

# Kingston Pride Incorporated Officer's Reports 2018

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## President Officer's Report

Kingston Pride Inc. is in a very different space than it was last year. At last year's Annual General Meeting, we had to report that we had inherited some debt and that we had no immediate source of income. None of the board members had ever organized a Pride Festival. This year we have a positive financial balance and we have a successful Pride event under our belt. We have many people to thank for this dramatic change. Some creative people found ways for us to make income that cleared the debt. Matt Salton, Teresa Windsor and Steve Wallace who were part of the Pride In Kingston committee who organized the 2017 event, shared their wisdom and experience with us. We contracted with Keith Bilow to conduct fund-raising and to guide us in event organization. And, there were many volunteers, businesses and organizations who supplied time, services and financial donations to make the Pride Festival a success. We thank them all. We could not have got through the year without your support.

For the first time, the Kingston Frontenacs hockey team proposed to have a Pride theme game night. They contacted Reelout and Kingston Pride to see if we would be interested. We sold tickets to the game and received a portion of those sales for our organizations. The team wore Pride themed jerseys which were auctioned off after the game and the proceeds of the auction were also given to Pride and Reelout. We were of course happy to receive the money but we also appreciated the publicity and support of our local hockey team.

This year we developed a relationship with HARS (HIV/AIDS Regional Services) who looked after our financial transactions and helped keep us on a solid financial track. There is an added benefit to us in that their auditors also review our account.

We continued to build our relationships with the City of Kingston and Utilities Kingston which is a great benefit when organizing the Pride Festival.

We are most grateful to Erin Leblanc and Janet Lang for all of the talent and wisdom they gave to the board this past year. Erin was our resident legal expert and Janet looked after media and communications. They have both moved away from Kingston and resigned this September. We will miss their support.

We now have only four directors on the board and our by-laws allow for ten. I would encourage all members in good standing to contemplate bringing their skills to the board.

Lastly, we thank Paul Fortier and Dennis Leblanc of Renaissance for providing us with a place to meet for this year's AGM.

Ruth Wood  
President, Kingston Pride Inc.

## **Vice President Officer's Report**

As I reflect on the past year, I am struck by the sheer amount of pride I have experienced in becoming part of Kingston Pride Inc (KPI). At the outset, I was unsure what direction your newly formed board would take and if the herculean task of reinventing an organization was possible, let alone be able to achieve its mission to provide a festival. Did we achieve our goal(s), I will leave that to you, our membership to determine. What I can ascertain is that after an incredible year of learning, our membership today have a board committed to building on success with vision and determination.

Networking has become the cornerstone of my efforts in this past year. To this end we have established relationships with other Pride organizations across the country and we are now proudly members of Fierté Canada Pride. These relationships are key to not only establish a mutual network of support but strengthen our national efforts to advance our community on the whole.

This year it would be my intention to continue this work on your behalf, creating opportunity for growth and stability. Continued effort is required to strengthen key stakeholders relationships with the City of Kingston, the Downtown Kingston business association, Tourism Kingston and all other organizations that will compliment KPI as

we apply a careful, measured and necessary approach to achieve success on your behalf.

When we began, I believe your board was overwhelmed and without a road map was initially lost. Attributable to a very balanced, thoughtful, inclusive, mature, approachable, and reasoned (you get the idea) leader, we have been fortunate to have been steered by Ruth Wood. Under this leadership, we have unwaveringly forged ahead and grown strong together as a cohesive team. Although, we this year will move forward without the exceptional support of Erin Leblanc and Janet Lang, your board will take our lessons learned and improve our business to deliver another year of growth.

Happily, this year I will be even more able to support with my recent relocation to Ontario and I very much look forward to being able to be more hands on as we develop this year's program.

Robert Tucker  
Vice President, Kingston Pride Inc.

## **Treasurer Officer's Report**

As treasurer I take seriously the responsibility of presenting an accurate picture of Kingston Pride Inc.'s current financial status. A financial Balance Sheet and Profit/Loss Statement are available for review. Since starting "from scratch" with no assets and some liabilities, I am very pleased to let the membership know that Kingston Pride Inc. (KPI) has become more financially stable as a result of the generosity of our community and pride event supporters.

For the past year, we have been in a partnership agreement with HIV/AIDS Regional Services (HARS) that supports KPI in being able to carry out its financial responsibilities as a not-for-profit corporation. HARS generously donated its services and oversight at no cost to us as part of its commitment to fostering community partners. We could not be more grateful and hope that our mutually supportive relationship continues as KPI matures.

I will take this opportunity to remind folks that KPI has initiated some more modern means of accepting donations as well as membership fees, through PayPal on our website. HARS can also accept donations to Kingston Pride Inc. and is able to provide charitable donation tax receipts. We encourage everyone to consider Kingston Pride Inc. as a beneficiary of their charitable donations.

Through generous donations this past year, we have been able to meet our financial obligations and produce some donor and volunteer recognition materials.

During a recent Executive Meeting the decision was taken that the membership fee of \$10 may be waived should a person be interested in providing volunteer hours. As always, special consideration to waive the fee is available on request as well.

Kingston Pride Inc. relies on its membership base to support our goals and to come out to celebrate diversity throughout the year through organized events culminating in the June parade.

A proposed budget for Pride 2019 will be produced and shared with members at a later date. Please feel free to contact me directly should you have any suggestions, concerns or questions.

Anne-Marie Kooiman  
Treasurer, Kingston Pride Inc.

## Secretary Officer's Report

### Introduction

For those who may not know me, my name is Jim Puckalo and I have been the secretary of Kingston Pride Incorporated for over a year. There were some challenges in the beginning of my mandate to get the corporation's records in order. However, I am glad to say many of our best business practices and policies has made and will continue to ensure a strong and accountable corporation for years to come as well as a smooth transition from board to board.

### Membership Report

Below is the membership report as of October 9, 2018.

<b>Membership Status</b>	<b>Volume</b>
<b>Current Members (members in good standing)</b>	12
<b>New</b>	6
<b>Grace/Expired</b>	70
<b>TOTAL</b>	88

### Changes to Membership Management

With any membership management process, there are resource challenges. The challenges faced signing new members managing existing memberships was the manual effort and management of paper record forms. Plus, there was the information

in these forms which needed to be easily accessed and retrieved quickly as well as being secure. Finally, new members could only find a form to sign if they attended an event hosted by Kingston Pride.

With the implementation of the KingstonPride.ca website, automated features were available to allow more centralized secure storage of information and ease of access with less manual effort. CiviCRM was installed and it is a free constituent relationship management tool. It allows many constituent management features which includes managing contacts and memberships. Permissions to view this information can be strictly managed thanks to CiviCRM's features.

Kingston Pride implemented the tool in order for members and potential new members to sign up for membership and pay their dues more easily. The tool automatically keeps track of membership and payments. Existing members can renew their membership and new members can provide their information and pay dues.

There are many exciting future options with this tool available to Kingston Pride. For example, the tool can help provide membership only content on the website. Event management is also another feature as well as a way to manage a newsletter.

## **Measuring our Performance**

Kingston Pride Incorporated published 2 surveys after the 2018 Kingston Pride Festival. These surveys were geared towards 3 stakeholders in particular: Attendees of the fair and parade, Exhibitors/Vendors of the fair, Registered Parade Participants. The surveys were developed to help measure our performance this year and be a baseline for future years.

Reports of the surveys are attached or available upon request.

Jim Puckalo  
Secretary, Kingston Pride Inc.