

ANNUAL REPORT

and Financial Report
for the year ending
31 December 2025

2026



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

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A WORD FROM THE PRESIDENT

Patrick Orth (he/him)

Despite the difficult circumstances our movement faces, 2026 has been a good year for EPOA. Our association has continued to grow and we have reached a new record of more than 200 Prides. Our network depends on active members, sharing their experiences and supporting each other. Seeing more and more Pride organisations wanting to be part of EPOA shows that our network matters.

One of our biggest achievements this year was the publication of our first State of Pride report. For the first time, we have gathered detailed information about the reality of organising Pride across Europe. 112 Pride organisations took part and shared their experiences with us, from funding and volunteer work to safety, political support and restrictions on freedom of assembly.

This report is a milestone. It gives us evidence to support what many of us have experienced for years and will help us make a stronger case when speaking to politicians, institutions and partners. Most importantly, it gives Pride organisers across Europe a voice. I want to thank every member who took the time to participate in the survey but special thanks go to my board colleagues Julia, Lars and Patrick. They put an enormous amount of work into the research, analysis and production of the report.

The past weeks have also shown why having a strong European network is so important. The ruthless crackdown on the queer community in Turkey is a cowardly attack on our communities. Raided organisations, detention of activists and human rights defenders, and blocked websites and social media accounts. From the beginning, we were able to follow what was happening closely because people within our network provided us with information directly from Türkiye. I want to thank Özgür and Mesut in particular for keeping us informed during an extremely difficult situation. Their information allowed all of us to react quickly and to share reliable updates with our communities. What happened next made me proud of our network. Our members did not wait. Within days, Pride organisations and other groups organised protests in cities across Europe and beyond. Close to 60 solidarity actions took place. Our members contacted politicians, mobilised their communities and made sure that what was happening in Türkiye could not simply pass unnoticed.

That is what EPOA defines because the value of our network always becomes visible when our members need each other and organisations that may be under enormous pressure at home know that colleagues across Europe are standing with them.

A WORD FROM THE PRESIDENT

Patrick Orth (he/him)

There are many reasons to be concerned about the situation facing our movement. The State of Pride report documents rising hate speech, financial pressure, volunteer burnout and restrictions on freedom of assembly. We have seen violence directed at Pride and queer people, especially the horrific terrorist attack during Berlin Pride this summer.

But when I look at EPOA and our movement, I see an organisation that is prepared to respond. We have more members than ever before. We know more about the situation of Pride organisers across Europe than we did a year ago. And we have once again seen that our members are ready to act when others in our network come under pressure.

Thank you to our members, our partners and my fellow Board members for everything you have contributed over the past year. I am proud to serve as President of this association, and I look forward to continuing this work together.



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

NOW MORE THAN EVER

We at EPOA and Berliner CSD e. V. are shocked and deeply saddened by the attack at the 48th Berlin Pride on July 25, 2026. Our thoughts are with the victims, their loved ones, and everyone affected by this terrible event.

We thank all volunteers and everyone who wanted to march peacefully with Berlin Pride. We would also like to extend our thanks to all the first responders and emergency personnel who acted immediately. Their swift and professional response was crucial in this situation.



Berlin Pride stands for unity, respect, and solidarity. Behind such violence lies an attempt to divide our society and turn people against one another. We will not allow that to happen.



“Now more than ever”

demonstrated Berlin Pride just one week after this horrific attack by participating with its own float at the Hamburg Pride - which was attended by more people than ever before. Berlin Pride’s participation was made possible thanks to the

generous support and solidarity of their partners and sent a strong message: We will remain loud, and we will not be pushed back.

Just as important as moving forward is the moment of silence and remembrance. On August 2, the LSVD+ – Federation Queer Diversity, supported by Berlin Pride and other queer organizations, called for a vigil at the site of the attack, which was attended by several thousand people. Moving forward does not mean forgetting.

Love is stronger than hate.

We have come to stay.

HUMAN RIGHTS COORDINATOR REPORT

Isobel Stainsbury (she/they)

This year has shown, with painful clarity, that the right to organise Pride cannot be separated from the wider defence of democracy, freedom of assembly and a strong independent civil society. Across Europe, EPOA members have worked in an increasingly hostile environment shaped by restrictive laws, political scapegoating, disinformation, violence and pressure on organisers. At the same time, our movement has continued to gather, organise and support one another with extraordinary courage.

