

# Join the PFund board





## About PFund Foundation

In 1987, four gay friends in Minneapolis pooled \$2,000 of their own money to establish a permanent endowment fund for gay and lesbian people in Minnesota experiencing hardships because of the AIDS epidemic.

The idea for the foundation originated during the process of estate planning. The four founders approached local mainstream community foundations hoping they would provide the safekeeping and administration for such a cause. They were denied. The mainstream foundations' policies at the time did not include support for LGBTQ-specific causes, nor did the institutions allow using terms such as "gay, queer or homosexual" when naming funds. Not to be stopped, the founders forged ahead and established the Philanthrofund Foundation—today is known as PFund Foundation.

Over the years, PFund has grown with the support of small, large, and sustaining contributions from individuals. Thirty-five years ago, the founders believed as the foundation grew that contributions would follow from the broader allied community; time has proven them correct.

Today, PFund has expanded beyond its modest roots to become the only queer community foundation serving the entire Upper Midwest region of Minnesota, North Dakota, South Dakota, Wisconsin, Iowa and the First Nations therein. In keeping with the spirit of community support that the founders envisioned, PFund builds equity with LGBTQ+ communities across the region by providing grants and scholarship, developing leaders, and inspiring giving.

# PFund Foundation's Approach



## Scholarships and community grantmaking

PFund Foundation scholarships support adult learners pursuing professional development and/or securing a post-secondary degree. Programs our scholarships support include professional and leadership development conferences, GED programs, trade schools, technical and community colleges, and universities. PFund Foundation coordinates and facilitates a community-driven review process to select scholarship recipients. The review panel is composed of LGBTQ+ leaders from our region (including PFund alumni) who review applications against a rigorous rubric, select finalists, and recommend awards to foundation's board of directors for approval.

The foundation also engages in grassroots community-giving through various grant programs, including the PRISM Fund, the Equity Fund for Queer Entrepreneurs of Color, the Readiness and Resilience Fund, and the Bisexual+ Fund.



## Support and training for queer professionals

Emerging and mid-career professionals often require specialized information and networks of support to succeed as out and proud employees. PFund offers business training to queer entrepreneurs of color via its Equity Fund and networking and professional development to rural queer LGBTQ+ organizations and individuals via the PRISM Fund.



## Research on regional queer communities

Rigorous data on queer individuals in the upper Midwest is currently limited and large gaps exist in the body of research. In 2023, PFund has been conducting research activities such as deployment of a major survey exploring the barriers that prevent queer people in the Midwest from enrolling in or completing post-secondary education, self-evaluation, and program assessment. The foundation has an ad-hoc Research Steering Committee of PFund staff and evaluation professionals that oversees the design and deployment of research instruments.



# Prioritized Communities

The LGBTQ+ community of the upper Midwest is not monolithic. Factors such as age, race/ethnicity, geography, disability, income, and gender all influence the challenges facing queer individuals. PFund Foundation recognizes that some subpopulations of the queer community may need elevated levels of support to achieve equitable outcomes. To address this need, PFund Foundation has identified three prioritized communities who are especially important to our work:

## **LGBTQ+ People of Color**

LGBTQ+ people who also belong to minority racial and ethnic groups experience additional oppression and discrimination—both inside and outside of queer communities.

PFund demonstrates its commitment to queer people of color through its programs. 45% of 2023 PFund Scholars identify as Black, Indigenous, or People of Color. Since 2020, PFund has been providing small business grants to queer entrepreneurs of color and in 2023 we received a \$750,000 state appropriation to fund future grants supporting queer-owned small businesses in Minnesota.

## **Gender-Expansive People**

Transgender, gender non-conforming, and nonbinary people are being made the targets of discriminatory legislation and scapegoating at the regional and national levels. 46% of 2023 PFund Scholars identify as transgender, nonbinary, or otherwise gender-expansive. In 2023, PFund raised more than \$135,000 to assist regional transgender youth and their families in accessing affirming medical care and safe learning spaces.

