

JOIN THE PFUND BOARD



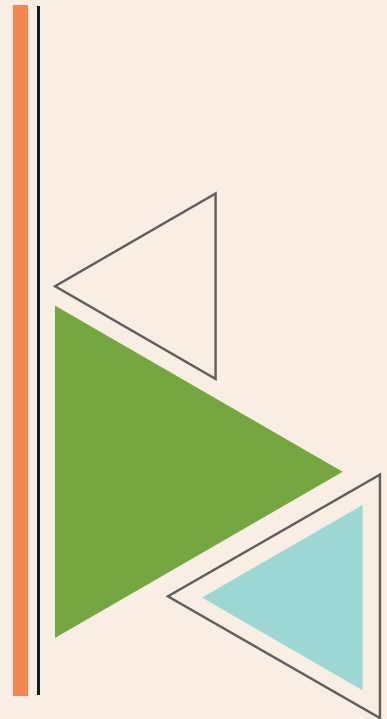


ABOUT PFUND FOUNDATION

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 HIV/AIDS epidemic.

PFund has grown with the support of small, large, and sustaining contributions from individuals and institutions. Thirty-eight years ago, the founders recognized the need to care for our own—something that has remained central to PFund's mission: being a community foundation—by the community, for the community.

Today, PFund has expanded to become an LGBTQ+ community foundation serving the entire Upper Midwest region of Minnesota, North Dakota, South Dakota, Wisconsin, Iowa, and the Native 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 scholarships, developing leaders, and inspiring giving.



PFUND FOUNDATION'S PROGRAMS

PFund Foundation awards vital funding and offers programs to the LGBTQ+ community through several grant and scholarship funds. PFund envisions an Upper Midwest where LGBTQ+ people have empowerment and agency, enhanced access to opportunities, and an enriched quality of life—three qualities that contribute to full equity for our communities.

PFund engages and maintains community accountability through participatory grant-making. Community members volunteer to review and score grant applications, and the board votes on the community's recommendations. Each grant program has different funding sources, and the funding source often dictates where and how the funds can be used. PFund's current programs include:

SCHOLARSHIP FUNDS

Flexible financial support to LGBTQ+ individuals as they pursue their education and leadership goals. Each year, we award single- and multi-year scholarships to students aged 17 and older.

EQUITY FUND

Grants, networking, and monthly learning sessions to build economic power by supporting LGBTQ+ owned small businesses.

PRISM FUND

Grants, networking, and monthly learning sessions to expand support for rural LGBTQ+ communities.

TRANS HEALTHCARE TRAINING FUND

Grants, networking, and quarterly learning sessions to expand gender-affirming medical care for trans and gender-expansive individuals in Minnesota.

TRANSCEND FUND

Grants for nonprofits that support trans and gender-expansive individuals and communities.

SPONSORSHIP FUND

Grants to gather LGBTQ+ communities for sports, arts and culture, Pride, and advocacy events.

BISEXUAL+ FUND

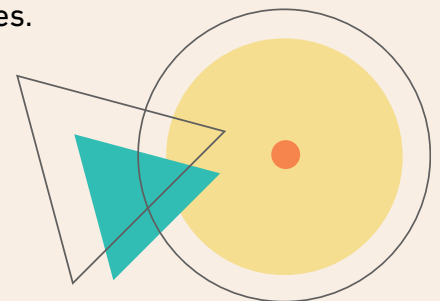
Grants for nonprofits that support Bisexual+ individuals and communities.

READINESS AND RESILIENCE FUND

Emergency grants in response to civic, natural, or other emergencies.

PROJECT-BASED FUNDS

Grants for short-term projects with other community partners.



PRIORITIZED COMMUNITIES

LGBTQ+ communities of the Upper Midwest are 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 increased levels of support to achieve equitable outcomes. To address this need, PFund Foundation has identified three priority communities that are elevated in our programs and awards:

RURAL QUEER PEOPLE

LGBTQ+ people living in rural parts of the Upper Midwest face a unique set of challenges, including politically hostile environments, fewer nonprofit resources, and vast physical distances between communities. PFund awards grants and convenes resources for rural-serving organizations across the region.

