

Venice Pride, Inc.,
4107 S Tamiami Trail PMB 130
Venice, FL 34293



(941) 271-0818
veniceFLpride.com

Dear Prospective Board Member,

Welcome to Venice Pride, Inc.!

We are excited you are interested in joining the Board of Directors of Venice Pride, Inc.

We are a grassroots group committed to supporting the LGBTQ+ community and allies. From our humble beginnings in 2020 when we incorporated as a non-profit, we are excited to serve the community, partner with others to advocate and educate on LGBTQ+ issues.

While we are proud of what we have achieved, we recognize there is so much more that needs to be done to create a safe space for all people of the LGBTQ+ community, to address issues of human rights, and to celebrate who we are.

Our key accomplishments, include:

- Received proclamations by the mayor of Venice, FL for Pride month.
- Annually award youth scholarships to High School students.
- Celebrate PRIDE month with an annual car parade.
- Hosted several PRIDE festivals, one of which was held in downtown Venice.
- Decorate the holidays with a Pride HolidayTree Lighting in downtown Venice.
- Supported local rallies to oppose the "don't say gay bills" and other similar bills.
- Launched a website, newsletter, and Facebook page to keep our communities informed.
- Partnering with The Venice Theatre to offer the 4PRIDE@VT program.
- Members of Venice Chamber, Venice MainStreet and Centerlink
- Partnering with and received grants from The Gulf Coast Community Foundation (GCCF).
- Members of the SWFL LGBTQ+ Coalition.
- Participation in Silver Pride, Sarasota Pride, Venice Blues and Shark Tooth Festivals.
- Supporting ALSO Youth and Equality Florida.
- Members of the Social Justice Alliance of the Florida Suncoast.
- Partnering with Empath Health, Golden Girls Solutions and Qmunity offering LGBTQ+ Veterans a monthly Coffee and Connection event.
- Partnering with the GCCF to provide a Senior Health and Wellness Expo.

We're looking for a select group of individuals to join our board who are passionate, positive, proactive and excited about the prospect of being part of our team. Whether you are a member of the LGBTQ+ community or an ally, we welcome you to join us!

With Pride!

Kathy Hanas (she, her) Founding Member and President
Kathy.Hanas@veniceflpride.com

VENICE PRIDE, INC. BOARD OF DIRECTORS FUNCTIONS & RESPONSIBILITIES

Checkout the vision, mission and core values of Venice Pride, Inc. These are outlined in our recently revised Strategic Plan which is included as an attachment.

The Board of Directors

Functions:

Venice Pride, Inc. 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 Venice Pride, Inc. 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 Committee (President, Vice President, Treasurer, Secretary) to create a strategic direction for Venice Pride, Inc. and to set short- and long-term goals and policies.
- Assure that management continuity is properly provided.
- 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 and/or lead 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 4th Thursday of each month.
- Each director is expected to serve on at least one committee, which will work in between board meetings.
- On average, each board member spends at least 4-5 hours per month supporting Venice Pride, Inc.

5. Qualifications

- This is an extraordinary opportunity for an individual who is passionate about Venice Pride, Inc.'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 Venice Pride, Inc.'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.
 - Ability to work in a team.

6. The Selection Process

- Interested candidates should submit a completed Board of Directors Application to Kathy Hanas at Kathy.Hanas@veniceflpride.com.
- Top candidates will be interviewed by the Executive Committee and/or attend a Board meeting.
- 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.

DIRECTIONS: Please review our Strategic Plan, Board Requirements and fill out the board member application completely.

Name	
Address	
Email	
Phone	



1	Why are you interested in joining Venice Pride, Inc. Board of Directors?

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

3	Have you had any previous experience with Venice Pride, Inc. 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 Venice Pride, Inc.?
Operational Developmental	

6	What are the top three skills or strengths you could contribute to Venice Pride, Inc. and our community?

7	Board members are expected to attend monthly meetings and to join and attend at least one additional committee meeting. 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 Venice Pride, Inc., 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 Venice Pride, Inc.?
Yes No	

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

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

13	Venice Pride, Inc. has a "Get" program that asks that you actively support our functions/events seeking donations/sponsorships and vendors which provide financial support. Are you prepared for this level of commitment?
Yes No	

14	Board members are expected to represent Venice Pride, Inc. at other Pride events throughout the year. Most events are held in Florida on weekends. 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 may require 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	

Thank you for your interest in joining our Team!

