



JOIN OUR NEW EMPOWERMENT BOARD

Dear Prospective Board Member,

Thank you for your interest in joining the Board of Directors at Rainbow City Performing Arts. We are excited that you are considering contributing your time and expertise to our mission of celebrating LGBTQIA+ diversity and inclusion through musical expression.

Rainbow City Performing Arts has a rich history of fostering a supportive and inclusive environment for musicians of all identities, skills, and backgrounds. Our organization is growing into greater success, and we are excited about the future as we continue to explore new ways to expand our impact.

You can get on the ground floor of this newly focused board in this emerging stalwart of the Seattle LGBTQIA+ community. As a board member, you will play a key role in guiding our organization, shaping our strategic direction, and ensuring our financial sustainability. Your commitment and passion will help us achieve our goals and make a meaningful difference in the community.

This packet provides an overview of our organization, the roles and responsibilities of board members, and the benefits of joining our board. We hope it gives you a clear understanding of what it means to be part of our team.

If you have any questions or need further information, please do not hesitate to reach out to us. We look forward to the possibility of working together to advance our mission.

Warm regards,

Damien Hall
Executive Director
Rainbow City Performing Arts

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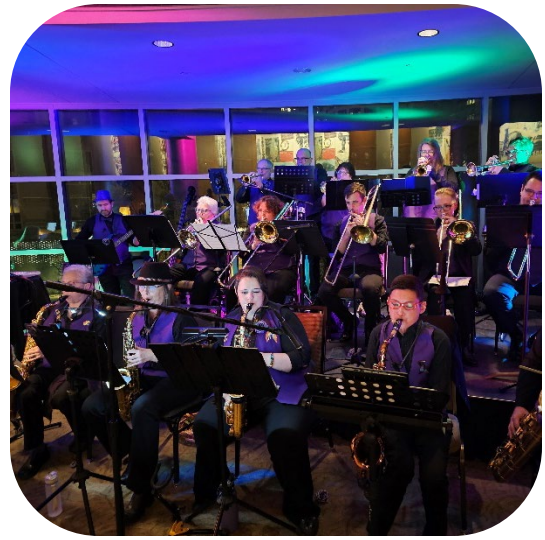
ORGANIZATION OVERVIEW

MISSION

We are an organization of performance ensembles creating a diverse and inclusive environment for musical expression that promotes the equity and visibility of people in the LGBTQIA+ community.

CORE VALUES

- Increasing visibility of LGBTQIA+ people
- Focusing on diversity and equity in what we choose to perform
- Strengthening equity and inclusion for our members and patrons to experience music



HISTORY

Rainbow City Performing Arts (RCPA) was founded in 1998 to create a safe and accepting space for LGBTQIA+ musicians to participate in Seattle's vibrant community music scene. Initially established as Rainbow City Band, the organization has since expanded to include seven diverse performance ensembles, incorporating instrumental, visual, and partnered vocal performances.

RECENT ACHIEVEMENTS

In the past two years, RCPA has experienced significant growth and success:

- **Membership Growth:** Our membership has increased by over 100%, reflecting our expanding reach and the strong sense of community we foster. Demand to expand programs continues.
- **Successful Events:** We have hosted numerous high-profile events, such as our Benaroya concerts and various community performances, which have significantly raised our profile and engaged a broader audience.
- **Grant Awards:** We have secured several grants from local and national foundations, enabling us to enhance our programs and services. These grants have supported initiatives like our Amplifying Diverse Voices annual commission project, which funds the creation of new works by marginalized artists.

BENEFITS OF JOINING THE BOARD

Joining our Empowerment Board at Rainbow City Performing Arts offers numerous personal and professional benefits. As a key supporter and leader of our community, you gain opportunity and advantages:

PERSONAL GROWTH AND FULFILLMENT

- **Make a Difference:** Contribute to a meaningful cause by supporting LGBTQIA+ diversity and inclusion through musical expression.
- **Community Impact:** Play a vital role in shaping the future of a nonprofit organization that positively impacts the community.
- **Sense of Accomplishment:** Experience the satisfaction of helping to achieve the organization's mission and seeing the tangible results of your efforts.

PROFESSIONAL DEVELOPMENT

- **Leadership Skills:** Enhance your leadership abilities by participating in strategic decision-making and governance.
- **Networking Opportunities:** Connect with a diverse group of professionals, community leaders, and other board members.
- **Skill Building:** Develop new skills in areas such as fundraising, financial oversight, and nonprofit management.

RECOGNITION AND VISIBILITY

- **Public Acknowledgment:** Receive recognition for your contributions through various channels, including events, publications, and social media.
- **Community Presence:** Increase your visibility within the community as a leader and advocate for LGBTQIA+ rights and inclusion.

EXCLUSIVE OPPORTUNITIES

- **Special Events:** Gain access to all events and performances with behind-the-scenes experiences in all our ensemble programs.
- **Collaborative Projects:** Participate in unique collaborative projects and initiatives that align with your interests and expertise.

PERSONAL CONNECTIONS

- **Build Relationships:** Form lasting relationships with fellow board members, staff, and volunteers who share your passion for music and inclusivity.
- **Mentorship:** Have the opportunity to mentor and support emerging leaders within the organization.

PROGRAMS AND IMPACT

PROGRAM REVIEW



MARCHING BAND

This ensemble brings music to the masses each summer, participating in parades and festivals throughout the Northwest. The band is known for its vibrant performances and strong community presence.



DRUMLINE

Rainbow City Drumline supports both the marching band and pep bands throughout their seasons. Known for their energetic performances, the drumline adds a dynamic element to every performance. They also offer drum skills workshops during the offseason.



COLOR GUARD

Our guard is the visual arm of the marching unit, bringing excitement and pizzazz to parade and festival appearances. They perform intricate routines with flags, air blades, and sabers. They also host skills workshops and Winterguard throughout the rest of the season.



