



Pride Bands Alliance  
56<sup>th</sup> Assembly of Delegates

November 19, 2021

Austin Room, Four Seasons Hotel  
1300 Lamar Street, Houston, TX 77010  
and via Zoom

### **Call to Order**

Meeting was called to order at 9:07 AM CST

### **Roll Call**

Officers: Cliff Norris, Robb Blackwell, Moira Wilmes, David E. McBee

Directors: David Doan, Nanette King, Brandon Lujan, Aaron Reines, Jessie Riggins, Kevin Taylor, and Lawrence Williams

Absent: Derrick Johnson

Delegates: See roster

Guests in the room and on Zoom - Courtney von Bergen, Nicole Fallin, Melissa Terrell, Katrina Kerchner, Stefan Hoimes, Lisa Nelsen-Woods, Tali Linton, Amanda Brown, Leah Phillips, Eddie Carroll, Brad Gisclair, John K, Jack Mao, Andy Hemr, David Tomola, Micha, Sophia Zeph Mauro, Mike M., Chris Daniels

### **Mission Statement:**

- Lisa Mace

The purpose of Pride Bands Alliance is to promote LGBT Music, Visibility, and Pride by:

Providing an international network of LGBT and affirming bands in all stages of development,

Promoting music as a medium of communication among people,

Improving the quality of artistic and organizational aspects of member bands; and

Stimulating public interest in the unique art form of community bands in our culture.

**Minutes:**

**David M.**

Jason Morley moved to approve the minutes for the January Assembly meeting. Katy Okamoto seconded.

The motion passed with one nay and one abstention.

**Treasurer's Report:**

**Moira**

Link to full report –

[https://drive.google.com/file/d/1Qdo3yuXLTAYspttJ9ks\\_acrasLZMO51U/view?usp=sharing](https://drive.google.com/file/d/1Qdo3yuXLTAYspttJ9ks_acrasLZMO51U/view?usp=sharing)

Summary of year to date

We continue to get substantial support from our Presidents Circle donors.

- Funded \$2500 deposit for 40th Anniversary Commission
- Funded \$4000 for half of new Pride Bands Alliance website

We drew from Jon Sims Endowment Fund interest for special projects.

- Funded \$400 for MVPx (three presentations, two we paid \$200 each and one was donated)
- Funded \$4000 for half of new Pride Bands Alliance website

Your Board also donates directly and as in-kind.

- 7 out of 11 are Donors (5 in Presidents Circle)
- 9 out of 11 contributed in-kind donations

Only one full member and one partner band requested a dues waiver for 2021.

We gave four \$400 scholarships for Houston Conference.

At the October 2021 board meeting, the board of directors approved the creation of a bookkeeper position. We approved it as a paid (non-employee/part time) position.

Costs remaining for the year:

- Conference costs (awards, swag, Presidents Circle, in-kind expenses)
- Midwest Clinic (swag, in-kind expenses)
- Association of Concert Bands dues (\$290)
- Still expect to be in the black at the end of the year!

Blake asked for clarity on the \$5.9K expense on contracts. Moira said it included the website developer as well as commissions for compositions. Some of those expenses are split between the Pride Bands funds and the Presidents' Circle.

### **Elections:**

Introduction of Officer candidates:

President – Robb Blackwell

Vice President – Jessie Riggins (to complete the rest of Robb's term)

Secretary – Zef Hernandez-Hersh

Introduction of Director candidates:

David Doan

Tara Fayazi

Nanette King

Brandon A. Lujan

Patrice Mustaafaa

Cliff Norris

Jason Stephens

Kevin Taylor

Courtney von Bergen

### **2023 Conference bid proposal:**

**Columbus Pride Bands**

-Tim Yanok

**Mile High Freedom Band:**

- Derek Hebert and Brandon Lujan

### **Bylaws changes:**

- Robb

Robb reviewed the two proposals for changes to the Pride Bands bylaws.

Proposal 1 – Removes Article I (“Definitions”) to make our Purpose front and center as a new Article I. Definitions are now deleted or dispersed throughout the document. Structural changes include a few other minor grammar and consistency updates throughout.

