

EDITION JUNE 1, 2019

## BOARD RECRUITMENT PROSPECTUS

Debbie Brennan, Board Chair  
Floyd Rumohr, Chief Executive Officer



**brooklyn**<sup>®</sup>  
COMMUNITY PRIDE CENTER

1360 Fulton Street, Ground Floor  
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[lgbtbrooklyn.org](http://lgbtbrooklyn.org)

## VISION & MISSION

Brooklyn Community Pride Center will continue growing into Brooklyn's premier network of programs and services for the LGBTQ+ community and our allies to connect, organize, play, and belong. Our mission is to provide services and support to the borough's LGBTQ+ community through original programming and partnerships with other organizations.

## VALUE PROPOSITION

Across the spectrum from young people to elders, the Brooklyn LGBTQ+ Center enables our community to actively participate in positive, life-affirming activities. We offer a distinctive choice for residents of New York City's largest borough to celebrate, heal, learn, create, organize, relax, socialize, and play.

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## CORE VALUES

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### **Inclusion:**

Like the color spectrum, there are too many beautiful hues in between the primary or the binary. No matter how many letters we add to LGBTQIA+, some groups will be unintentionally forgotten. Which is why we have adopted our current logo that represents and includes everyone on the spectrum of sexual orientation and gender identity.

### **People First:**

It can be tempting to focus on technology or other distractions at home and work. We value face-to-face interactions whenever possible. We aim to serve visitors new and old with enthusiasm and effectiveness.

### **Safety:**

Ours are sacred spaces that enable all members of our community, including allies, to be themselves. We stand-up for each other, seek to understand perspectives that are new, and encourage others to be brave in the face of adversity.

### **Respect:**

Life can be challenging for all of us. All the more reason to take a deep breath, pause, and think before speaking to ensure that our words honor diverse opinions and backgrounds.

### **Transparency:**

Information is important at all levels from donors to organizational decision-makers. That's why you'll see our independent audits, IRS 990s, and other documents available for review on our website.

## HISTORY & PROGRAMS

**“Connect to Your Center”** is not just our motto. It is a deeply held belief that connection to self and community is vital in a technological world growing more disconnected and isolated.

The Center was established in 2008 because Brooklyn, the largest borough in New York City, was without a community center. Several founding members aimed to correct this by establishing relationships with elected officials and other community leaders to lend resources and expertise to the organization.

The perception that an LGBTQ+ community center was needed in Brooklyn was high and based on a thoughtful analysis of the environment and a strategic plan. The organization’s strong support from Marty Markowitz, Brooklyn Borough President, was reflected in \$1m of pledged support, which would be released when the organization secured a long-term lease.

Under the board leadership of Debbie Brennan, an interim executive director was retained from March 2015 until December. By January 2016, the board had recruited Floyd Rumohr following an exhaustive national search. He continues to serve as chief executive officer.

In 2018, the organization relocated to Restoration Plaza at 1360 Fulton Street in Bedford-Stuyvesant doubling available space for community activities. The organization’s budget has grown from \$300,000 in FY16 to \$1.2MM in FY20 and is experiencing significant growth.

Join us in the most ambitious plan to serve LGBTQ+ Brooklynites in the history of NYC!



### **Social Isolation**

People with shared hobbies, experiences, interests or struggles are at the heart of the Center. Whether learning about LGBTQ+ history, socializing with other small dog owners, participating in a book club, or playing games, we seek to reduce the growing epidemic of social isolation.





### **Workforce Development**

Through our Pride Path for young adults paid transitional jobs program or our LGBTQ+ WERK (Workforce, Education, and Resources Klub) discussions about career challenges from finding the job to dealing with a difficult coworker, we're helping LGBTQ+ people to overcome barriers to satisfying and sustainable employment. Over the next couple of years we will be expanding our workforce program to include services to all ages, including job placement and retention services. Our aim is to become the LGBTQ+ Workforce Center of Brooklyn and beyond.



### **Health & Wellness**

Many of our activities focus on some aspect of health and wellness - whether that's sexual health and HIV prevention, mental health, addiction recovery, spiritual well-being, or fitness. Programs have included support groups, recovery groups, yoga classes, healing workshops, HIV testing, self-defense courses, health insurance enrollment, and so much more. Coming soon: a dedicated LGBTQ+ mental health clinic in partnership with Callen-Lorde.



### **Immigration**

LGBTQ+ immigrants face unique challenges, and Brooklyn is home to a massive population of immigrants. Our LGBTQ+ New Americans Oral History Project captures and preserves their stories. We are currently connecting with community centers throughout the outer boroughs to coordinate programs and services for asylum seekers.





### **Homelessness**

Recent research finds that more than 40% of homeless teens and young adults identify within the LGBTQ+ spectrum. Yet Brooklyn is almost entirely lacking in LGBTQ+ specific programs for homeless youth or adults. We are committed to finding a way to fill that gap over the next five years. Meanwhile, our Pride Pantry offers free hygiene items to anyone who needs them.



### **Community Partners**

12-step groups, support groups, HIV testing and counseling, and worship groups are more active than ever before thanks to community partners. Full-time partners began in 2018 and currently include, CAMBA's Young Men's Health Project, Latino Commission on AIDS, and NYU Langone's Family Health Center.



## FINANCIALS

The organization's FY19 operating budget is \$1.1M, as follows. The fiscal year is from July to June. The below is based on an unaudited draft of FY19 financial statements.