The scale of the challenge should not be minimized and this year we built stronger connections with other international LGBTI organisations, notably our joint campaign with ILGA-Europe (Protect Pride. Protect Democracy.) They reported that freedom of assembly and association for LGBTI communities was restricted or under attack in at least 13 countries. Russia, Azerbaijan and Türkiye remained at the bottom of its regional legal and policy ranking, while Romania remained the lowest-ranked EU member state. These figures reflect the daily reality faced by many Pride organisers and communities represented within EPOA.

Human rights situation across the region

Freedom of assembly and the right to Pride

Restrictions on Pride continued to be used as a tool to make LGBTI people less visible and to weaken civic space. In Hungary, the legal framework introduced to prohibit Pride assemblies, fine participants and permit facial recognition created a continuing threat to peaceful assembly. The movement's response demonstrated that public solidarity can be stronger than intimidation, while the wider legal challenge to Hungary's anti-LGBTI framework reinforced that equality and human dignity are fundamental European values.

In Romania, authorities in Oradea refused permission for a Pride march for the fourth consecutive year. Organisers submitted more than 100 possible routes in 2026 and all were rejected. In Serbia, members reported inadequate protection for Pride events outside the capital and the unlawful banning of a Pride event in Kruševac. These examples show how administrative barriers and alleged safety concerns can be used to achieve the same effect as an explicit ban.

HUMAN RIGHTS COORDINATOR REPORT

Isobel Stainsbury (she/they)

The threat is not confined to states where Pride is formally restricted. Organisers across Europe have faced hostile counter-protests, threats and rising security costs. The attack at Pride in Berlin in September was a devastating reminder that public visibility can carry real personal risk. Pride organisers are increasingly required to act as event producers, community leaders, security planners and first responders at the same time.

Türkiye

The deterioration in Türkiye has been especially severe. Longstanding restrictions on Pride events were followed in September 2026 by a coordinated crackdown across 15 provinces. Investigations reportedly targeted 162 people, nine associations and 13 businesses. Offices were raided, websites and social media accounts were blocked, people were detained and peaceful protests were dispersed. Sixteen people in İzmir were remanded in custody pending trial. The use of child protection, obscenity and so-called family values to justify these actions is part of a wider effort to criminalise LGBTI visibility and dismantle independent civil society.

This is not simply a domestic issue. It directly affects all EPOA members, partners and Pride organisers who may be unable to meet, organise or travel safely. EPOA continues to raise

these cases with European institutions, support affected members and insist that Türkiye meets its obligations as a member of the Council of Europe.

War, authoritarianism and shrinking civic space

Russia's continuing full-scale invasion of Ukraine has placed extraordinary pressure on Ukrainian LGBTI communities and Pride organisations. KyivPride and KharkivPride continue their work in a context of war, displacement, trauma and attacks on civilian life. Their continued advocacy is an act of resistance in itself. In Georgia, severe legal restrictions and an increasingly hostile environment have continued to limit public organising and LGBTI visibility. Across the region, restrictions on foreign funding, civil society organisations and independent media have also created serious operational risks. These measures rarely target Pride in isolation. They are part of broader democratic backsliding in which minority communities are used as political scapegoats.

Trans and non-binary rights

Trans and non-binary people remained at the centre of political attacks during the year. Legal restrictions, barriers to gender recognition, hostile public debate and disinformation have increased uncertainty and fear.

HUMAN RIGHTS COORDINATOR REPORT

Isobel Stainsbury (she/they)

Explicit bans or legal limitations that make gender recognition practically impossible are recorded in Bulgaria, Georgia, Hungary, Russia, Slovakia and the United Kingdom. Pride organisations have a vital role in ensuring trans people are not pushed to the margins of our own movement at the very moment they are most under attack.

Progress and grounds for hope

The year has also brought important reminders that progress remains possible. Spain reached the top of ILGA-Europe's 2026 Rainbow Map following implementation of equality and trans rights measures. Iceland renewed its equality action plan.

Courts, human rights bodies and civil society organisations continued to challenge discriminatory laws and defend freedom of assembly. Large Pride events in Bucharest and Sofia brought tens of thousands of people together in countries where legal protection remains weak.

