nation's preeminent destinations for LGBTQ+ culture year-round, playing host to sporting events, conferences, and arts and entertainment experiences.

We're looking for a select group of individuals to join the board who are passionate, positive, proactive and excited about the prospect of being part of a dynamic group of leaders. Whether you are a member of the LGBTQ+ community or an ally, we welcome you to explore board membership with St Pete Pride!

Sincerely,

Tiffany Freisberg
President, St Pete Pride
tiffany@stpetepride.com



September 2021

Our Mission

The purpose of St Pete Pride is to promote unity, visibility, self-esteem and a positive image of and among the lesbian, gay, bisexual and transgender (LGBTQ+) community of Tampa Bay and throughout the State of Florida by way of cultural and educational programs and activities.

The Board of Directors

Functions:

St Pete Pride's Board of Directors is responsible for upholding the organization's mission, vision, and values, and for providing overall leadership and strategic direction to the organization. In addition to setting policies and maintaining the nonprofit's overall direction, the board establishes priorities, crafts strategies and ensures that plans are well-implemented.

Responsibilities:

1. Organization

- Understand and support the mission of the organization.
- Understand and follow the organization's policies, including conflict of interest and confidentiality policies.
- Ensure that SPP is run in an ethical and legal manner and implement good governance practices that establish accountability.
- Support, provide direction to, and work with the Executive Director to create a strategic direction for SPP and to set short- and long-term goals and policies.
- Assure that management continuity is properly provided.
- Annually evaluate the performance of the Executive Director.
- Annually review and evaluate the performance of the Board of Directors and take steps to improve its performance.

2. Board Participation

- Attend monthly board meetings with no more than two unexcused absences annually.
- Actively participate on at least one committee.
- Contribute to making board service a satisfying and rewarding experience for self and for peers.



3. Financial Oversight

- Review and approve the annual budget.
- Review and understand financial statements as they are submitted to the board.
- Stay familiar with the organization's bylaws and operation procedures.
- Sign a conflict-of-interest statement and disclose all potential conflicts in advance to the Board of Directors.
- Serve as a member of the board in a manner that promotes the best interests of the organization.

4. Time Commitment

- Each director is asked to commit to one two-year term. Directors may serve up to three consecutive terms.
- The full board meets approximately 12 times per year. Meetings will last approximately 1 hour and are generally on the last Tuesday of each month*, with the exceptions of December and June.
- Each director is expected to serve on at least one committee, which will work in between board meetings.
- On average, each board member spends 4-5 hours per month supporting SPP.

5. Qualifications

- This is an extraordinary opportunity for an individual who is passionate about SPP's mission. Selected Board Members will have achieved leadership stature in business, government, philanthropy, or the nonprofit sector. Their accomplishments will allow them to attract other well-qualified, high-performing Board Members. Ideal candidates will have the following qualifications:
 - Extensive professional experience with significant executive leadership accomplishments in business, government, philanthropy, or the nonprofit sector.
 - Specific experience and/or knowledge in at least one of the following areas: administration; board functions; program development; large-scale event planning; volunteer recruitment; finance; fundraising; public relations; or marketing.
 - A commitment to and understanding of SPP's mission and events.
 - Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals.
 - Personal qualities of integrity, credibility, and a passion for improving the lives of



- members of the LGBTQ+ community.
- o Ability to work in a team.

6. The Selection Process

- Interested candidates should submit a completed Board of Directors Application to Tiffany Freisberg, Board President at tiffany@stpetepride.com.
- Top candidates will be interviewed by the Board Development Committee members.
- All successful candidates will be required to conduct a background check. Board membership is conditional upon clear results.
- Nominations will be made to the Board of Directors for election at the next scheduled Board Meeting. Candidates will be notified of the result immediately following this process.

Preliminary Board Meeting Dates 2021-2022

- September 28th, 6pm
- October 26th, 6pm
- November 30th, 6pm
- December 14th, 6pm
- January 25th, 6pm
- February 22nd, 6pm
- March 29th, 6pm
- April 26th, 6pm
- May 31st, 6pm
- June – TBD
- July 26th, 6pm
- August 30th, 6pm



DIRECTIONS: Please fill out our board member application completely through Microsoft Word (or similar program). We want to make sure all your answers are easily readable. Additionally, the text boxes will expand as needed for your answers. For yes and no questions, please change the “Yes” or “No” to “**YES**” or “**NO**” to indicate your answer and provide the additional information requested.

Name	
Address	
Email	
Phone	

1	Why are you interested in joining St Pete Pride’s Board of Directors?

2	What does LGBTQ+ Pride or the Pride Movement mean to you?

3	Have you had any previous experience with St Pete Pride and/or another Pride organization?	
	Yes	No
If yes, please describe that experience:		

4	Have you previously served on any nonprofit Board of Directors? Or worked within nonprofits? If so, please list the organization and describe your role(s).

5	Do you see yourself as having a developmental or operational role for St Pete Pride?	
	Operational	Developmental



6	What are the top three skills or strengths you could contribute to St Pete Pride and our community?

7	Board members are expected to attend monthly meetings and to join and attend at least one additional committee meeting. Due to COVID-19, we have had to schedule several special meetings as well. Will you be able to commit to attending the required meetings?
Yes	
No	

8	Although the Board position is voluntary, we are a team who relies on one another. This means we expect one another to set and keep deadlines, to communicate clearly with one another, and to follow through on commitments made. Are you willing to be an effective team member?
Yes	
No	

9	All board members are asked to serve as ambassadors to our community, to our partners, and to other organizations. Are you willing to serve as an ambassador?
Yes	
No	

10	As an ambassador of St Pete Pride, you may be asked to communicate stakeholders' positions held by the organization, not by you personally. Will you be able to put your personal feelings aside to represent St Pete Pride?
Yes	
No	

11	From time to time when Board officers are unavailable, Board members are requested to attend other meetings on behalf of St Pete Pride. This may include public speaking. Would you be willing to do so?
Yes	
No	



12	St Pete Pride has a conflict of interest policy. Do you have any relationships, personal or professional, with any current or past Board member or staff?		
Yes		No	
If yes, please describe that relationship			

14	St Pete Pride has a “Give or Get” program that asks for a MINIMUM financial contribution of \$1,000 per year. Are you prepared for this level of commitment?		
Yes		No	

14	Board members are expected to represent St Pete Pride at other Pride events throughout the year. Most events are held in Florida on weekends and may require an overnight stay. While St Pete Pride will pay all registration fees, board members are expected to pay their own travel expenses. Currently, this requirement has been suspended due to COVID-19. Will you participate?		
Yes		No	

15	Board members are expected to serve as fiduciaries of the organization, which means they have legal, financial and ethical duties to the organization and its mission. As such, we require all board applicants to have a background check at their own expense. Are you willing to do so?		
Yes		No	

Please provide two (2) references who can speak to your experience volunteering or working within a non-profit organization(s):

Name	
Email	
Phone	

Name	
Email	
Phone	

