

Every community is a vibrant tapestry, woven from the threads of its individual members. To truly thrive, a community needs people who will step up, take initiative, and work towards the betterment of all.

# How to Become a Member of The Phoenix Pride Committee

**phxPRIDE**  
Support. Engage. Empower.

**In 1981, a group of gay & lesbian activists organized the first Pride march through the streets of downtown Phoenix to the state Capitol building. It was a politically focused march to bring awareness to gay rights issues in Phoenix.**

**Nearly ten years later, a group of volunteers joined together to coordinate the annual Pride festival. This committee, best known at the time as the Phoenix Lesbian and Gay Pride Committee, Inc. helped establish the 501(c)(3) non-profit organization known today as Phoenix Pride.**



*June 1981: About 650 demonstrators left Patriots Square for the state Capitol in a lesbian- and gay-rights march in the sweltering 107-degree heat. The “We Are Here” march, which stretched 1.5 blocks, ended on the east lawn of the Capitol*

Becoming a Phoenix Pride Committee member or Director is a serious commitment that requires time, hard work, and dedication. We strive to build a team that can ask critical questions, assess important information, and fulfill our planning, programming, stewardship, and governing responsibilities. We aim to create a board that collectively possesses essential skills and a strong sense of community advocacy. It is crucial that members understand, believe in, and promote our mission:

***“Phoenix Pride unites, educates, and engages people to support and empower the LGBTQ+ community and our allies.”***

Our Directors and volunteers must be able to think critically, set goals, test hypotheses, learn from experience, seek opportunities, and gain new insights. If you are passionate about our mission and willing to make a meaningful contribution, we encourage you to consider joining our team.

The Phoenix Pride board has clear roles and responsibilities there are opportunities for individuals to get involved either as a board director or through participation in standing committees. If you are interested in becoming a board director or joining one of the standing committees, it's important to understand the requirements and expectations associated with each role. Becoming a board member is an exciting opportunity that can offer professional growth, networking, and the chance to make a meaningful impact on an organization. Here are some key considerations as you explore this path:

Our work is guided and informed by our beliefs and commitments to:

**Equity**: we support a culture that is accessible, empathetic, and inclusive to all.

**Integrity**: we build trust through transparency, honest engagement, by honoring all values, cultures, and perspectives.

**Partnership**: we value collaboration to engage and support our community.

**Respect**: we acknowledge and honor the fundamental human rights of all individuals as well as our unique differences.



Identify your goals: Clarifying your goals will help you focus on the right opportunities.

Assess your skills: We look for a mix of skills and experiences. Consider what you can bring to the table - is it financial expertise, industry knowledge, strategic planning, or something else? Be honest about where you can add value versus areas where you'll grow.

Research thoroughly: Look into the our mission, financial health, board culture, and expectations. Ensure alignment with your values and goals.

Network and seek advice: Reach out to current or former board members to understand the realities of the role. Ask about time commitment, dynamics, and how you can prepare. Be clear about what you can commit: Board roles vary widely in terms of time and responsibilities. Be upfront about what you can realistically give in terms of time, financial contribution, and leadership roles. It's better to set clear expectations upfront.

Remember, becoming a board director is a significant commitment and will require time and money\*. Pursue it thoughtfully, and it can be a rewarding experience for both you and your community .

**To better understand the process, the financial requirements, and time comitment for being a director contact the Governance Committee Chairperson or any current board director.**

**[vp@phoenixpride.org](mailto:vp@phoenixpride.org)**

**If you're interested in getting involved but being a director is not for you, volunteering for one of our committees can be a fantastic way to contribute your skills and expertise. You can choose a committee that aligns with your interests or professional background. Here is a brief overview of the active, standing committees at Phoenix Pride:**

•**Audit Committee** Focuses on financial reporting, organizational processes, risk management, and compliance with legal and regulatory requirements.

•**Governance Committee** is Attentive to bylaws and assists in recruiting new volunteers.