Blake raised a point that having the definition section is helpful to groups auditing our bylaws. If acronyms are confusing, we can spell out the terms and not use acronyms.

Since we are a Washington, DC corporation, it is good if our bylaws look like other DC-based organization bylaws.

Robb raised these concerns to our attorney who is based in Washington, DC. His response is at the end of the minutes.

Proposal 2 - Forfeiture clause: Adds a mechanism where an Officer or Director forfeits their position on the Board if they incur three consecutive, unexcused absences from Board meetings. The language was modeled from the bylaws of the San Francisco Lesbian/Gay Freedom Band.

Tim Yanok said he thinks this is a good step forward. How would you manage a person who misses two meetings, attends one, then misses two etc?

Robb said that is difficult to quantify in the bylaws. A situation like that will still require conversation.

Doug Litwin and Gwen-Marie Lerch both asked what would count as an excused absence as mentioned in the proposal? Robb says that the President would set the parameters for how the board will manage this.

Katy Okamoto asked if there could still be a definition section, just not at the opening of the bylaws?

Robb said, yes. If the Assembly votes down proposal 1, then the definition section will stay. The Board might revisit the definition section.

Miranda Rodriguez asked if the absentee proposal will be a policy for the board? Robb says yes it will be.

### **Rebranding Committee:**

- Robb

Robb thanked the Assembly for their vote in January to rename our organization.

Regulatory steps:

- Filed articles of amendment
- Filed D/B/A for Lesbian and Gay Band Association
- Filed D/B/A for Lesbian and Gay Bands of America

- Trademark appeal
- Brand guidelines document

There has been a lot of work behind the scenes. Lawyer, articles of amendment, protected old names, make sure no one uses those names either.

Trademark:

1. How the band found out about the brand
2. How long they have been using the non-profit's services
3. How they use it in their band advertisement/promotional efforts
4. What the name has come to mean for them

Filed for trademark. In June it was denied, we are working on appeal on that.

Robb We will need affidavit from bands saying what that name means to them. Also, showing our banners, website, etc. Worked on brand guidelines (condensed version of brand guidelines). Do NOT USE an acronym for our name. Use Pride Bands for short.

Robb shared guidelines for use of the new Pride Bands logo.

### **Presidents' Circle report:**

- Cliff

We are thankful for the donors who have joined Presidents Circle these past six years. They have contributed more than \$71,000 to help Pride Bands participate in special events like Stonewall 50-WorldPride 2019 and to assist in funding commissioned pieces.

### **Communications Committee:**

-Jessie

Work closely with the Rebranding Committee

- Most of the same committee members
- Sent out a call to web developers in the LGBTQ+ family
- Conducted interviews of selected web developers and presented a recommendation to the board

Website design and development

- Committee members continue to work closely with our chosen designer throughout the design and development process, and you will get to see a peek of our new website today

- We will continue to work with other board committees and members as we add more information to the website, and invite each of you to help us build out your member band pages

#### Social media

- Expanded social media presence now includes Facebook, Instagram, LinkedIn and Twitter for a wider digital footprint
- Growing engagement on these platforms is a committee goal post website-launch, make sure you are following and interacting

#### Speakers series – MVPX:

This year, we started the MVPX Speaker Series

- MVPX = Music. Visibility. Pride. Expressions.
- Videos are posted to our YouTube Channel and Facebook

Episode 1: Music as Social Justice - Anthony R. Green

Episode 2: Commissioning a New Work - Randall Standridge

Episode 3: Gender Equality in Classical Music - Elizabeth de Brito

Episode 4: (COMING SOON) Ways to Better Support LGBTQ+ Youth in the Classroom - Shawn Royer

#### Contacting our members:

- Your Pride Bands Alliance Board is working hard to continue to serve and provide programming for you, our member bands.
- Currently, we send out announcements and publicize events via an email blast and posts on our Facebook group.
- As a delegate or a conference attendee, we rely on you getting the message back to your member bands, and to those who may not be on our mailing list.

How would you like to be reached? Is there a more efficient way you would like the board to look into when sending out communications?

#### **Motion to recess:**

Teresa Flemings moved to recess until Sunday, November 21, 2021, at 9:00 AM CST

Sean Casey seconded

Motion passed.

