



ANNUAL REPORT 2025

and Financial Report for the year
ending 31 December 2024



LICENSOR OF EUROPRIDE
**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

© European Pride Organisers Association aisbl 2025. All rights reserved.

The information contained herein was correct at 25 september 2025. The Annual Report is subject to ratification by the Annual General Meeting to be held 9-12 October 2025 in Barcelona, Spain.

Registered as an international non-profit association (AISBL) in Belgium, number 836.217.697. Registered office Rainbow House, Rue du Marché au Charbon 42, 1000 Brussels, Belgium.

Bankers: Rheinhessen Sparkasse, Germany.



www.epoa.eu



info@europride.info



TABLE OF CONTENTS

Welcome from our President	3
In Memoriam Tuisina Ymania Brown	5
Human Rights Report	7
EuroPride Coordinator Report	9
EuroPride 2025	11
Conference Coordinator Report	12
Membership & Outreach Report	13
Members	14
InterPride	17
Communications & Media Report	19
Secretary Report	21
Treasurer Report	22
2024 Financial Report	23
Nominations Committee Recommendations	24
Board Information	28
Acknowledgements	29



Patrick Orth (he/him)

WELCOME FROM OUR PRESIDENT

The past year showcased again the resilience and strength of our Pride movement in Europe. First of all a very special thank you has to go to Budapest Pride. The organisers brought hundreds of thousands of people to the streets despite Viktor Orbán's ban. Their courage, work, and determination are an inspiration how powerful Pride can be even in the most difficult circumstances.

EuroPride 2025 in Lisbon was also, despite all odds, a success for EPOA, for the host Variações, and most importantly for our community. Both Lisbon and Budapest remind us of the importance of our work: to stand together and to make Pride visible even where opposition is strong.

Inside EPOA, this year has still been one of transition. With the departure of Kristine Garina, Stein Runar Østigaard, and Steve Taylor after eight years of service, we entered a phase of change in our board.

Building a new culture of trust and reliability was a priority, and I am proud that despite further changes in the role of our Communications Coordinator we have managed to create a board that works well together and supports each other. At this point I would like to thank Patrick van der Pas, who took on the important role of Communications Coordinator at incredible speed and with great commitment.

As interim President and EuroPride Coordinator, it has not always been easy to carry two roles. But I am very satisfied with what we achieved together as a team in these past months. I am also looking forward to the future when a full eight-member board will again give their time to EPOA. Thank you to Goran Miletic for his support with EuroPride 2025 and for organising last year's AGM in Porto as well as this year's AGM in Barcelona. A big thank you also to our members Prague Pride, Manchester Pride, and Pride Amsterdam who generously hosted our board meetings this year.

Our Human Rights Coordinator, Isobel Stainsbury, has carried out her role with a level of seriousness and visibility not seen before in our association, and her work has strengthened EPOA's profile.



Patrick Orth (he/him)

WELCOME FROM OUR PRESIDENT

Thanks to the careful financial leadership of Uwe Hörner, we are in a stable position, and with the work of Lars Arnesen and Julia Maciocha we will soon publish a study on the state of Prides in Europe. This study will give us valuable insights into current and future challenges for both our members and our organisation.

Behind us is a demanding year, but one that also shows the ability of EPOA and the Pride movement to adapt, to resist, and to move forward. I am thankful for the solidarity of our members and I am confident that EPOA will continue to grow stronger as we move forward together.



In Memoriam

TUISINA YMANIA BROWN



This year, we honor the memory of Tuisina Ymania Brown, Co-President of InterPride and a fearless advocate for trans and LGBTQIA+ rights, whose courage, passion, and vision inspired all of us.

At the closing of the Human Rights Conference during EuroPride 2025 in Lisbon, Ymania delivered a powerful speech, calling for justice, solidarity, and action. Words that continue to guide and inspire our movement today.

“There's a saying that my grandmother used to talk to me about streets when she realized that I was a sex worker in order to support myself because nobody would give me a job as a trans woman of color. And there's a saying that my grandfather, who was a member of parliament in my country, used to talk about the halls of power. I've put it in my blender and this is what I have to say about my memories of EuroPride Lisbon's Human Rights Conference for 2025.

“Ymania, let the streets remember we were here and let the halls of power echo with our truth.” Distinguished friends, courageous souls, beloved siblings in the light. We have gathered here not to merely speak, but to summon a future for us and our LGBTQIA+ citizens. A future that our ancestors dreamt for us from those very first uprisings and dared to risk their lives for a better life for all of us. And we didn't just gather in the last two days to share our truths, but to demand a reckoning with our truths. And for these last two days here at the Lisbon EuroPride Human Rights Conference, we have in no uncertain terms declared that we are not ornaments for agendas, that we are not footnotes in the EU's policy papers.