## **Queer People in North and South Dakota**

LGBTQ+ people living in North or South Dakota face a unique set of challenges including political environments actively hostile to queer and trans individuals and fewer nonprofit resources for queer communities (especially outside of large cities). PFund estimates there are at least 47,000 queer individuals living in the Dakotas.



# Board of Directors Position Description

The PFund Foundation board of directors governs the property, affairs, and business of the foundation and sets the long-term priorities for programs, including the development of:

- Scholarships in the form of the LGBTQ+ individual educational grants;
- Grantmaking in the form of grants to LGBTQ+ non-profits and small businesses; and
- Inspiring giving in the form of wealth building for LGBTQ+ individuals, families, and communities through our endowment.

We focus our programs and giving on our prioritized communities.

Additionally, the board oversees the executive director, who is responsible for the day-to-day management of the foundation, fiscal and donor stewardship, fundraising, and staff management. The PFund Foundation board of directors has up to 16 voting members. Terms are for three (3) years and no director shall serve more than two (2) full, consecutive terms. We ask that you sit on one of our committees to support an aspect of the board's functioning. Overall, the members of the board contribute to the educational, management, legal, philanthropic, programmatic and financial skills needed to ensure long-term organizational stability and ensure year-to-year efficacy and dedication to the mission and vision of being a vital resource, catalyst and community builder for lesbian, gay, bisexual, transgender, queer, intersex, Two-Spirit and allied community members in the upper Midwest.

## CRITERIA

PFund Foundation's board of directors help shape the mission and vision of the organization and as such, seek committed and skilled members of the community to support our growth and development. We are seeking candidates who have:

### Affinity

It is most important that you support our mission. We hope that the work we do inspires you and motivates you to go above and beyond during your term as board member.

### Capacity

Being a board member of any organization requires time and attention—a fact we do not take for granted. We set the expectation to be an engaged and thoughtful member of the board. Additionally, we want your service to fulfill and sustain you, rather than drain you. Below you will find our time and financial considerations to set expectations that are clear from the get go.

## Reflection

As a five-state community foundation serving LGBTQ+ communities, we strive to have a board that reflects the vibrancy of our communities. We seek to have diversity of race, gender, orientation, geography, class, age, and lived experience in our board membership.

## PROCESS

If you are interested in applying to be a member of the PFund Foundation board of directors, please submit an email of inquiry to our executive director, Aaron Zimmerman. Aaron will connect you with our nominations committee. Upon inquiry, we send a link to our board application. The committee will review your application and reach out for an interview if they want to proceed in the process.

## TIME AND RESOURCE CONSIDERATIONS

Board Meetings (bi-monthly, fully remote)

Board Retreat (annually, travel & lodging stipend)

Committee Meetings (monthly or as determined by the board)

Fundraising and Events (as needed/required)

## Resources and Donations

PFund relies on the generosity of the community to support its work. We recognize the time, talent, and resources that each board member brings to the organization and understand that all carry value. In the spirit of bringing each of these resources to the organization, we ask board members to participate in making a financial donation to the organization that is personally meaningful to them. The foundation had 100% of board members contributing in the previous fiscal year.

## FOR MOR INFORMATION

Please contact:

Aaron Zimmerman

Executive Director

612-870-1806

[aaron@pfundfoundation.org](mailto:aaron@pfundfoundation.org)

## ABOUT PFUND

### Mission

PFund Foundation builds equity with LGBTQ+ communities across the Upper Midwest by providing grants and scholarships, developing leaders, and inspiring giving.

### Vision

PFund Foundation invests in thriving and more equitable communities for queer people in the upper Midwest.

### Follow us online

[www.pfundfoundation.org](http://www.pfundfoundation.org)

Twitter, LinkedIn, Instagram, Facebook: @PFundFoundation