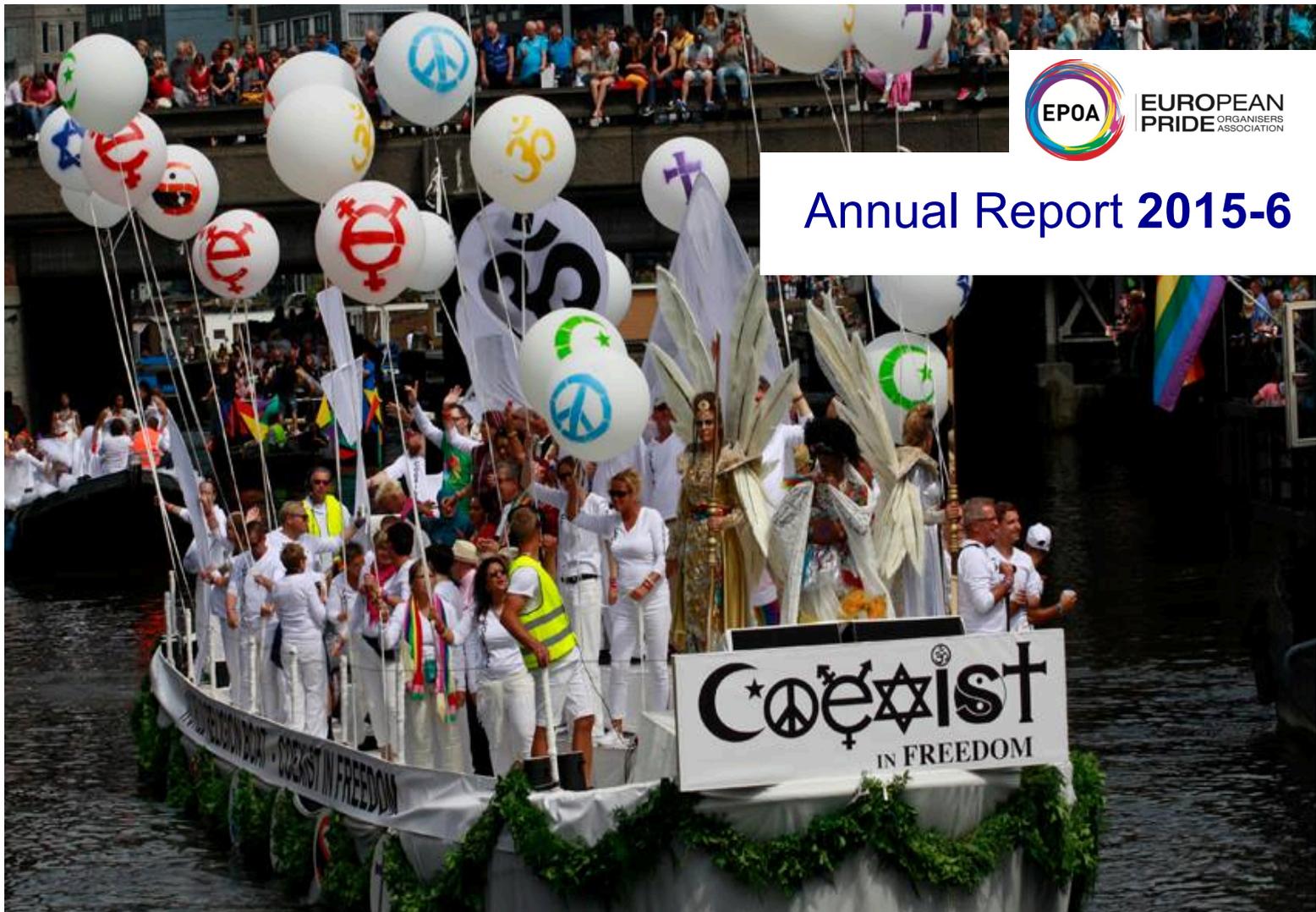




EUROPEAN
PRIDE ORGANISERS
ASSOCIATION

Annual Report 2015-6



Welcome to our Annual Report.

This report is an overview of our work since the last AGM. Please don't hesitate to send questions if you feel that something is missing, and we will address those questions at the forthcoming AGM in Montpellier.

The new Board, elected at the AGM in 2015, is geographically diverse and even though we would like to encourage more non-male participation on the Board, we felt that a female President is a strong step in the right direction for gender balance within the organisation.