We, and I mean all of us in this room, plus our families, plus our members from our prides, we are heartbeats, millions of them, and we are part of an uprising, flesh and fire, memory and resistance, and it's not fiction, ladies and gentlemen and every gender in between, it is real life. For too long, pride has been set as a celebration alone. But let me say this. Pride was never born from joy. Its proud parents are riot, rage, refusal, and protest. And still today, we find ourselves refusing again, remembering our own history, refusing to be erased in the name of political compromise, refusing to let our trans bodies be turned into battlegrounds, refusing to let the smallest prides in the farthest corners of Europe be left to burn alone.

And I say this to the European Commission if you're listening, are you listening? Do not ask for our feedback if you will not act on our truths. Do not fly our flags in June and cut our funding in July. We, pride and the InterPride movement, we are not seasonal. Our struggle has no expiration date. You want an equality strategy for the next five years, then listen up. Mama gonna lay it out for you. One, fund the grassroots pride like they are the last frontier of freedom. Fund them. Two, protect trans people like they are your own kin. Three, defend queer migrants and asylum seekers like your own safety depends on it because it does. Remember this in your discussions in your halls of power. There is no democracy where some of us are hunted in our countries. And there is no unity where queer people fear the police, where hate marches louder than love, and where silence is bought within your bureaucracy. And finally, to all my siblings in the pride movement, you're exhausted, underpaid, unseen souls, I say this, do not be afraid. We are the strategy. We are the resilience that policy must catch up to. We are the architects of joy in fucking defiance.

Bear with me, I'm almost finished. We are the sanctuary builders, the candle holders, and the storm survivors. So let us stop our infighting and focusing on our differences but let us move forward as one movement. Let EuroPride become the continent's compass. Let our human rights work no longer be for craps but demand full justice. Not one Euro to go to hate, not one law that ignores us. Not one more pride left unprotected. And to the institutions that govern our very livelihoods, we are not asking for space. We are taking the space. And on behalf of the board of InterPride, to all our colleagues at EuroPride and Variações, your boards, your staff, and the amazing souls who are volunteering and have volunteered to make this EuroPride 2025 Human Rights Conference a huge success: Obrigado.

Thank you from the bottom of my heart.

And finally to the angels of history that are listening, write this down, etched in your souls, speak it at the parade tomorrow. We came, we cried, we celebrated, we shared, we protested, we marched, and we made the world listen.

Thank you so much, Lisbon. Thank you.



Isobel Stainsbury (she/they)

HUMAN RIGHTS REPORT

In 2025, EPOA's human rights work was shaped by both deepening repression and inspiring resilience across Europe. Two events in particular illustrated these dynamics: Budapest Pride and the case of Turkish activist Enes Hoccoğulları.

When the Hungarian government introduced legislation effectively banning Pride marches, Budapest Pride organisers pressed ahead regardless. Expected to draw 30-40,000 participants, the march instead brought 300,000 people into the streets – Hungary's largest Pride in history. EPOA supported this moment by coordinating solidarity actions outside Hungarian embassies, keeping the issue in the international press, and engaging with institutions such as the Council of Europe, the UN and the European Commission. To strengthen ties on the ground, we moved an EPOA Board meeting to Budapest ahead of the march and met directly with organisers to strategise. This historic event was an incredible experience for the EPOA board and many member organisations who showed up to support LGBTQIA+ rights in Hungary and we will continue to work with the team in Budapest to maintain momentum.

In Türkiye, the government's "Year of the Family" narrative was used to further exclude and stigmatise queer communities. This repression was starkly visible in the case of Enes Hoccoğulları, a young activist arrested after speaking out at the Council of Europe. His detention drew strong criticism from European institutions and human rights groups. EPOA kept close contact with members, particularly KuirAnka, to share information, amplify Enes's case internationally, and campaign for his release. He has since been freed pending trial, a reminder both of the power of international solidarity and the fragility of civic space in Türkiye.

Beyond crisis response, EPOA worked to nurture solidarity and resilience among members. In February, we convened a webinar with Ukrainian Pride organisers for EPOA members to listen and learn about their experiences organising Pride in an ongoing war-zone.



Isobel Stainsbury (she/they)

HUMAN RIGHTS REPORT

Our in-person strategy sessions and presentations created further opportunities for cross-border exchange and collective learning and we are delighted that this year's EPOA AGM Scholarship fund will see 21 people join us in Barcelona from 15 Pride organisations across Europe.



The year underscored the challenges of working in increasingly hostile environments, where surveillance, disinformation and legal restrictions are used to silence dissent. But it also showed the determination of queer communities to claim space, and the value of international solidarity in amplifying their struggle.



