



Official Statement from the Flagstaff Pride Board of Directors

Flagstaff, Arizona — May 1, 2026

The Flagstaff Pride Board of Directors is aware of an anonymous letter currently circulating within our community and among our sponsors. As we prepare to celebrate the 30th Annual Pride in the Pines, we want to provide clear, accurate information and reaffirm our commitment to transparency, accountability, and open communication.

We also believe that meaningful dialogue is most productive when it is grounded in direct conversation and verifiable information. Anonymous claims, without supporting evidence or context, make it difficult to engage constructively. That said, we want to provide clear and accurate information for our community, partners, and supporters.

Our Commitment to Transparency

Flagstaff Pride is produced by the Northern Arizona Pride Association (N.A.P.A.), a federally recognized 501(c)(3) nonprofit organization. As part of our commitment to transparency:

- We file annual IRS Form 990 reports, which are publicly available
- Our financials include travels costs, administration costs, revenue, expenses, governance, and program allocations
- Our organization follows standard nonprofit financial oversight and reporting practices

These records are accessible through public nonprofit databases, reviewed annually and reflect our ongoing commitment to responsible stewardship.

Clarification on Conference Expense

The anonymous letter references a past internal communication regarding a \$1,500 withdrawal related to a Pride conference. For clarity:

- The expense was approved and used for shared, board-related travel costs for an annual Pride conference
- Board members in attendance at the conference included **Alicia Henry, Jared Nez, Carolyn Kidd, and President Zane Jacobs**
- All expenses were documented, accounted for, and reviewed through standard nonprofit processes
- The matter was addressed internally, and the funds were accounted for
- All travel expenses were documented and reported through standard nonprofit processes

There was no fraud, missing funding or unresolved financial issue.

Attendance and Event Planning

Pride in the Pines continues to be a strong and growing community event. In recent years, attendance has ranged between approximately 3,700–4,200 participants, with **record-breaking turnout last year.**





This year, the decision to offer free admission reflects our commitment to accessibility and inclusion. Like many Pride organizations nationwide, we have experienced shifts in sponsorship support, and have made thoughtful adjustments to ensure the long-term sustainability of the event while continuing to serve our community.

Board Governance

All board members are nominated and voted on in accordance with N.A.P.A.'s bylaws. We regularly invite community members to engage with our organization—whether through volunteering, participating in events, or expressing interest in board service.

Leadership Perspectives

President Zane Jacobs

“We are committed to transparency and accountability. We welcome open, respectful conversations that strengthen our organization and our community.”

Vice President Dr. Martin L. Tease

“Our community is strongest when we engage directly with one another. We remain dedicated to honesty, inclusion, and responsible leadership.”

Our Commitment to the Community

We understand that our sponsors, partners, and community members place trust in our organization. We take that responsibility seriously and remain committed to:

- Transparent operations
- Responsible financial stewardship
- Inclusive, community-centered programming

We welcome thoughtful conversation and encourage anyone with questions or concerns to reach out directly.

Contact:

Flagstaff Pride Board of Directors

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Thank you for your continued support of Pride in the Pines and the 2SLGBTQIA+ community of Northern Arizona.

