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**Request for Applications to be a Board Member**

**at Auckland Pride**

**Our Kaupapa: Who we are and what we do**

Auckland Pride envisions an Aotearoa where Takatāpui and Rainbow Communities are liberated, thriving, and connected. Through art, activism, and community building, we create spaces that celebrate belonging, spark conversations, and drive meaningful change.

Grounded in a Kaupapa Māori approach, we use the arts to create spaces where Takatāpui and Rainbow communities can express their identities, demand their rights, and build stronger connections. For over a decade, we have worked tirelessly to create a platform where creativity meets advocacy. Our mission is to celebrate and support our diverse communities by providing opportunities for expression, connection, and empowerment.

**Values**

Mana tauritetanga | Respect
Tūhono | Collaboration
Māia | Calm
Whakarongo | Awareness
Whakamana | Empowering

**Purpose**

Auckland Pride exists to empower, celebrate, and serve Tāmaki Makaurau's Takatāpui, MVPFAFF+ and Rainbow Communities through events, creativity, and advocacy. Our work is guided by the importance of whakapapa, responding to place, and strengthening community voice. Auckland Pride delivers a city-wide festival each year alongside ongoing initiatives that champion social justice, artistic excellence, and systemic change.

We are more than a festival. As a membership organisation, arts platform, and site of collective organising, Auckland Pride supports the aspirations of underrepresented and emerging artists, nurtures leadership across generations, and contributes to the broader movement for equity and liberation. Our programmes are grounded in kaupapa Māori frameworks and moana-nui-based knowledge systems, fostering pathways for identity affirmation, cultural resilience, and community wellbeing.

**Our continuing journey: Key Drivers for the Auckland Pride Leadership Team and Board**

Over the next 12–24 months, Auckland Pride is focused on building long-term resilience through multi-year funding models, developing robust governance and operational structures, and deepening our relationships across mana whenua, rainbow communities, and strategic partners. Our leadership is tasked with embedding the aspirations of our five-year vision into every layer of our work: from festival delivery to artist development, from community safety to civic advocacy.

As a Board and Leadership Team, our shared priorities include:

* **Advancing Te Tiriti o Waitangi commitments** through ongoing partnership with mana whenua and the integration of kaupapa Māori into governance and delivery.
* **Strengthening financial sustainability** by reducing reliance on short-term contestable funding and building a more diverse and secure income base.
* **Upholding community-led practice** by ensuring that the voices, needs, and aspirations of our most impacted communities guide decision-making, growing our engagement with communities year round.
* **Supporting sector transformation** by resourcing trans and non-binary creatives, growing regional and international reach, and centring Indigenous knowledge and creating systems change through an intersectional lens.
* **Investing in organisational wellbeing** by supporting our staff, contractors, and collaborators through clearer pathways, professional development, and care-driven hauora processes.

Together, these drivers reflect a commitment to both stability and transformation. We are entering a new phase of Auckland Pride’s journey—one shaped by courageous leadership, intergenerational strategy, and the belief that Pride is a year-round movement for change.

**The Auckland Pride Board**

Our Board is a team committed to the sustainability and growth of our kaupapa. Our board is composed of at least seven and up to eleven board members who collectively and collaboratively govern the activities and responsibilities of Auckland Pride. We work directly and in partnership with the Leadership Team. Our meetings are a safe and respectful place to engage.

The functions of the Board are to provide effective governance of the organisation by:

* Working alongside the Leadership team to set Auckland Pride’s strategic direction and priorities
* advocating Auckland Pride’s vision, purpose, values and strategies, in the spirit of partnership, through open lines of communication with staff, artists, external stakeholders and the wider community
* honouring Te Tiriti o Waitangi by collaboration and strengthening partnerships with whānau, hapū, rūnanga and iwi, as well as Māori exercising those rights and responsibilities in areas where Auckland Pride is active
* supporting and monitoring the Leadership Teams wellbeing and performance, ensuring they are well-positioned to succeed against agreed performance indicators
* reviewing, approving the annual business plans and annual budget
* monitoring the achievement and outcomes of the strategic and business plans and annual budgets against agreed performance indicators
* ensuring all compliance obligations and functions are effectively discharged, including but not limited to Health & Safety provisions
* ensuring systems and procedures are in place for the organisation to run effectively and efficiently, and to meet all legal and contractual requirements
* measuring, evaluating and mitigating risks
* ensuring that Auckland Pride has a high standard of ethical behaviour which promotes an inclusive culture of social responsibility
* applying best practice methods of governance as we remain agile and able to adapt to changes in our sector, communities, contracts and/or legislation
* undertaking an annual governance self-evaluation with a focus on our values and a mindset of continuous improvement
* assisting where appropriate in fundraising activities (including participation in sub-committees and strategic initiatives) and with introductions to potential partners and/or funders, where possible

In addition to contributing general governance, all board members are expected to:

* be committed to the vision, mission, values and strategic priorities of Auckland Pride
* committed to Te Tiriti o Waitangi and to deepen our incorporation of Tikanga Māori into our practices
* act always in the best interests of the organisation and share accountability for decisions
* be well-informed on key issues and able to exercise their reasonable judgement in making decisions
* respect different perspectives and engage constructively and openly in discussions, actively seeking and listening to the views of others
* make a commitment of time for meetings and key events and provide support to Auckland Pride in developing key relationships
* ensuring the deliberations of the board are informed by stakeholder perspectives

We seek to ensure that our board is comprised of **expertise and/or lived experience** in capability areas including:

* Te ao Māori / Tikanga Māori / Te Tiriti o Waitangi
* Moana-nui worldviews / culture
* Legal expertise
* People and Culture/Human Resources
* Sponsorship, Fundraising, Partnership Development
* Membership Development and Membership/ Community Management
* Financial Management expertise
* Community Arts / arts networks
* Not for profit management and/or governance expertise
* Any other experience that may benefit the board

While each board member will have particular strengths in one or more areas, all board members are expected to contribute widely to the effective governance and interests of the organisation.

This is a voluntary (unpaid) position. Elected board members are asked to commit to at least one term of 2 years. It is estimated that the position of Auckland Pride board member will take up to 8 hours per month. We meet approximately 12 times per annum at the Auckland Pride Office on Karangahape Road, Tāmaki Makaurau. We are looking for board members who have the capacity and willingness to spend some of this time supporting key strategic initiatives. Board members are also expected to attend events, especially during Pride month in February.

**Express Your Interest**

Although governance experience is desirable, we encourage applications from people at the beginning of their governance journey who may have expertise and/or lived experience in one of the capability areas included above.

Please submit your expression of interest by submitting an application via the form on the membership portal by **16th August 2025**. [**LINK TO APPLICATION HERE.**](https://forms.gle/Z1aGDo6ti3qPxGPa9)

To stand for election to the board at the upcoming AGM on 30th August 2025 you must be a member of Auckland Pride Inc. and have your nomination endorsed by two other current members of Auckland Pride Inc. Please highlight on your application form if you require support to gain endorsement from current members.

Please also feel free to contact the chair at chair@aucklandpride.org.nz if there is anything else we can do upfront to support access needs ahead of submitting your application.