Patrick Orth (he/him)

EUROPRIDE COORDINATOR REPORT

The greatest challenge of the year occurred just a few weeks after our AGM in Porto, when ILGA Portugal and Variações presented their plans for EuroPride 2025. Shortly after this, ILGA Portugal informed us that due to staffing shortages they would no longer be able to continue their work on the organization of EuroPride and requested to be released from the contract. While the EPOA Board deeply regretted this decision, it was clear that we will respect ILGA Portugal's request.

At the same time, internal conflicts within Variações made it impossible to continue seamlessly with them as the sole contracting partner. As a reminder, approximately five organizations had initially applied to host EuroPride 2025. After long negotiations, a contract had been concluded with the mentioned parties. From the beginning, the cooperation proved to be destructive and lacking mutual trust. Confidential discussions with any party were impossible, as information was directly passed on to third parties, including the press and other organizations.

During the EPOA Board meeting in February 2025 in Prague, the Board decided to wait for the on-site visit scheduled for the following week before deciding whether to continue working with Variações or to organise an extraordinary general meeting to allow the members to decide on the future of EuroPride 2025. The hiring of Ricardo Oliveira as project coordinator by Variações, together with the work Goran Miletic and Patrick Orth carried out with the local team during the on-site visit, gave the Board confidence to continue with Variações as the sole contracting partner. In the weeks leading up to the event, we maintained close communication with the team.

Thanks to the support of many of our members, particularly Madrid Pride in organizing the Human Rights Conference, the efforts of the EPOA Board, and the work of the local team with the production company brandline, we can conclude that EuroPride 2025 in Lisbon was a success.



Patrick Orth (he/him)

EUROPRIDE COORDINATOR REPORT

Looking ahead, some questions arise regarding the allocation of future EuroPrides:

- How many organizations should be allowed to apply to host a EuroPride?
- How can we ensure that the applicants are the organizations that actually run an annual Pride locally?

Preparations for EuroPride 2027 are already underway. At the beginning of the year, Goran and Patrick O. had the opportunity to promote the event during a panel discussion at the Lovers Film Festival in Turin.

In August, the EPOA Board met with the organizers in Amsterdam to discuss the organization of EuroPride within the framework of WorldPride 2026.

Upcoming EuroPrides

EuroPride & WorldPride Amsterdam 2026

25 July - 8 August 2026

EuroPride Torino 2027

18-26 June 2027



Patrick Orth (he/him)

EUROPRIDE 2025



Since Portugal decriminalized homosexuality in 1982, the country has made great progress in promoting LGBTI+ rights. But the recent change of government has left many in our communities worried about the future. It was all the more significant, then, that Lisbon hosted Portugal's first EuroPride from June 14 to 22, under the motto "Proud of You." This week has once again shown us the power of our communities coming together.

The Human Rights conference was at the heart of the whole event. In difficult political times, it highlighted the importance of uniting across borders. The sessions provided space for important and sometimes difficult conversations about trans rights, hate speech, education, and inclusion, but also for the determination and creativity of activists who refuse to give up.

But there was also celebration: The Praça do Comércio was transformed into a massive open-air stage with concerts that brought together thousands. The Spanish Night, which opened the concerts, was unforgettable, but the highlight was the presentation of the EuroPride quilt by Variações to Pride Amsterdam, which will host EuroPride alongside WorldPride in 2026. Our quilt shows the continuity and the strength of our movement. Even after 32 years, EuroPride keeps breaking new ground. It's a reminder of what our communities can achieve when we stand together.

Thank you very much to all our members who helped make EuroPride Lisbon a success.

Goran Miletic (he/him)

CONFERENCE COORDINATOR REPORT

In my second year as Conference Coordinator, my primary focus was on supporting Barcelona Pride in the preparation of AGM 2025. In parallel, I coordinated preparations for Board meetings in Prague, Budapest, Manchester, and Amsterdam. I maintained continuous communication with potential hosts for both AGM 2026 and upcoming Board meetings throughout 2025. Additionally, I contributed as a speaker at the Human Rights Conference during both Budapest Pride and EuroPride 2025 in Lisbon.

Summary of Meetings, Events, and Engagements

The majority of meetings I attended were held online. All engagements in 2025 can be grouped into three main areas:

- Support to Budapest Pride 2025 - Holding a workshop on preparing EuroPride 2022 and speaking during the panel on Western Balkans, as well as sharing lessons learned from EuroPride
- Regional Engagement - Providing support to Balkan Prides and strengthening regional cooperation.
- International Participation - Facilitating the participation of Pride activists from the Balkans, Georgia, and Eurasia at Stockholm Pride 2025.

In addition, I visited Lisbon together with the President of the Board in February 2025 to support the local organisers in the lead-up to EuroPride 2025.