These developments matter because they show that regression is not inevitable. Political courage, strategic litigation, sustained organising and public solidarity can still change the direction of travel.

EPOA response and priorities

During this reporting period, the Human Rights Coordinator role has focused on monitoring developments affecting members, raising concerns through relevant European institutions, supporting members facing restrictions and keeping human rights at the centre of EPOA's work. The increasing pace and severity of attacks makes timely information from members essential. EPOA is strongest when members tell us what is happening early, what support would be useful and what risks must be considered before public action is taken.

Priorities for the coming year should be:

- strengthening rapid communication and practical support when Pride events are threatened or banned
- deepening engagement with the Council of Europe, European Union institutions and other human rights mechanisms
- improving shared security knowledge, including physical, digital and legal safety
- ensuring that support reaches smaller and under-resourced Pride organisations as well as major events
- maintaining a clear and unapologetic commitment to trans, non-binary and intersex rights

HUMAN RIGHTS COORDINATOR REPORT

Isobel Stainsbury (she/they)

- continuing solidarity with Pride organisations working through war, authoritarianism and severe restrictions on civil society

Solidarity Fund

Adding to the hostile political climate, the landscape of funding for all Prides has become increasingly challenging following foreign aid funds being stopped from the USA and private sector budgets for EDI initiatives dwindling. Sponsorship has become increasingly difficult to secure as some queer communities are increasingly wary of sponsors' ethics and sponsors concerned about potential PR risks. This year, EPOA's solidarity fund received an unprecedented number of applications. Within a limited budget, priority was given to Prides in hostile environments with limited budgets. A new policy was introduced to bring clarity to the process and improved reporting measures.

- Trans Pride Polska €500
- Skopje €1.000
- Kharkiv €900
- Belgrade €1.500

Scholarships for the 2026 AGM

EPOA awarded 12 scholarships for the 2026 AGM, with a total value of €4.380. The awards help members

participate who may otherwise be excluded by cost, distance, war or pressure on civil society. They are a practical expression of solidarity and ensure that EPOA's decisions are informed by a wider range of experiences.

Pride organisation	Award
Bank Równości	€300
Fundacja Lambda Polska	€65
Reykjavík Pride	€500
KyivPride	€250
Oulu Pride Ry	€500
Rain Arcigay Caserta / Caserta Pride	€300
Tbilisi Pride	€200
Trans Pride Polska	€65
UniKuir	€600
Warsaw Pride	€300
Witney Pride CIC	€400
Women's Association Sphere / KharkivPride	€900
Total	€4.380

HUMAN RIGHTS COORDINATOR REPORT

Isobel Stainsbury (she/they)

CSD Magdeburg is kindly covering the conference fees for the scholarship recipients presented on the previous page, and we are very grateful for their support.

Our movement

What has stayed with me most strongly this year is the incredible resilience and solidarity of our community. Pride organisers have continued to create spaces of joy and resistance while facing bans, arrests, intimidation, violence, disinformation, war and financial pressure. Members have shared knowledge, amplified one another's campaigns, welcomed people across borders and refused to let any community face hostility alone.