The eight members of the Board elected in 2015 are as follows:

President
Kristine Garina (Latvia)

Secretary
Tereza Pelechová (Czech Republic)

EuroPride Coordinator
Stein Runar Østigaard (Norway)

Media Coordinator
Vincent Boileau-Autin (France)

Conference Coordinator
Juan Carlos Alonso Reguero (Spain)

Human Rights Coordinator
Mattias Kristofferson (Sweden)

Outreach Coordinator
Ruben de Keyser (Belgium)

Treasurer
Tomasz Baczkowski (Poland)



L-R: Stein Runar Østigaard, Hans de Meyer (past President), Kristine Garina, Vincent Boileau-Autin, Ruben de Keyser, Juan Carlos Alonso Reguero, Tomasz Baczkowski, Tereza Pelechová, Mattias Kristofferson.

Unfortunately due to family reasons Tereza had to resign from her board position during the summer, and although we were extremely disappointed to lose her, on the personal level we are delighted to congratulate Tereza and her partner with the birth of their son.

The board asked Steve Taylor from Pride in London to step in and temporarily take over the secretary's position and we are happy to say this has been a very fruitful cooperation.

During the year the board met for four board meetings in Brussels, Vienna, Vilnius, and Amsterdam. We have tried to balance the last AGM's decision that board members should not pay for attending board meetings from their own pockets with EPOA's financial

capabilities and we decided to cancel the fifth board meeting which we felt was not financially justified. We did however use any opportunity we had to meet at various prides around Europe individually and have had several meetings with the InterPride board during the preparation events for World Pride Madrid 2017.

The work of the board has also been quite challenging at times due to two of our board members due to be hosting World Pride and EuroPride in the next two years, making them extremely busy in their own organisations. However on a positive note this has contributed to EPOA's better involvement in planning and organising both of these important events.

Participation and cooperation with other organisations

One of our strategic goals is raising EPOA's profile through more active international work and working with other organisations and movements. We've been quite successful in that. During the last year EPOA has met with ILGA-Europe, Rainbow Rose, and the Harvey Milk Foundation; we participated in the conference 'LGBTI rights in Europe, political answers to an activist analysis' organised by the Party of European Socialists, reached out to pride organisers in the UK at the first UK Pride Organisers Network conference, and participated and talked about EPOA's work to our sister organisation InterPride's AGM and conference. We had a valuable opportunity to address the crowd at the Trafalgar Square rally

during Pride in London and speak about EPOA at many other great member pride events that we have attended. In all these meetings and events we stressed the importance of pride as a force for change.

As a result of this increased visibility EPOA was invited to comment on pride events, especially prides in hostile environments, events cancelled due to security (including the cancellation of Istanbul Pride) and other important events in terms of pride parades in Europe and beyond. EPOA president Kristine Garina was interviewed by several media outlets about the tragic attack in Orlando and as an organisation we encouraged and supported events all over the world to go ahead in spite of terrorist threats and increased security measures.



L-R: Wilbur Turner, President, Fierté Canada Pride, with Kristine Garina, and Brett Hayhoe and Sue Doster, co-Presidents of InterPride.

Communications

During the past year, we have worked to enhance EPOA's social media presence and increased the number of followers on Twitter and Facebook to encouraging levels. Previously EPOA's Twitter account was not actively used and had fewer than 100 followers; now it has over 700 followers, a result achieved within one year. EPOA's Facebook account has also been more active in the last 12 months and we have reached over 3000 likes for the page. A closed group has been created on Facebook for [EPOA members](#), where Pride organisers can share information about their Prides, discuss relevant topics and network within the EPOA family. The group 'Members of EPOA' is open to all members and the board encourages all members to join.

We have been slower than we would have liked with our newsletter and e-mail communication with our members. That's there for us to improve. We have sent you, our members, five newsletters during the last 12 months. On average about 50% of recipients have opened them.

Outreach

Another important strategic goal that we have set for ourselves was membership growth. We are happy to report that the participation of EPOA in the UK pride network meeting has resulted in several new memberships and our continued attendance to this meeting spearheaded by Pride in London will result in many more.

Currently we are in talks with several local and national organisations to set up similar regional conferences in their respective countries with an aim to furthering EPOA membership representation. The empowerment of our board members and AGM delegates has aided the organisation in attracting more members and we are happy to say this growth trend is continuing.

The added benefit of our greater visibility on social media and subsequent engagement has also proven to be an invaluable tool.