Prides Attended in 2025

- Belgrade Pride
- Vienna Pride
- Stockholm Pride
- Budapest Pride
- Lisbon – EuroPride 2025

Challenges and Observations

While interest in hosting EuroPride continues to grow among members, enthusiasm for organising the Annual General Meeting (AGM) remains limited. Similarly, identifying hosts for in-person Board meetings is becoming difficult. Immediate strategic efforts are required to increase the perceived value of AGM among members and boost overall attendance.

Hosting an AGM or Board-Meeting?

Is your Pride interested in hosting the Annual General Meeting (AGM) or an in-person Board meeting? We are happy to discuss what the possibilities would be.

Please email info@europride.info.

Julia Maciocha (she/her)

MEMBERSHIP & OUTREACH REPORT

Our membership work has continued to grow and strengthen in 2025. The Wild Apricot database is now fully embedded in our operations and helps us to maintain smoother communication with our members and with InterPride, while ensuring data security remains a priority. As always, the effectiveness of the system depends on members keeping their details up to date, and we encourage all organisations to notify us promptly of any changes in contact information to ensure you continue receiving key updates.

This year we also experienced a moment of reflection and collective discussion within our membership. In response to the genocide in Gaza, we held an open call to explore how EPOA should engage with geopolitical crises. The discussion concluded with a motion proposal from Berlin Pride, which was subsequently adopted at our AGM 2024, marking an important step in clarifying our approach to such challenges.

We were delighted to welcome 20 new Prides into our network during 2025, as well as seeing renewed engagement from existing members. We close the year with 116 full members and 8 associate members. A complete list of all member organisations can be found on the following pages.

20

New Members

116

Full Members

8

Associate Members



MEMBERS

This year has been yet another exceptional year for EPOA membership, and we have been delighted to welcome several new members.

The following list shows all members in good standing on 25 September 2025. Associate members are shown in italics.

Austria

- Vienna Pride

Belgium

- Brussels Pride
- *Pride Museum*

Bulgaria

- Sofia Pride

Cyprus

- Cyprus Pride

Czechia

- Prague Pride

Denmark

- Copenhagen Pride
- Holbaek Pride

Finland

- Helsinki Pride
- Oulu Pride

France

- Paris Pride

Georgia

- Tbilisi Pride

Germany

- Cologne Pride
- CSD Bamberg
- CSD Berlin
- CSD Bielefeld
- CSD Braunschweig
- *CSD Deutschland*
- CSD Dresden
- CSD im Kreis Heinsberg
- CSD Magdeburg
- CSD Neubrandenburg
- CSD Nürnberg
- CSD Olpe
- CSD Rhein-Neckar
- CSD Schönebeck
- CSD Schwerin
- CSD Wilhelmshaven
- Hamburg Pride
- RE-PRIDE

Greece

- Athens Pride
- Thessaloniki Pride

Hungary

- Budapest Pride

Iceland

- Reykjavik Pride

Ireland

- Carlow Pride

MEMBERS

- Clare Pride
- Cork Pride
- Dublin Bears Pride
- Dublin Pride Festival
- Laois Pride
- Limerick Pride
- The Outing Festival
- Youghal Pride by the Sea

Italy

- Alessandria Pride
- Caserta Pride
- Catania Pride
- Milano Pride
- Modena Pride
- Pavia Pride
- Reggio Emilia Pride
- Roma Pride
- Sardegna Pride
- Torino Pride
- Tuscia Pride
- Umbria Pride
- Varese Pride

Latvia

- Riga Pride

Lithuania

- Vilnius Pride

Luxembourg

- Luxembourg Pride

Malta

- Malta Pride

Netherlands

- Amsterdam Pride
- *Asian Pride NL*
- Eindhoven Pride
- *Pride Netwerk Nederland*
- Roermond Pride
- Roze Zaterdag

Norway

- Arctic Pride
- Bergen Pride
- Oslo Pride

Poland

- Equality Parade
- Instytut Równości
- Kaliski Marsz Równości
- Krakow Pride
- Lambda Polska
- *Polish Prides Alliance*
- Queerowy Maj
- TęczArt Gorzów Wielkopolski
- Tęczowe Karkonosze
- Trans Pride Polska
- Warsaw Pride

Portugal

- Algarve Pride
- Lisbon Bear Pride
- Porto Pride
- Variacoes PT

Romania

- Oradea Pride

MEMBERS

Serbia

- Belgrade Pride

Slovakia

- Dúhový Pride Bratislava
- Kosice Pride

Spain

- Atlantic Pride
- Barcelona Pride
- Bilbao Bizkaia Pride
- L'HORGULL
- Madrid Pride
- Ojen Orgulloso
- Orgullo Norte de Africa
- Pride Torremolinos
- Pride Vilanova i la Geltrú
- Sitges Pride
- Unicorns Pride Ebre
- Valencia Pride