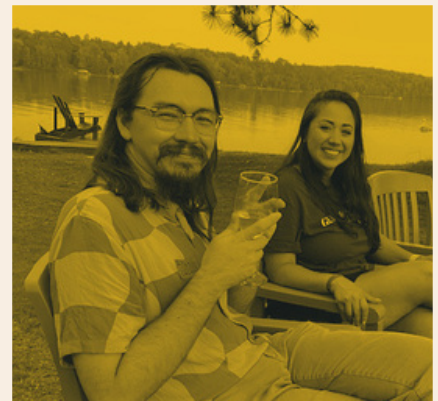
GENDER-EXPANSIVE PEOPLE

Transgender, gender non-conforming, and nonbinary people are targets of discriminatory legislation and scapegoating at the regional and national levels. Seventy-eight percent of 2025 PFund Scholars identify as transgender, nonbinary, or otherwise gender-expansive. Over the past two years, PFund's TRANScend Fund has awarded more than \$450,000 to trans-serving and trans-led organizations across the region.

LGBTQ+ PEOPLE OF COLOR

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

PFund demonstrates its commitment to queer people of color through its grantmaking, scholarships, and programming. PFund Foundation's Equity Fund small business grants invested more than \$75,000 in BIPOC, queer-owned small businesses across the Twin Cities in 2025.



BOARD 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 LGBTQ+ individual educational grants;
- Grant-making through grants to LGBTQ+ nonprofits and small businesses; and
- Inspiring giving through wealth-building for LGBTQ+ individuals, families, and communities via our endowment.

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 20 voting members.

Board terms are three years, with the option to serve two consecutive terms.

We ask that members sit on one of our committees to support an aspect of the board's functioning. Overall, board members contribute educational, management, legal, philanthropic, programmatic, and financial skills needed to ensure long-term organizational stability and maintain year-to-year efficacy and dedication to the mission and vision of being a vital resource, catalyst, and community builder for LGBTQ+ community members in the Upper Midwest.

CRITERIA

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

CAPACITY

Being a board member of any organization requires time and attention—a fact we do not take for granted. We set the expectation that members be engaged and thoughtful. We want your service to fulfill and sustain you, rather than drain you.

REFLECTION

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

AFFINITY

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

2027 RECRUITMENT PRIORITIES

As we look to 2027, our board recruitment strategy will be guided by the following three goals, each rooted in our mission to invest in queer futures and strengthen community leadership. These goals will ensure our board remains both representative and effective in guiding PFund’s long-term vision.

NEEDED SKILLS/EXPERTISE FOR BOARD GROWTH

- | | |
|-----------------------------|----------------------------|
| General Legal Expertise | Investment Management |
| Financial & Estate Planning | Grassroots LGBTQ+ Advocacy |

REPRESENTATION FROM PFUND’S VAST GEOGRAPHY

PFund’s service region includes Iowa, Minnesota, North Dakota, South Dakota, Wisconsin, and the Native Nations therein. We aim to increase regional representation—especially from rural communities.

CONTINUED COMMITMENT TO OUR ELEVATED PRIORITY COMMUNITIES

PFund has intentionally prioritized leadership by and for those most impacted by systems of oppression, including queer Black, Indigenous, and People of Color (BIPOC); trans and gender-expansive people; and rural queer people. Our board recruitment strategy will maintain a focused commitment to these communities by cultivating candidates whose identities, values, and leadership are rooted in justice, intersectionality, and community-building.

TIME AND RESOURCE CONSIDERATIONS

- Board Meetings: Bi-monthly, fully remote
- Board Retreat: Annually, travel and lodging reimbursed
- Committee Meetings: Monthly or as determined by the board
- Fundraising and Events: As needed or 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 by making a financial donation that is personally meaningful to them. The foundation had 100% board member contribution in the previous fiscal year.

PROCESS

Please submit an interest form on PFund’s website. After receiving your interest form, we will follow up with a link to our board application, due September 17th. The Nominations Committee will review your application and reach out to discuss future involvement with PFund. Selected candidates will be notified in mid-December for a January 2027 term start. If you have any questions, please contact PFund Foundation Executive Director Aaron Zimmerman at aaron@pfundfoundation.org.



Investing in **bold** leaders &
thriving LGBTQ communities

FOR MORE INFORMATION

Aaron Zimmerman
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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
LinkedIn & Instagram: @PFundFoundation