Meeting recessed at 11:15 AM CST.



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### Mission Statement:

- Jamie Roberson

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**Note:** See Meeting slide deck for full reports. Link - <https://docs.google.com/presentation/d/1diFPi7JBcWEqC30FekSxRxXHeb0u2mUo/edit?usp=sharing&oid=116776448721759166403&rtpof=true&sd=true>

### **Elections:**

- Moira

Moira reviewed the election procedures using the Election Runner app.

Aaron Reines will be the Board member to review the vote tally. Katy Okamoto will monitor the voting for the delegates.

### **2022 Conference update:**

- Melissa Terrell and Jonathan Alvares

Presentation on everything about the 2023 Pride Bands Alliance Conference hosted by the Lakeside Pride Bands.

### **Election Results:**

-

All nominees for officers and directors were elected.

Mile High Freedom Band was selected as the host for the 2023 conference.

Proposal 1 for bylaws changes – removal of the Definition section passed.

Proposal 2 by bylaws changes – adding a forfeiture policy for board members who have 3 successive unexcused absences passed.

### **Gay Games 11 Update:**

- Cliff

Hong Kong games postponed to 2023.

We have a Memo of Understanding (MOU) between Pride Bands Alliance and the Hong Kong team to ensure that they will meet our needs as a participating team.

David Doan was elected to the Federation of Gay Games (FGG) Board of Directors as the Chair of Ceremonies.

FGG selected Valencia, Spain as the host city for the 2026 Gay Games.

On behalf of FGG, Doug Litwin presented the Pride Bands Alliance with an award as the Cultural Organization of the Year.

## Diversity, Equity and Inclusivity (DEI) Committee:

- Moira

Moira gave a review of the work of the DEI Committee.

Committee goals:

- Committee formed in 2021
- Create a culture that promotes DEI
- Build awareness and understand implicit or unconscious bias
- Have diverse Board representation

Committee Objectives:

- Publish a Position Statement
- Review all documents (bylaws, RFP, etc.) and public facing content (website, Facebook page/groups) for inclusive language, accessibility and diverse representation
- Enhance Code of Conduct for more than events
- Organization rename (started way before 2021 via Rebranding Committee)
- Find diverse composer for 40th Anniversary Concert commission (completed by 40th Anniversary Committee)
- Publish diverse content publicly every month
- Understand bias among board members
- Recruit a diverse board
- Ask people to join DEI committee
- Support equity and accessibility for board members
- Scholarships
- Virtual business meetings vs in person (including annual delegates meeting)
- DEI Training to Board and Member Bands
- Get outside help to ensure non-bias on what we should be doing
- Present our work to Members at a Conference Workshop
- Get a sense for what Member Bands are doing for DEI via a survey and share results
- Have Quarterly Forums with Member Bands to discuss DEI

Where do we go from here?

- How do we enforce code of conduct outside of events? Our members are organizations not individuals. Do we need to rethink what a Pride Bands Alliance member is? Can we redefine it in our bylaws?
- Diversity and (more) Equity provisions in the RFP are still to do. Conference Oversight Committee is aware of this and knows it is an objective.
- Publishing diverse content monthly was challenging
  - So much content

- Does committee have to vet everything?
- Is this more important than other objectives?
- We partnered with Braindom for a free workshop on the 5 voices but was more of a Board Bias training than broader DEI goal setting
- Recruiting Committee Members and Board Members is an ongoing objective, it is never done
- Getting outside help is daunting. The process of finding and vetting pro-bono or ‘cheap’ resources is difficult. What is the amount we should spend?
- Pride Bands Alliance board needs to commit to:
  - Scholarships for Board Members.
  - Finding ‘outside’ member band organization board representation
  - ConOutside consulting to help committee and Member Bands
  - Keep talking in the committee but open the conversation with members on a regular schedule.

#### Other takeaways:

- Learning about DEI via Google Search results in good content and bad content and lots of it
  - How do you find DEI content produced by people who represent the communities needing representation?
  - Is Old content bad content?
- Work with other committees to ensure they consider Diversity, Equity & Inclusion in their goals and objectives
- Try not to get overwhelmed by the scale of the effort. Do something and keep learning. Keep talking about it as a board and with members and with friends and family.
- DEI is a journey, not a destination. Be sure to Listen!