Sweden

- *Solidaritetsfonden Stockholm Pride*
- Stockholm Pride
- *Svenska Pride*
- West Pride

Switzerland

- Bern Pride
- St. Gallen Pride
- Zürich Pride Festival

Turkey

- ÜniKuir

Ukraine

- Kharkiv Pride
- Kyiv Pride
- United Kingdom
- Cornwall Pride
- Manchester Pride
- Merthyr Pride

Pride Cymru

- Pride Edinburgh
- Pride in Gloucestershire
- Pride in Hull

Pride in London

- Stockport Pride
- Trans Pride NI
- *UK Pride Organisers Network*
- Warwickshire Pride
- Windsor & Eton Pride
- Witney Pride

Kristine Garina (she/her)

INTERPRIDE REPORT

In 2024 Madrid Pride hosted the Madrid Summit where EPOA and InterPride leadership met and spent several days working together, strategising and discussing in detail a new cooperation agreement. Now it's been almost one year since the agreement was finalised and signed. As agreed, both organisations will review the agreement every year before the renewal using it as an opportunity to connect, check-in on the cooperation and acknowledge where we can do better.

Through this agreement:

- Members of EPOA are automatically members of InterPride and can enjoy all the membership benefits of both organisations
- 50% of EPOA membership fees go to InterPride (excluding the solidarity fund contributions that 100% go into EPOA's solidarity fund)
- If a European pride organisation approaches InterPride to become a member, it is being diverted to EPOA unless the organisation specifically opts out of EPOA membership
- If a pride outside of Europe approaches EPOA to become a member, it is being diverted to InterPride

- Leadership of both organisations attend important events of the partner organisation (such as AGM, WorldPride and EuroPride)
- EPOA AGM elect a representative to the board of InterPride that serves as InterPride board member representing European prides (currently this position is held by Kristine Garina from Riga Pride / Baltic Pride)

The review of the cooperation agreement is approaching in November 2025.

The EPOA board acknowledges many European voices that were heard in InterPride in the last 12 month. Through active participation in the board and the committees, representatives of European prides can impact the direction of InterPride's work and contribute to its positive development. Discussions about InterPride among European members have been ongoing and they are seen and heard by the EPOA board. There is a strong will in the membership of EPOA to continue working together and strengthening the global pride movement, at the same time there is feedback and criticism from the European members that InterPride's leadership still needs to acknowledge and act upon.

Kristine Garina (she/her)

INTERPRIDE REPORT

Efforts have also been made on InterPride's side. Notably, an InterPride board member attended EPOA's board meeting in Manchester in May for a dedicated session, offering a welcome opportunity for dialogue and exchange. In addition, InterPride was represented at EuroPride Lisbon 2025, for which the EPOA board is grateful.

EPOA's work is based on the values of networking, sharing and supporting each other. These are the values the EPOA board will keep close while reviewing the current agreement and moving forward in cooperation with InterPride.

InterPride

Patrick van der Pas (he/they)

COMMUNICATIONS & MEDIA REPORT

In March 2025 I was appointed to this role at a moment that was anything but quiet. With EuroPride Lisbon and Budapest Pride on the horizon, in the midst of geopolitical crises and rising anti-LGBTQIA+ rhetoric, it was clear that some challenging months lay ahead. From the beginning I therefore set out to prioritise quality over quantity: fewer posts, but each one deliberate and meaningful.

One of the first things I focused on was bringing more unity and recognisability to how EPOA presents itself online. I introduced a consistent visual style – wavy country or community flags in the background and our logo placed at the bottom of each post – which has helped give our channels a stronger, more professional identity. This shift towards a coherent look was not only about aesthetics; it has also contributed to better recognition of our voice and presence across platforms.

I also placed greater emphasis on Pride-related content, meaningful posts and, often, a more campaigning communications strategy. Together with Isobel I worked on human rights topics, including communications around f.e. Budapest Pride, the European campaign to ban conversion practices, and the arrest of Enes Hocaoğullari and other LGBTQIA+ activists.

These moments show how communications can be both strategic and responsive: connecting our network, mobilising support, and amplifying Pride organisers' voices when it matters most.

Looking at the results, this approach has – so far – paid off. Even though we published significantly fewer posts than the year before – 549 compared to 852 – the overall impact of our communications has grown. Our audience grew from 25.246 in 2024 to 29.767 in 2025, a net increase of 2.487, more than doubling the growth achieved the year before (+125%).

Impressions rose from 496.239 to 732.974, an increase of almost half (+48%), while total engagements also increased, from 20.879 to 26.154 (+25%). At the same time, our engagement rate per impression improved from 2.4% to 3.6%, a jump of 49%. In practice, this means that not only are we reaching more people, but a higher proportion of them are liking, commenting, sharing or clicking on our posts. This growth, achieved alongside fewer posts, points to stronger, more relevant content.