<b>Revenue</b>	<b>FY19 Actuals</b>
<i>Contributed</i>	
Individuals	\$ 62,450
Foundations	\$ 165,000
Government	\$ 543,500
Corporations	\$ 212,000
<b>Total Contributed</b>	<b>\$ 982,950</b>
<b>Total Earned</b>	<b>\$ 83,096</b>
<b>Total In Kind</b>	<b>\$ 83,400</b>
<b>Total Revenue</b>	<b>\$ 1,149,446</b>

<b>Expenses</b>	
Personnel	\$ 591,282
Facilities	\$ 159,782
Insurance	\$ 6,572
Accounting and Bookkeeping	\$ 52,000
Development and Fundraising	\$ 61,550
Programs	\$ 97,800
Marketing and Communications	\$ 50,200
General Operations	\$ 30,030
In Kind	\$ 83,400
<b>Total Expenses</b>	<b>\$ 1,142,616</b>
<b>Surplus/Deficit</b>	<b>\$ 6,830</b>

## THE BOARD

Our board development strategy aligns with rapid growth through the board's consideration of the following.

The board has an annual give/get policy of \$5,000 with a minimum give of personal resources in the amount of \$3,500. In addition, each board member:

- Attends four regular board meetings annually.
- Serves on a least one committee.
- Reviews all financial statements.
- Attends organizational events.
- Attends one annual, half-day board retreat each summer.
- Attends Gala Awards and is responsible for the sale of a minimum of five tickets.
- Adheres to state law and organizational policies with regard to conflicts of interest and confidentiality.

Past Presidents: Tom Smith, Michael Burke, Earl Brown, and Cathy Hough.

The following Board members served between 2008 and 2019 (current members are identified with an \*):

Marty Algaze, Richard Allman, Brian Benner, Sarita Niranjani Bhatt\*, Sunny Bjerk, Deborah Brennan\*, Phyllis Brower, Cami Capasso, Tom Capobianco, Donna Mae Depola, Marc Fliedner, Mo George, Terrance Knox, Ed Haggerty, Mickey Heller, Maria Ivey, Norma Jennings, Stephanie Johnson\*, David Kooy, Deborah Levinson, Susanne Lyn, Michelle LaGuerre, Marc Levine, Andrew Miller, Matthew McMorrow, Kaz Mitchell, Rosa Morales, Karen Potter\*, Marianne Nicolosi, Zulli Rolan, Jonathan Santos-Ramos\*, Omari Scott\*, Dan Schaeffer, Alex Sheldon,\* Dennis Sughrue, Sonelius Kendrick-Smith\*, Alan Washington, Jade Whitehead, James Whitty, Bob Zuckerman.

More information about current board members:

<http://lgbtbrooklyn.org/staff-board/>

## COMMITTEES

All committees aim to achieve the goals described in **2023 Vision: A Strategic Framework for Brooklyn's Twenty-First Century LGBTQ+ Center**. Committee Chairs determine agendas, arrange for meetings, appoint members, report progress, etc.

Floyd Rumohr, Chief Executive Officer, and Debbie Brennan, Board Chair, are ex-officio members of all committees:

- **Executive**, Debbie Brennan, Chair: Exercises all the powers of the board and acts in its stead, as needed, between meetings of the full board. All officers of the board serve on the executive committee.
- **Finance**, Jonathan Santos-Ramos, Chair: Oversees all financial activity including but not limited to the budgeting process, cash-flow management, and investments.
- **Audit**, vacant: This committee oversees the annual audit process.
- **Program Evaluation Committee**, Alex Sheldon, Chair: Works with staff to ensure credible data-gathering processes and program development activities.
- **Fund Development**, Omari Scott, Chair: Develops fundraising strategies and is responsible for the cultivation of donors and supporters.
- **Real Estate**, Debbie Brennan, Chair: Facilitates strategies involving long and short-term physical space needs.
- **Governance**, Sonelius Kendrick-Smith, Chair: The governance committee is responsible for ongoing review and recommendations to enhance the quality of the board of directors.
- **PR and Marketing**, Stephanie Johnson, Chair: Focuses on building the organization's brand.



## ADVISORY COUNCIL

Advocates may support the organization through volunteering their time and expertise as members of one of the above committees or by serving as resources on the Advisory Council. Members of the Council and committee members provide expertise and advice on a limited basis and do not have the fiduciary responsibility of board members — an excellent way to support the organization when a board seat is not the best match.

## BOARD PRIORITIES FOR RECRUITMENT

FY19 to FY20, the organization is seeking new members of the board who can help us reach the targets described in 2023 Strategic Vision Framework. Successful candidates will be tenacious fund developers with significant philanthropic interest and enthusiasm for galvanizing the board to its next level.

The board is particularly interested in developing relationships with C-Suite and managing director-level professionals who can provide significant resources to the organization.

## LOOKING TO THE FUTURE

The organization will, by:

### **2021:**

Expand into the Bedford-Union Armory and provide human, social and recreation services and activities, including a mental health clinic. Our site at Restoration Plaza will continue to provide services to the Bedford-Stuyvesant community.

### **2022:**

Pride Path will expand beyond its current scope of young people ages 18-24 to include all LGBTQ+ underemployed adults.

### **2023:**

Establish a third site that will focus on building collaborative relationships with community organizations to help solve the LGBTQ+ youth homeless crisis. We are currently looking into possibilities in Coney Island.

Sustainability is made possible by the business model applied at Restoration Plaza: community partners license space and cover the majority of rent at each site (think We Work for the LGBTQ+ community!). This enables more grant money to be directed toward program services through collaboration and consolidation.