

# PRIDE CIRCLE

# SLIDING SCALE

# MEMBERSHIP



## What is a sliding scale membership structure?

PRIDE Circle is a cross-class project that allows anybody to become a PRIDE Circle member on a sliding scale basis. Sliding scale is an equitable way for people with diverse resources to participate in resourcing and funding our social movements as PRIDE Circle members.

People who hold identities that are less stigmatized in society and/or are part of families with access to social and financial capital are asked to pay higher membership fees to join PRIDE Circle. These financial resources help ensure that PRIDE Circle meets its grant-making goals and achieves a greater impact to benefit all of us.

People who face greater stigmatization or have less access to social and financial capital are invited to contribute an amount that is within their means. People experiencing the social and economic marginalization that PRIDE Circle tries to address know our community's needs best. We need PRIDE Circle membership to be accessible for everyone so that PRIDE Circle and its resources are stewarded by the communities it serves. Having all of us in the room shaping culture and making decisions helps ensure that PRIDE Circle achieves a greater impact to benefit all of us.

All PRIDE Circle members are encouraged to give in the form of energy, labor, and skills.

## Why is PRIDE Circle implementing a sliding scale membership fee?

PRIDE Circle was founded on the value of inclusivity and making philanthropy accessible to everyone in the LGBTQIA+ community. Everyone brings important resources into the room, and we both want and need PRIDE Circle to include everyone.

Higher contribution levels help make lower contribution levels accessible while ensuring long-term impact of the PRIDE Circle fund. Regardless of contribution level, everyone gets one vote on PRIDE Circle Grant Night to select the LGBTQIA+-serving nonprofit that is awarded a grant.

People who experience more social marginalization know best what needs exist in our community, who is experiencing hardship and in what ways, and can bring this information to the wider PRIDE Circle membership to inform our grantmaking. Those with greater access to wealth, income, or power and privilege can move resources to the people who need them so we all experience greater safety, security, and the ability to thrive.

## How do I know how much I should pay to become a member?

Information is included below that may help you choose a PRIDE Circle membership level that feels accessible and meaningful based on your life circumstances.

- We do not anticipate that all bullet points in a category will apply to you.
- You might find that you fit into multiple categories.
- There are many factors that affect what contribution level makes sense for you, including your other financial commitments and giving plan.
- When selecting your contribution level, please consider your proximity to power and privilege.
- Please reach out to [pride@abqcf.org](mailto:pride@abqcf.org) if you need help selecting a membership level or PRIDE Circle contribution amount.
- No one will be turned away for lack of funds. We need everyone in PRIDE Circle. If these membership levels are outside of your means at this time, please reach out to [pride@abqcf.org](mailto:pride@abqcf.org).

## MEMBERSHIP LEVELS

### Level A: Contribute at least \$5/month or \$60 annually

for those who are:

- unemployed, unstably employed, or underemployed
- paying 50% or more of your income on rent
- budget does not accommodate dining at restaurants or entertainment experiences

### Level B: Contribute at least \$20/month or \$240 annually

for those who are:

- stably employed, stably self-employed, or retired in dignity
- stably housed
- able to cover survival expenses (as defined by you; typically, housing, food, healthcare, transportation)
- occasionally dine at restaurants or buy entertainment experiences
- able to afford minimum debt payments
- generally, folks making less than \$85k/annually, but circumstances vary

### Level C: Contribute at least \$50/month or at least \$600 annually

for those who:

- have no ongoing debt obligations (other than a mortgage or 0% interest debts)
- have the ability to regularly dine at restaurants, travel, or buy luxuries and entertainment
- will inherit \$1 million or more OR have assets valued at \$1 million or more

**Join PRIDE Circle Today!**  
[go.abqcf.org/pride](http://go.abqcf.org/pride)