Patrick van der Pas (he/they)

COMMUNICATIONS & MEDIA REPORT

Although we just preliminary started to explore, video content stood out as a particularly effective tool. While we registered fewer than 5.000 video views in 2024, this year that figure more than doubled to nearly 11.000 – an increase of 131%. Experimenting with video is something I would like to explore to further build on, as it has proven to be a powerful way to draw people into our campaigns and stories. It must be noted though that creating video content requires more resources.

Overall, with fewer posts, we reached more people, engaged them more effectively, and grew our community faster than before.

Media

In addition to social media, several interviews were held on a variety of topics. Primarily these focused on Budapest Pride and EuroPride Lisbon 2025, but other relevant Pride issues also received attention. Topics included the reduced funding of the Pride movement (both governmental and corporate), developments in Pride programming and artist bookings, the backlash from anti-LGBTQIA+ legislation, and the increasing positioning of Pride within the human rights movement. These interviews reached across all forms of media – newspapers, TV, radio and magazines.

Prides attended

I attended the following Prides during my appointment at the EPOA Board.

- WorldPride Washington, DC 2025
- Budapest Pride
- Amsterdam Pride

+125%

Audience growth
year-on-year

+48%

Impressions

+25%

Engagements



Lars Arnesen (he/him)

SECRETARY REPORT

As a secretary, I am the person making agendas, minutes and follow-up actions from our board meetings. Since the last annual general meeting in Porto, I have worked tirelessly to get the Kingdom of Belgium to recognise our new constitution alongside our new board members. My efforts are close to securing an award for us, hopefully by the end of the current year. A formal extraordinary meeting with the notary will be conducted in Brussels, following the Barcelona AGM, to ensure that all of our legal papers are in order. The work we are undergoing now will simplify the procedure for the future, ensuring that we may elect new members and release old board members with the comfort of an online meeting.

Besides legal documents, I have had the pleasure of working on a research project together with Julia (our distinguished membership coordinator), focusing on mapping the state of European prides and current challenges facing the pride movement. The first part of the project is ongoing, in the form of a survey that will be presented at the AGM in Barcelona. The project will continue with in-depth interviews of a selection of respondents. The ultimate aim is to assemble the findings in a report that may be used for educational and advocacy purposes.

I have represented EPOA at the Nordic Pride Conference in Tórshavn on the Faroe Islands, conducted a site visit to Limerick in light of their *West of Ireland EuroPride 2028* bid in addition to attending EuroPride in Lisbon, the historic Budapest Pride on 25 June and board meetings in the cities of Prague, Manchester and Amsterdam.



Uwe Hörner (he/him)

TREASURER REPORT

The treasurer's report covers the period 1 January 2024 to 31 December 2024.

After a long term in challenging surroundings by the pandemic and our Ukraine donation efforts the year 2024 turned financially in a more ordinary direction.

Our incomes are mainly generated from membership fees and the license fee for EuroPride. Since the organisers of EuroPride 2024 Thessaloniki had already paid their license fee in full in 2019 and 2020, we received the partial license fee from the EuroPride 2025 host in Lisbon in 2024 (€5.000).

Membership reached again a new record number of 129 members in good standing. For five of these members the board approved a waiver. The total amount of contribution amounted to €28.650,00. 25% of the dues went to the solidarity/scholarship fund and the remaining 50% was paid to InterPride. Including other smaller income positions like donations, sponsorships we came to a total on the incomes of: €45.339,22.

On the expenses side we do have two main positions – our membership due share to InterPride (€ 11.972,85) and the costs of travel and accommodation of the board to site visits, AGMs and board meetings (€ 11.533,85). Scholarships had been paid only by a sum of € 2.811,00 in 2024, while some of the 2024 applicants only received their reimbursement in the beginning of 2025. Including other smaller expenses like f.e. insurances, corporate identity, web hosting and bank costs the total of our expenses reached a no. of € 29.341,51.

Incomes and expenses so summed up in a surplus in 2024 of € 15.997,71.

Outlook 2025

In 2025 we finalized the Ukraine pride donation activities and have paid the remaining amount to the two Ukrainian member organisations. We also received in 2025 from Amsterdam Pride according to the EuroPride contract 50% of the agreed licence fee. Assuming the usual income by membership dues and the hope for again generous hosts for board meetings and if we maintain a careful use of travel and accommodation costs, we will continue to develop at least to cover our costs, if not even increase our profits.

Audit

The financial report 2024 will be audited by Roberto Muzzetta from Milano Pride.

He will report to members at the AGM in Barcelona and once again we are grateful to Roberto for his support.



Uwe Hörner (he/him)

2024 FINANCIAL REPORT

Financial report for the year 1 January 2024 to 31 December 2024.
All figures are in € Euro.