CONCERT BAND

Our largest ensemble delights audiences with classical and contemporary music for winds. Performing at concerts in the fall, winter, and spring, this ensemble showcases a wide range of musical styles and provides members with opportunities to develop their skills.



PEP BAND

Reign City Riot is the official pep band of the Seattle Reign women's soccer team. This ensemble energizes sports and community events with lively performances, creating an engaging and spirited atmosphere.



JAZZ BAND

Our jazz band and jazz combo bring a variety of lively jazz tunes to concerts, dances, and other events around the Puget Sound area. This ensemble provides a platform for musicians to explore diverse jazz music.



ORCHESTRA

Rainbow City Orchestra is dedicated to queering the sense of what it means to be an orchestra and perform music that relates to the LGBTQIA+ community. They perform a wide range of classical and contemporary music, often highlighting compositions by marginalized artists.



CHAMBER MUSIC

Our chamber ensembles are organized by members to offer flexibility and belonging, allowing musicians to explore a variety of musical styles and perform in more intimate settings.

COMMUNITY IMPACT

RCPA's commitment to inclusivity and excellence has made a meaningful impact on the community:

- **Safe Space for Musicians:** We provide a safe and supportive environment for LGBTQIA+ musicians who may have faced rejection or discomfort in other musical outlets. Our members form strong bonds through shared experiences and a common mission.
- **Accessible Opportunities:** We direct much of our charity work towards youth-focused organizations and all-ages events, ensuring that our programs are accessible to people of all ages and abilities. Our member-funded Angel Fund allows those with income challenges to participate for free, and we provide instruments at no charge to those in need.
- **Promoting Equity and Visibility:** Our performances intentionally focus on music composed or arranged by artists of marginalized identities and highlight themes relevant to the LGBTQIA+ community. Through our efforts, we promote equity and visibility for LGBTQIA+ individuals, advocating for a more inclusive and just society.





ROLES AND RESPONSIBILITIES

GENERAL RESPONSIBILITIES

GOVERNANCE

- **Strategic Planning:** Engage in strategic planning to guide the organization's future direction.
- **Diversity, Equity, and Inclusion:** Provide resources to and guidance to enhance our core mission principles across the organization.
- **Oversight:** Ensure the organization adheres to its mission, values, and legal obligations.

FUNDRAISING

- **Support:** Actively participate in fundraising activities and events.
- **Donor Engagement:** Help identify and cultivate relationships with potential donors and sponsors.
- **Personal Giving:** Make a personal financial contribution to demonstrate commitment to the organization.

ADVOCACY AND OUTREACH

- **Promotion:** Promote the organization's mission and programs within the community.
- **Networking:** Leverage personal and professional networks to support the organization's goals.
- **Representation:** Represent the organization at community events and meetings.

FINANCIAL STEWARDSHIP

- **Budget Approval:** Review and approve the annual budget.
- **Financial Monitoring:** Monitor financial performance and ensure resources are used effectively.
- **Risk Management:** Identify and mitigate potential risks to the organization.

MEETINGS AND PARTICIPATION

- **Attendance:** Attend all board meetings and relevant committee meetings.
- **Preparation:** Come prepared to discuss agenda items and participate actively in discussions.
- **Engagement:** Stay informed about the organization's activities and developments.

BOARD MEMBER ROLES

AT-LARGE MEMBERS

- **General Support:** Participate in board meetings and contribute to decision-making.
- **Committee Work:** Serve on committees and take on special projects as needed.
- **Advocacy:** Act as ambassadors for the organization, promoting its mission and programs.

BOARD CHAIR

- **Leadership:** Provides overall leadership to the board and the organization.
- **Meeting Facilitation:** Presides over board meetings, ensuring they are productive and efficient.
- **Strategic Oversight:** Works with the Executive Director to set strategic goals and ensure they are met.
- **Representation:** Acts as the primary spokesperson for the board and represents the organization at public events.

VICE CHAIR

- **Support:** Assists the Board Chair in their duties and steps in when the Chair is unavailable.
- **Committee Oversight:** Often oversees specific committees or projects.
- **Succession:** Prepares to potentially succeed the Board Chair.

SECRETARY

- **Record Keeping:** Maintains accurate records of board meetings, including minutes and attendance.
- **Documentation:** Ensures all board documents are up-to-date and accessible.
- **Communication:** Manages board correspondence and ensures effective communication among board members.

TREASURER

- **Financial Oversight:** Monitors the financial health of the organization, including budgeting and financial planning.
- **Reporting:** Provides regular financial reports to the board.
- **Compliance:** Ensures compliance with financial regulations and best practices.



APPLICATION PROCESS

We are thrilled that you are considering joining our board! The application process is designed to ensure that prospective board members are well-prepared and aligned with our mission of celebrating LGBTQIA+ diversity and inclusion through musical expression.

To begin, submit an application form via [our website](#). Our committee will review your application, and selected candidates will be invited for a preliminary interview.

If you move forward, you will participate in an in-depth interview with the full selection committee. This is also an opportunity for you to ask any questions you may have about the organization and the board.

Following the interviews, the board will deliberate and vote on the candidates. If selected, you will be formally approved and welcomed to the team.

We look forward to the possibility of working together to further our mission and make a positive impact in our community!

Learn more at rainbowcity.org/empowermentboard.

KEY CONTACTS AND RESOURCES

BOARD CHAIR

Riley McCormack (he/they) - boardchair@rainbowcity.org

EXECUTIVE DIRECTOR

Damien Hall (he/him) - executivedirector@rainbowcity.org

WEBSITE

<https://rainbowcity.org>

MORE INFORMATION

[Committee Structure](#)

[Programs](#)