#### Content reviewed:

- League of American Orchestras [americanorchestras.org](http://americanorchestras.org)
  - Programs, Partnerships, Resources, Forums, Thought Leadership & Advocacy, Internal Work (DEI Committee), Internal Strategic Framework, Framework for Member Orchestras
- Charities Review Council [smartgivers.org](http://smartgivers.org)

- DEI information collected on participants, volunteers, vendors, staff, partners, board, practices & programs
- Ensure organization and strategies are reflective of who they serve
- Identify Gaps, Opportunities, goals, and progress re: DEI

### **Membership Committee:**

- David Doan

David gave an overview of the work of the Membership Committee.

Goals:

- To foster creation, growth, musical advancement, and resilience of Pride Bands Alliance member bands
- To create or enhance resources for the formation, improvement, and continuing operations that lead to sustained development and innovative problem solving of members bands
- To increase involvement of individual bands by engaging presidents/chairs, Board of Directors, and delegates while supporting the Pride Bands Alliance member bands
- To foster new bands in formation as they start up and help them to apply for Pride Bands Alliance membership, and shepherd them as they continue to grow.
- To promote a shared sense of community in the Pride Bands Alliance to conserve resources, establish sustainable practices, and contribute to the organization's connectivity

### **Development Committee:**

- Cliff

Cliff reported on the work of the Development Committee.

The Scholarship currently has \$890 with a target goal of \$3,000. Board members are selling Pride Bands Alliance pins to raise funds.

New donor group webpages:

- Presidents Circle
- Donors Circle
  - Donors at all levels
- Founders Circle

- o Legacy gifts through wills, IRAs, 401k

**Conference Oversight Committee:**

- David Doan

David reported on the work of the Conference Oversight Committee

See slide deck – link is above.

**Partnerships Committee:**

- David E. McBee

David reported on the work of the Partnerships Committee

Midwest Music Clinic:

- 2021 Midwest Music Clinic, Chicago, IL
- December 15-17
  
- Third year in attendance
- Continued outreach
- Promote new name and branding
- Support LGBTQ+ diversity at among music educators and students

Music fraternities and music educators:

- Working with Pride Bands Alliance Board members who are active in the fraternities.
- Working with music educators in Pride Bands Alliance to help reach out to state Music Educators Association events

**2024 Conference RFP:**

- Cliff

The Request for Proposal (RFP) for the 2024 conference has already been released. Cliff gave an overview of the process and highlighted some of the innovations.

Bidding schedule:

Dec. 1 – Letters of Interest Due

Feb. 1 – Proposal Drafts Due

April 1 – Final Proposals Due

April – Pride Bands Board Vote

April – Delegate Packets

May 25-30 – 2022 Conference

**New Pride Bands Alliance awards:**

Awards for Innovative Programming and Community Engagement:

- Award for Innovative Programming
- Award for Community Engagement

**Board Nominations:**

- Robb

Nominations for Board Vice President and Treasurer and 6 director seats will be open very soon given that we are six months out from the 2022 conference.

Watch for announcements!

**Band Anniversaries:**

- Kevin

**2021 Awards:**

Triangle Pride Band – 5 years

Central Florida Sounds of Freedom and Colorguard- 15 years

Desert Winds Freedom Band – 20 years

South Florida Pride Wind Ensemble – 35 years

**2022 Awards:**

Mid America Freedom Band – 20 years

BandTogether – 25 years

Minnesota Freedom Band – 40 years

Pride Bands Alliance – 40 years

**Special Recognitions:**

- Cliff

Cliff acknowledged and thanked outgoing Secretary David E. McBee who has served as LGBA and Pride Bands Alliance Secretary for a total of 14 years.

**Closing remarks:**

- Cliff

Cliff thanked the current board, past presidents of LGBA, and the Pride Bands Executive Board.

Cliff also thanked his husband Chris Palazzolo for his support over the years.

**Adjournment:**

Chris Foster moved that we adjourn.

Lisa Mace seconded.

The motion passed and the meeting adjourned at 11:20 AM CST.