Income

Membership Fees	28.650,00
EuroPride Licence Fee	5.000,00
Donations	860,87
Sponsorships	2.000,00
Cashback transfers	7.828,35
EuroPride Bidding Fee	1.000,00
Total Income	45.339,22

Expenditure

Board Meetings / AGM	11.533,85
Corporate identity	1.117,45
Membership Fees	11.972,70
IT & Hosting Costs	895,16
Bank & Belgian Registration Costs	306,00
Scholarship & Solidarity Fund	2.813,00
Insurance	173,90
Expenses of Association's Purpose	529,45
Total Expenditure	29.341,51

Balance

Income	45.339,22
Expenditure	29.341,51
Balance	15.997,71

Year-end balances

	31/12/2024	31/12/2023	31/12/2022	31/12/2021
Current account	20.993,37	4.167,56	14.166,06	34.306,72
Savings account	49.000,00	49.000,00	100.000,00	35.000,00
PayPal account	1.355,14	2.183,24	6.457,63	1.137,17
Total	71.348,51	55.350,80	120.623,69	70.444,89



Nominations Committee

RECOMMENDATIONS EPOA BOARD ELECTIONS '25

Dear EPOA members,

The Nominations Committee is an independent body within EPOA, tasked with identifying and recommending suitable candidates for election to the Board at the Annual General Meeting. You can read more about our mandate and role [here](#).

For 2025, the committee has consisted of Stein Runar Østigaard (Oslo Pride, Norway), Antonello D'Occhio (Arcigay Milano, Italy), Steve Taylor (Copenhagen Pride, Denmark), and Gabriel Rücker (CSD Sachsen-Anhalt, Germany), with Christopher Joell-Deshields (Pride in London, UK) also elected but not taking part in the work. All other members have contributed to the process, ensuring that a range of perspectives and experiences were brought into our discussions.

We started our work early in the year, and one of our first steps was to interview all current board members, not only those standing for election this year, but also those continuing in their roles into next year. These interviews gave us valuable insight into how the board is functioning, what challenges it faces, and where new competencies are most needed. This background has been crucial for forming a balanced and realistic set of recommendations.

Throughout the year, we have received support from the current board in communicating with members, for example by including calls for candidates in newsletters. We have also actively used EPOA's broad network to encourage nominations and to identify possible candidates. Still, as a committee, we are dependent on input from members, both from individuals who wish to stand for election themselves, and from organisations and colleagues who recognise potential in others.

We have made a genuine effort to find candidates who reflect the diversity of our movement, in geography, background, and perspective. However, we must also acknowledge that our access to new names has been limited. This underlines the importance of active engagement from member organisations: the more candidates are put forward, the stronger and more diverse the pool the committee can work with in future years.

Over the course of the year, members of the Nominations Committee spoke with several people who we felt were potential candidates, or who we believed could help us to find one with greater diversity, but sadly none felt able to put themselves forward this year.

Nominations Committee

RECOMMENDATIONS EPOA BOARD ELECTIONS '25

The Committee did not receive any emails from member organisations, and the only candidates to put themselves forward via the online form would not bring any diversity.

All candidates who came forward this year have been carefully assessed. Unfortunately, it was not possible to identify candidates who could add to the diversity we had hoped for. For this reason, we are leaving the position of Conference Coordinator open, so that the AGM itself can work to identify a candidate who brings additional perspectives and strengthens the overall composition of the board. The Nomination Committee is keen to discuss potential candidacies before and during the AGM and encourages individuals and member organisations to make nominations. If the Committee finds a suitable candidate before the presentation of candidates, it will make a recommendation.

We believe that this nomination process is already helping to build a stronger foundation for EPOA, and that in the long run it will contribute to a more diverse, stable, and effective board. We hope that members will continue to support this work, not only by voting at the AGM, but also by actively identifying, encouraging, and nominating candidates in the years ahead.

After careful interviews with current and prospective candidates, and consideration of the board's needs, we recommend the following individuals for election:

President

Patrick Orth, Hamburg Pride, Germany

Patrick Orth (he/him) has served as both President and EuroPride Coordinator in the past year and has shown leadership and ability to unify the board during a challenging period.

Patrick brings:

- Extensive experience on the EPOA Board since 2021, including deep knowledge of member needs and organisational priorities and development
- A proven ability to guide the board through challenging situations (e.g. Budapest, Lisbon) while keeping a focus on long-term strategy.
- Commitment to strengthening EPOA's democratic mandate, ensuring that the organisation remains rooted in its members.

The Nomination Committee is confident that Patrick's leadership, strategic thinking, and dedication make him the right candidate to continue as President.