From these experiences it has become clear that physical presence is more fruitful and therefore new financial avenues need to be opened to support this.



Handover of the EuroPride quilt from Amsterdam to Madrid, at the closing ceremony of EuroPride Amsterdam in August.



EuroPride

The EPOA Board would like to thank the team of Amsterdam Gay Pride for their successful event EuroPride 2016. From our point of view, the team of Amsterdam Gay Pride handled the task of having this event on an European level very well. Amsterdam Gay Pride has their own presentation and will report to the AGM about the event.

At the last AGM, West Pride from Gothenburg and Stockholm Pride was awarded EuroPride 2018. We are having a open and good dialogue with the Swedish EuroPride team, and the board was represented at both their events this summer.

The board has worked on increasing the knowledge about the application process. Information about the

application process is now presented on our website, and the deadline for sending the letter of intent was announced on our website and social media channels.

This year, the board received two letters of intent for EuroPride 2019, from Strasbourg and Vienna. At the deadline for submitting the final application, it was only Vienna that applied. That means there is only one applicant for EuroPride 2019, as it was for 2018.

The board believe it is best for the development of the brand of EuroPride that there are more than one applicant, so the work of encouraging members to apply should be increased.

- [Download Vienna's application from the EPOA website here.](#)

Finances

Members will receive a separate financial report with Income and Comparison Charts for 2015 and the proposal for the next year's budget.

EPOA has ended the last financial year with a deficit of 1938,48 Euros. The deficit was planned in the budget and caused primarily by the expenses of the trademark. Despite this, our liquidity has always been protected as we have sufficient assets on our accounts.

However it should be noted that EPOA is at its best financial situation ever due to reasonable and responsible spending.

Especially we want to thank Copenhagen Pride and Stockholm Pride who have committed to donate

extra money with their membership fee, which is amazing support.

The financial success of EuroPride 2016 in Amsterdam also contributed to our good financial status. In accordance with the EuroPride licence agreement, EuroPride organisers pay EPOA an extra amount on top of the licence fee if the event brings in profit. Although EuroPrides have taken place in many great cities, Amsterdam is the first EuroPride ever to fulfil this criteria and we hope it will be a positive inspiration for future EuroPride hosts.

We wish to record here our grateful thanks to Amsterdam Gay Pride for this substantial achievement.

Full accounts and future budget can be found in the Appendix.

Conference

EPOA's AGM in 2015 was hosted by Amsterdam Gay Pride Foundation who arranged the programme along with the EPOA Board, reflecting the heritage and future of EPOA. We held a number of events dedicated to the LGBT+ community and Pride organisers.

The AGM included two Board meetings, six plenary sessions, six workshops, as well as numerous evening events.

We also worked together with Fierté Montpellier Pride in the organisation of the EPOA AGM during the AGM and World Conference of InterPride in October 2016. This is only the second time the two organisations have come together in Europe, and provides an exciting opportunity for cooperation.

Other important strategic goals:

- We participated in an IDAHOBIT forum in Copenhagen, Denmark
- We joined the Baltic Pride Human Rights Conference in Vilnius
- We had meetings with Prides in Bilbao, Benidorm, Belgium, Valencia, Vienna, Montpellier and Tignes, London, Tel Aviv and with Baltic Pride
- We attended the InterPride mid-year board meeting in Montpellier
- We promoted EPOA at events in Madrid, London, Berlin, and Cape Town
- We participated in the Balkan Pride conference in Thessaloniki

EPOA Board members attended many Pride events in 2015/6 including Baltic Pride (Vilnius), Madrid Pride, Fierté

Montpellier Pride, EuroPride Amsterdam,
Pride in London, Benidorm Pride,

Copenhagen Pride, Cumbria Pride and
Manchester Pride.

APPENDIX: Accounts 2015-6

1 Income

1.1 Membership Dues Paid	4 490,00
1.2 Old Membership Dues Paid	100,00
1.3 Conference Fees Paid	0,00
1.4 EP Application Fees Paid	500,00
1.5 Europride Licence Paid	6 000,00
1.6 Contributions to Scholarship Fund	0,00
1.7 Founding/Sponsorship	290,00
1.8 Other Income	429,86
	<u>11 809,86</u>

2

Expenses

2.1 Membership	75,00	
2.1.1 InterPride		0,00
2.1.2 Other		75,00
2.2 Administration	1 281,47	
2.2.1 Internet		468,00
2.2.1.1 Mailserver		468,00
2.2.1.2 Other		0,00
2.2.2 Office Costs		0,00
2.2.3 Financial Costs		813,47