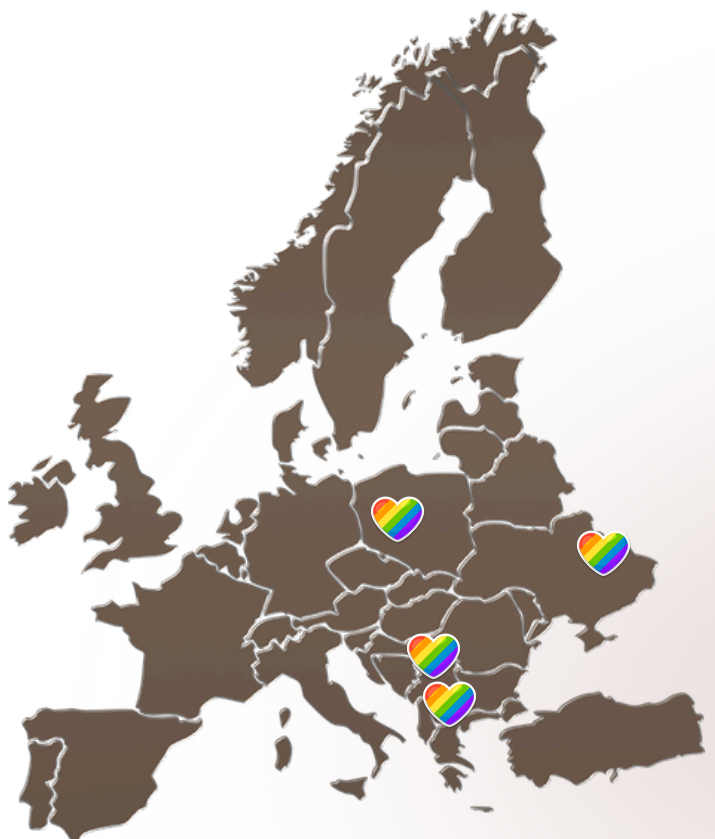
That solidarity is not an optional extra. It is how our movement survives and how it wins. Every Pride that goes ahead despite pressure strengthens the right of others to gather. Every organisation that speaks out for a member under attack makes isolation harder. Every scholarship, shared resource, public statement and act of care helps keep our movement connected.

I want to thank every EPOA member, volunteer, activist and ally who has kept organising through an exceptionally difficult year. Our community is brave, resourceful and deeply committed to one another. We should be honest about the threats we face, but we should also recognise our collective power.

Pride remains one of the most visible and determined human rights movements in Europe, and EPOA's role in connecting and defending that movement has never been more important.

Sources

- [ILGA-Europe, Rainbow Map 2026 and main findings](#)
- [Reuters, Turkish court jails 16 after raids on LGBTQ groups, 14 September 2026](#)
- [The Guardian, Oradea Pride blocked for fourth consecutive year, 23 July 2026](#)
- [Reuters, Hungary's president signs law banning Pride parade, 19 March 2025](#)



EUROPRIDE COORDINATOR REPORT

Goran Miletic (he/him)

In October 2025, I took on the role of EuroPride Coordinator, focusing on WorldPride/EuroPride Amsterdam 2026 and EuroPride Turin 2027. Before October, I worked together with Patrick (EuroPride Coordinator until October 2025) on supporting Lisbon Pride through a highly complex situation during the preparations for EuroPride 2025. The bid presented at the AGM was submitted by four organisations. Two withdrew before the agreement was signed, and of the two that signed, one left the process during the preparations, so a single organisation (VARIAÇÕES) implemented the entire event. The changes required frequent and close involvement from EPOA, but EuroPride 2025 was a success. The lessons learned concern mainly the need for closer and stricter supervision in the future, especially at the earliest stages of the preparation.

WorldPride/EuroPride Amsterdam 2026, held from 25 July to 8 August under the theme UNITY, was a great success. EPOA had its own boat in the Canal Parade, which gave the association and EuroPride outstanding visibility in front of that audience and in the international coverage of the event. The scale of the event and the attention it received confirm the value of awarding EuroPride jointly with WorldPride, and the cooperation with the Amsterdam team throughout the preparations was open and reliable.

In October 2025, West of Ireland and Manchester competed for EuroPride 2028, and West of Ireland won the vote held during AGM in Barcelona. However, the contract was not signed until May 2026, due to a delay on the side of the EuroPride 2028 host. I have also experienced delays in reporting, and full improvement is needed in the coming period. These developments demonstrates the need for all current and future EuroPride hosts to strictly respect all deadlines stipulated in the contract. The key lesson from my work with Turin and Amsterdam in 2025 is that frequent and timely communication makes the preparation of EuroPride considerably easier, and that questions and requests from our members should be prioritised, especially in the final months before the event.

One of the key problems at present is the declining interest in the two central EPOA events, EuroPride and the AGM. Greater effort should be made to explain to members that even smaller Prides can prepare a bid and organise the entire event. A workshop on this topic will be prepared for AGM 2026 in Magdeburg.