Nominations Committee

RECOMMENDATIONS EPOA BOARD ELECTIONS '25

Secretary

Lars Arnesen, Oslo Pride, Norway

Lars (he/him) has served as Secretary over the past two years and has been recognised for his structured approach, excellent minutes, and commitment to ensuring clarity in board communication.

Lars brings:

- Strong organisational skills, particularly in documentation, governance, and follow-up processes.
- Commitment to completing the registration of EPOA in Brussels and further strengthening the association's legal and structural foundation.
- A collaborative style that supports smooth internal board dynamics and encourages member engagement.

The Nomination Committee recommends Lars for re-election as Secretary to ensure continuity and further development of EPOA's governance structures.

EuroPride Coordinator

Goran Miletic, Belgrade Pride, Serbia

Goran (he/him) has long-standing experience within the EPOA board, where he has contributed significantly both as Conference Coordinator for the last two years and in broader discussions since becoming a EuroPride host in 2019. He also brings external expertise from organising major human rights and EuroPride events.

Goran brings:

- First-hand experience organising EuroPride under challenging circumstances.
- Deep knowledge of human rights and LGBTQIA+ advocacy, ensuring EuroPride keeps its strong activist and political profile.
- A strong international network that supports EPOA's mission and enhances EuroPride's impact.

The Nomination Committee recommends Goran as EuroPride Coordinator, confident that his skills and experience will ensure the continued success and relevance of EuroPride.

Nominations Committee

RECOMMENDATIONS EPOA BOARD ELECTIONS '25

Media & Communications

Patrick van der Pas, Pride Amsterdam, Netherlands

Conference Coordinator

No candidate nominated

Patrick (he/they) joined the board in the last period and have a broad and long-term experience in the Pride movement across Europe and should be given the time to fully activate in the role over the next year.

Patrick brings:

- A fresh approach to communication, with a clear ambition to make EPOA's media presence more strategic and proactive.
- Growing experience in coordinating communication efforts around difficult political contexts, such as Budapest.
- Commitment to developing a stronger strategy for social media, newsletters, and external relations, while also strengthening transparency within EPOA.

The Nomination Committee recommends Patrick van der Pas for election as Media & Communications Board Member.

Election of the Nominations Committee

Parts of the Nominations Committee are up for election this year. The Board will nominate candidates for these positions:

[About the committee](#)

BOARD INFORMATION

Board composition

Currently, the board is composed as follows:

Interim President & EuroPride Coordinator

Patrick Orth (he/him)
Hamburg Pride, Germany
Attendance: 7/7 meetings

Human Rights Coordinator

Isobel Stainsbury (she/they)
Manchester Pride, UK
Attendance: 7/7 meetings

Secretary

Lars Arnesen (he/him)
Oslo Pride, Norway
Attendance: 7/7 meetings

Membership & Outreach Coordinator

Julia Maciocha (she/her)
Instytut Równości, Poland
Attendance: 6/7 meetings

Treasurer

Uwe Hörner (he/him)
CSD Rhein-Neckar, Germany
Attendance: 5/7 meetings

Board meetings

The Board met 7 times between the Annual General Meeting in November 2024 and 25 September 2025.

Conference Coordinator

Goran Miletic (he/him)
Belgrade Pride, Serbia
Attendance: 7/7 meetings

- 13 November (online meeting)
- 14 December (online meeting)
- 19 January (online meeting)
- 7-9 February (Prague)
- 28-30 March (Budapest)
- 09-11 May (Manchester)
- 29-31 August (Amsterdam)

Communications Coordinator

Patrick van der Pas (he/they)
Amsterdam Pride, The Netherlands
Appointed 20 March 2025
*Attendance: 2/7 meetings**

We are grateful to Prague Pride, Manchester Pride and Pride Amsterdam for facilitating our in-person meetings.

**2 meetings were held during period of appointment.*

ACKNOWLEDGEMENTS

Acknowledgements

The Board wishes to thank the following organisations and individuals for their support during the year.

- Catarina Almeida (ILGA Portugal), for fulfilling the communications board position from 3rd november 2024 until 19th march 2025.
- The Nominations Committee, consisting of Stein Runar Østigaard (Oslo Pride), Steve Taylor (Copenhagen Pride), Antonello D'Occhio (Milano Pride), Gabriel Rücker (CSD Sachsen-Anhalt).
- Kristine Garina for being EPOA's representative to the InterPride board.
- Roberto Muzzetta (Milano Pride) for auditing the financial report.
- Steve Taylor for ongoing IT support.
- RainbowHouse Brussels for ongoing support at our registered address.
- Sprout Social for providing ongoing access to their social media management platform.
- Microsoft for providing online office tools for EPOA.





LICENSOR OF EUROPRIDE
**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

SEE YOU AT

EuroPride & WorldPride Amsterdam 2026

25 July - 8 August

