



MEMBERSHIP PROGRAM POLICY & PROCEDURES

v2.1

16-Feb-12

1. PURPOSE

The purpose of this policy is to provide additional context and direction around the Pride Toronto Membership Program. This policy will deal with both how the Membership Program is implemented as well as how the Board will interpret and implement the By-Laws relating to Membership

2. WHO IS A MEMBER OF PRIDE TORONTO?

As per the Pride Toronto By-Laws as of 1-Mar-12:

Membership

3. *The membership of the Corporation shall consist of such individuals whose application for admission to the membership has received, in its sole discretion, the approval of the Board of Directors of the Corporation in each fiscal year.*
4. *The term of annual membership starts at the beginning of one AGM and ends at the beginning of the next AGM. Individuals shall be eligible for annual membership in the Corporation if they meet the following criteria:*
 - a. *Acknowledge in writing support for the objects and activities, including the Mission, Vision and Values of the Corporation;*
 - b. *At least sixteen (16) years of age;*
 - c. *Be approved for membership by resolution of the Board; and*
 - d. *Meet at least one of the following criteria:*
 - i. *Volunteer for at least 8 hours;*
 - ii. *Pay a membership fee, to be determined by the board; or*
 - iii. *Be nominated for membership by the Board.*
5. *In the event that a person is eligible for new membership pursuant to either section 4(d)(i) or (ii), and the Board has approved by resolution the individual for membership, the membership period shall only commence sixty (60) days following the completion of the required volunteer time or the payment of the membership fee, as applicable.*
6. *Every member in good standing of each year is entitled to:*
 - a. *Attend the Annual Meeting and any General Meeting of the Corporation;*
 - b. *Vote at General Meetings of the Corporation; and*
 - c. *Hold office in the Corporation; provided that a person holding the office of a Director is otherwise qualified to act as a Director pursuant to section 23.*
7. *Membership in the Corporation is not transferable.*
8. *Every member entitled to vote at a meeting of the members may, by means of a proxy, appoint a proxyholder or one or more alternate proxyholders, who need not be members, as the member's nominee to attend and act at the meeting in the manner, to the extent and with the authority conferred by the proxy.*
 - a) *Proxies must be received by the Secretary no later than forty-eight (48) hours prior to meeting;*
 - b) *An individual may only hold one member's proxy.*
9. *Each member, or proxyholder for a member, is entitled to one vote on each motion properly brought before the meeting. In the event of a tie vote, the motion shall be deemed to have been lost.*
10. *Membership shall cease:*
 - a. *upon the death of a member;*
 - b. *if the member resigns by written notice given to the Secretary of the Corporation;*
 - c. *if the member takes any action which, in the sole discretion of the Board of Directors, is deemed to be contrary to the objects, activities or interests of the Corporation, such member may be removed by resolution of a majority of the Board of Directors at a meeting for which notice of the intent to remove the member has been given. Notice of the meeting shall be served upon the member in accordance with*

these bylaws not less than seven (7) days prior to the meeting and shall set out the grounds for the proposed termination of his or her membership and advising the member of the right to make representations to the Board of Directors prior to voting on the resolution.

3. MEMBERSHIP PHILOSOPHY

Pride Toronto will make every effort to interpret the By-laws and this policy to be as inclusive of the LGBTQ2SA* community as possible.

4. MEMBERSHIP FEES

The Membership Fees are to be determined through community consultation, led by the Community Relations Committee, and brought forward to the Board for approval annually by January 31st of each year.

The Board may waive the Membership Fee if it feels that it would be an undue hardship on an individual. In such a case, there would be still be a 60-day waiting period until Membership took effect from the date that such a request was made.

The Membership Fee may be paid for either the remainder of the current year (until the beginning of the next AGM) or for the upcoming year (next AGM to following AGM).

5. LAPSED MEMBERS

Individuals whose membership is about to expire will be able to renew their membership by paying the Membership Fee prior to the start of the AGM.

6. BOARD NOMINATE MEMBERS

The Board shall be entitled to nominate individuals for membership under such circumstances as it determines from time to time. Without limiting the foregoing, the Board shall nominate an individual for membership under the following conditions:

- Any individual who is selected to becoming a Pride Toronto Team Lead or Pride Toronto Advisor will be immediately nominated for membership
- Any individual who has been selected to stand for a vacant board position will be immediately nominated for membership
- In order to resolve disputed memberships that may arise at an AGM or GM where it is reasonable to believe that an individual has met the necessary criteria for membership but is not on the membership list

7. MEMBER CONFIRMATION

Any individual who volunteers with Pride Toronto will be given the opportunity to confirm the hours that they have volunteered to ensure that all individuals who have met the qualifications for Membership are put forward as such.

8. MEMBER COMMUNICATION

Pride Toronto will notify all Members by email about, but not limited to, the following:

- Annual General Meetings & General Meetings
- Audited Financial Statements
- Annual Report
- Public Call Outs (i.e. artist applications, RFPs, job postings, board opportunities)

9. WAITING PERIOD

The waiting period for membership for any individual who is subject to it will begin from when they have met the criteria under By-Law 4d or have requested Membership from the Board. However, membership can not take effect until after the Board has approved the membership list.

10. DISPUTED MEMBERSHIP

All disputes from individuals about Membership with Pride Toronto will receive a respectful and timely response. Any disputed membership will be addressed by the Board in advance of the General Meeting immediately following the date the dispute was raised.

Where possible, Individuals will be directed to submit details of the dispute (via email) to the Board Secretary or a stated designate of their choosing.

11. MEMBERSHIP RECORD KEEPING

It will be the responsibility of the Board Secretary to maintain a complete and accurate Membership List and to present this list to the Board at the last Board Meeting prior to a General Meeting. All Members will be identified by a first and last name as well as an active email address or in absence of that a current phone number.

12. PRIVACY OF MEMBERS INFORMATION

Pride Toronto will strive to maintain the confidentiality of all its Members. However, other Members have the right to access Membership list, in specific circumstances, as per the Ontario Not-For-Profit Act, 2010 section 96. Therefore Pride Toronto can not guarantee full confidentiality of Member information.

About Pride Toronto

Pride Toronto is the not-for-profit organization that hosts Pride Week, an annual event in downtown Toronto during the last week of June. Pride Week is one of the premier arts and cultural festivals in Canada. It is also one of the largest Pride celebrations in the world with an estimated attendance of over 1.2 million people. It celebrates the history, courage, diversity and future of Toronto's LGBTTIQQ2SA* communities.

* Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer/Questioning, 2 Spirited, Allies