	Bank		
	2.2.3.1 costs		27,22
	2.2.3.2 Paypal		1,71
	2.2.3.3 Insurance		786,25
2.3	Board Meetings	3 608,36	
	2.3.1 Meeting Costs		1038,73
	2.3.2 Travel		1966,16
	2.3.3 Representation		64,53
	2.3.4 Other		538,94
2.4	AGM/Conference	3 458,32	
	2.4.1 Meeting Costs		3066,15
	2.4.2 Travel		0,00
	2.4.3 Printing/Copies		0,00
	2.4.4 Representation		0,00
	2.4.5 Other		392,17
2.5	Europride	3 452,96	
	2.5.1 Representation		0,00
	2.5.2 Supervision		462,78
	2.5.3 Epa Reception		500,00
	2.5.4 Trademark		2490,18
	2.5.5 Other		0,00
2.6	Marketing	656,33	
	2.6.1 Emailing		0,00
	2.6.2 Webseite		23,58
	2.6.3 Social Media		0,00
	2.6.4 Printing Materials		527,75
	2.6.5 Postage		55,00
	2.6.6 Grafic Design		50,00
	2.6.7 Merchandise		0,00
	2.6.8 Other		0,00
2.7	Scholarship	1 107,04	

3.7.1	Conerence fee	
3.7.2	Travel	229,79
3.7.3	Accomodation	877,25
2.8	Legal Costs	0,00
2.9	Extraordinary/Other Costs	108,86
		<u>13</u>
		<u>748,34</u>

3 Profit/Loss

Income:	11 809,86
Expenses:	13 748,34
<u>LOSS</u>	<u>-1 938,48</u>

Assets 01.01.2015:

bank account	4 150,00	7 272,83
saving account	3 074,65	
paypal	48,18	

Assets 31.12.2015:

bank account	2 150,18	5 334,35
saving account	3 097,70	
paypal	86,47	

APPENDIX: Proposed Budget 2016-7

1 Income

1.1	Membership Dues Paid	6000
1.2	Old Membership Dues Paid	0
1.3	Conference Fees Paid	0
1.4	EP Application Fees Paid	500
1.5	Europride Licence Paid	6000
1.6	Contributions to Scholarship Fund	3000
1.7	Founding/Sponsorship	0
1.8	Other Income	325
		<u>15825</u>

2 Expenses

2.1	Membership	3100	
2.1.1	InterPride	3000	
2.1.2	Other	100	
2.2	Administration	1550	
2.2.1	Internet	440	
3.2.1.1	Mailserver	440	
3.2.1.2	Other	0	
2.2.2	Office Costs	160	
3.2.2.1	Postage	50	
3.2.2.2	Printing/Copies	50	
3.2.2.3	Other	60	
2.2.3	Financial Costs	950	
3.2.3.1	Bank costs	100	
3.2.3.2	Paypal	50	
3.2.3.3	Insurance	800	

2.3 Board Meetings	4150	
2.3.1 Meeting Costs		1000
2.3.2 Travel		2000
2.3.3 Representation		150
2.3.4 Other		1000
2.4 AGM/Conference	2700	
2.4.1 Meeting Costs		2250
2.4.2 Travel		250
2.4.3 Printing/Copies		50
2.4.4 Representation		150
2.4.5 Other		0
2.5 Europride	700	
2.5.1 Representation		200
2.5.2 Supervision		0
2.5.3 Epop Reception		500
2.5.4 Trademark		0
2.5.5 Other		0
2.6 Marketing	1400	
3.6.1 Emailing		0
3.6.2 Webseite		350
3.6.2.1 Domain		100
3.6.2.2 Hosting		250
3.6.2.3 Design		0
3.6.3 Social Media		200
3.6.4 Printing Materials		200
3.6.5 Postage		100
3.6.6 Grafic Design		150
3.6.7 Merchandise		400
3.6.8 Other		0

2.7 Scholarship	1850	
3.7.1 Conerence fee		450
3.7.2 Travel		1100
3.7.3 Accomodation		300
2.8 Legal Costs	125	
2.9 Extraordinary/Other Costs	250	
	<u>15825</u>	

3 Profit/Loss

Income:	15 825,00
Expenses:	15 825,00
	<u>0,00</u>



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 in pride

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