•**Finance & Budget Committee** is responsible for overseeing the development and approval of the annual budget. Reviews revenue forecasts and expenditure plans, makes budget recommendations to the Board,

•**Education & Outreach Committee** is responsible for planning and coordinating political research, diversity research, outreach, advocacy, managing scholarship and community grant funds.

•**Fund Development Committee** focuses on securing additional funding for the organization. Key responsibilities may include empowering and assisting the entire board in their fundraising efforts.

**Law Enforcement Advisory Committee** creates measurable, actionable objectives for Local/State Police departments to act upon, resulting in improved, fair and equitable treatment for all members of the greater Phoenix community, with a focus but not limited to the LGBTQ+ community.

**To join one our committees attend our monthly meeting or contact any committee chairperson.**



**Serving on the Phoenix Pride Board of Directors is truly a blast! Not only do we get to be involved in countless events that celebrate and support the LGBTQ+ community, but we also have a great time doing it. From organizing the annual pride parade and festival, to hosting drag shows and fundraising parties, there's always something exciting happening. The best part is getting to work alongside other passionate individuals who are dedicated to making a difference. Whether it's brainstorming new ideas for events or collaborating with local businesses and organizations, every moment on the board is filled with laughter, camaraderie, and a shared sense of purpose. Being a part of such a lively and engaging group makes all the hard work worth it in the end.**

*Because board service implies a commitment of the board director's skills, time, \*Board Member Criteria: The Governance Committee shall, as Director vacancies occur or are anticipated, review the needs of the Board for specific expertise, resources, or skills necessary to bring strength and balance to the Board. The Governance Committee shall identify, check references, interview and recruit suitably qualified individuals willing to consider being nominated for such positions and recommend their appointment to the Board in a manner consistent with the Bylaws and these associated Standing Rules. The Governance Committee shall maintain a file of all interested candidates who have been so reviewed.*

*Eligibility for Director: Elections are open to any person who: •Is a resident of the Metropolitan Phoenix Area, State of Arizona; Is at least twenty-one (21) years of age •Is not an employee of the Corporation •Is otherwise legally competent to conduct business and enter in contracts under the laws of the State of Arizona and the United States •Is not subject to terms of eligibility exclusions as described in Article VIII, section C of the Corporation's Bylaws •Displays an understanding and dedication to the Corporation's purposes •is able to devote the time necessary to assist in carrying out the purposes of the Corporation •has the ability to work with other Directors of the Board •and whose application has been approved by the Board of Directors.*

*Potential directors must meet with the Executive Director and two (2) sitting Board Members prior to election.*

*Requirements: Attend 100% of the Corporation's mandatory annual programs •Volunteer Appreciation Party •One Rainbows Festival Board Booth Shift •Miss and Mister Phoenix Pride Royalty Pageant •Annual Awards Ceremony •Strategic Planning •Represent Phoenix Pride in the Parade •Four (4) hours (minimum) Festival Volunteer Shift \*attend 75% of the Corporation's non-mandatory annual programs •fundraisers, and other events.*

*These events shall include, but are not limited to: Miss, Mister, Mx. Phoenix Pride Pageant PreliminariesMixers*

*Fundraisers- Attend 75% of annual monthly Board meetings. Should a Board member be unable to attend a meeting either in-person or virtually, Board members commit to making a good-faith effort to attend irregularly scheduled meetings outside regularly scheduled monthly meetings.*

*Because board service implies a commitment of the board director's skills, time, talent, and treasure, it is expected that all board directors will make financial contributions to Phoenix Pride. Accordingly,*

*All Board Directors will meet the annual minimum amount of financial contribution, currently stated as \$1,500 for Board Directors and \$2,000 for Board Officers every year (pro-rated for the first year of service) •Each Director of the Board shall make an annual personal cash donation to the organization. Board Directors will be expected to GIVE to the best of their means, at a level they would consider generous. Donations may be a one-time donation, or a pledge to give a certain amount several times during the year.*

*Each director will GIVE or GET the remaining amount of the annual minimum financial contribution, through contributions that may be raised in any manner that does not conflict with Executive Limitations or otherwise compromise the organization.*