WORLDPRIDE / EUROPRIDE AMSTERDAM 2026

Goran Miletic (he/him)

WorldPride Amsterdam 2026 was held from 25 July to 8 August under the theme UNITY and was organised by Pride Amsterdam, which was awarded the event by the InterPride membership in October 2022, while EuroPride licence was also confirmed at EPOA AGM. The programme covered more than 300 activities across the two weeks and coincided with three anniversaries of national significance: 80 years since the founding of COC, 30 years of Pride Amsterdam, and 25 years since the Netherlands opened marriage to same-sex couples. More than 50 buildings across the city were illuminated in rainbow colours for the duration of the festival.

The Canal Parade on 1 August remained the centrepiece of the event, with more than 80 boats on the water, a temporary stand of 10,000 seats on the Prinsengracht, and hundreds of thousands of spectators along the canals. EPOA participated with its own boat, which placed the association and the EuroPride movement directly in front of that audience and in the international broadcast and press coverage of the parade. The WorldPride Human Rights Conference took place from 5 to 7 August at the Beurs van Berlage, with 72 breakout sessions organised around eight thematic tracks, and general admission sold out before the opening. The conference was opened by Prime Minister Rob Jetten, Mayor Femke Halsema and the Council of Europe

Commissioner for Human Rights, Michael O'Flaherty. Through a dedicated solidarity fund, the organisers brought more than 150 activists to Amsterdam.



© Patrick van der Pas



© Jeroen Ploeger - Pride Amsterdam

WORLDPRIDE / EUROPRIDE AMSTERDAM 2026

Goran Miletic (he/him)



The event took place in a difficult security environment. On 25 July, the opening day of WorldPride, an attack on the Christopher Street Day parade in Berlin and Dutch authorities reinforced security across the Amsterdam programme in response. All events were completed without incidents.

The economic evidence confirms the scale of the event. According to "The Pride Effect: Measuring Tourism and Economic Impact Across Europe", published in September 2026 by The Data Appeal Company together with Queer Destinations, Pride in Amsterdam generated 78.5 million EUR in incremental tourism spending in 2026, part of 403 million EUR recorded across Amsterdam, Madrid, London and Cologne. For EPOA, the edition shows the synergy effect that occurs when a city hosts EuroPride alongside its own Pride and, in this case, WorldPride: each event reinforces the others, and the combined programme reaches audiences, media and institutions that a single event reaches only in part. Figures of this kind are also a practical argument for smaller Prides preparing a EuroPride bid, because they give concrete evidence of the economic and tourism benefits that hosting brings to a city and can be used in negotiations with municipal authorities and national partners.

EUROPRIDE

2028		West of Ireland IRELAND	2014		Oslo NORWAY
2027		Turin ITALY	2013		Marseille FRANCE
2026		Amsterdam THE NETHERLANDS (WORLDPRIDE)	2012		London UK (WORLDPRIDE)
2025		Lisbon PORTUGAL	2011		Rome ITALY
2024		Thessaloniki GREECE	2010		Warsaw POLAND
2023		Valletta MALTA	2009		Zurich SWITZERLAND
2022		Belgrade SERBIA	2008		Stockholm SWEDEN
2021		Copenhagen DENMARK (WORLDPRIDE)	2007		Madrid SPAIN
2020		Global Pride	2006		London UK
2019		Vienna AUSTRIA	2005		Oslo NORWAY
2018		Stockholm + Gothenburg SWEDEN	2004		Hamburg GERMANY
2017		Madrid SPAIN (WORLDPRIDE)	2003		Manchester UK
2016		Amsterdam THE NETHERLANDS	2002		Cologne GERMANY
2015		Riga LATVIA	2001		Vienna AUSTRIA
			2000		Rome ITALY (WORLDPRIDE)
			1998		Stockholm SWEDEN
			1997		Paris FRANCE
			1996		Copenhagen DENMARK
			1994		Amsterdam THE NETHERLANDS
			1993		Berlin GERMANY
			1992		London UK



CONFERENCE COORDINATOR REPORT

Anastasija Laizāne (she/her)

This has been my first year being on the board of EPOA and in the role of a Conference Coordinator and it has been a very interesting journey so far, I'm not gonna lie. Thank you for the given trust, it truly is an honor and great responsibility. My very first year is over yet as the AGM 2026 is just approaching so there are many things still to come and to experience both individually and together.

The job of conference coordinator consists of 2 parts - one being a coordinating point between the host of AGM, board and membership, and organizing board meetings. In the past year EPOA board has held meetings in:

- Torremolinos, Spain;
- Dresden, Germany;
- Poznań, Poland;
- Magdeburg, Germany;
- Accompanied with several meetings online.

Prides attended this year:

- Riga Pride;
- Pride in London;
- World Pride in Amsterdam;
- Copenhagen Pride.

Other pride and LGBTQIA+ rights related events:

- Sofia Human Rights forum;
- Nordic Pride Conference.

Deepest gratitude and big thank you to all hosts and organizers!

Dear friends and colleagues, we know that past years have been a wild, wild ride and challenge on so many levels. Yet, I want to say that it is a great privilege (still) and queer joy to be able to stand together both online and offline.

We see that there are many social, political and financial challenges that the pride movement is experiencing with each day on organizational and personal levels which is greatly influencing mental and physical capacity of our members and beyond. In the past years and now we do see interest for hosting AGM and board meetings is, unfortunately, decreasing.

I would like to remind and invite you, that EPOA in its essence is a powerful collective that can both mobilize for support, for bringing international attention to challenges and wins that you and your pride is experiencing. It is also a unique source of knowledge and experience to be shared and put in practice.

Hosting the EPOA board meeting in your city is a great networking opportunity, a chance to get to know your organizations and realities better, to bring the attention of your policy makers and other stakeholders and, also (if you are interested) brainstorming opportunity for hosting AGM in the future.

CONFERENCE COORDINATOR REPORT

Anastasija Laizāne (she/her)

You don't need to be a big pride to host an AGM, we would like to bust this myth. Every member can be the host as in the essence of it, it is a collaboration between the board, the host, and the membership. Let us be of support, let's continue bringing the network together, let's continue bringing change all together! DO reach out, we would love to come to you! And trust us, will always find a way how to make it happen together.



EPOA
Annual General Meeting 2025

MEMBERSHIP & OUTREACH REPORT

Julia Maciocha (she/her)

Membership within EPOA has seen significant growth over the past year. We now count 212 full members and 8 associate members, with 100 new organisations joining our network. This remarkable expansion reflects both the increasing visibility of Pride movements across Europe and the growing need for connection and collective support.

100

NEW MEMBERS

We continue to rely on the Wild Apricot system, which remains an essential tool for managing our membership. The database is regularly cleaned and updated to ensure accuracy and effective communication. Maintaining up-to-date contact details remains crucial, especially as our network expands.

With our membership base nearly doubling, this year has been defined by intensive communication and relationship-building. A large part of my work has focused on direct, individual contact with members - both new and long-standing - to respond to their needs and answer questions.

This increased engagement is not only a result of growth, but also a response to the mounting pressure many Pride organisations face from hostile political and social environments.

Our primary space for day-to-day communication continues to be WhatsApp, where a vibrant and active community has developed. Members share updates, photos, reflections, and urgent needs, creating a dynamic and supportive environment. Over the past year, we have witnessed numerous acts of solidarity across the network, including support for Ukraine, detained activists in Turkey, communities in Portugal facing attacks on trans, non-binary and intersex rights, organizers of Berlin Pride following violent attack, and organisers of Oradea Pride in Romania facing attempted governmental restrictions. These moments demonstrate the strength of our network - we act quickly, stand together, and support one another in both challenging and celebratory times.

This year also brought significant challenges, primarily in balancing membership responsibilities with the development of the State of Pride report. The growth of our network effectively meant a doubling of workload, but it has been incredibly rewarding to witness and support this expansion.

MEMBERSHIP & OUTREACH REPORT

Julia Maciocha (she/her)

For me, this has truly been the year of the State of Pride. I have dedicated substantial time and care to this project, and I am deeply grateful to all members who contributed - whether by completing the survey, responding to my follow-up questions, or sharing their stories and photos. The result is a report that reflects the diversity, resilience, and strength of our community. I hope it will serve as a valuable resource for all our members moving forward.

The list on the following pages shows all members in good standing on 25 September 2026.

Associate members are shown in italics.



MEMBERS

Andorra

L'Orgull

Austria

Vienna Pride

Belgium

BelGeo Pride Night

Brussels Pride

Journée des Fiertés de Namur

Limburg Pride vzw

Bulgaria

Sofia Pride

Sofia Pride Art Fest

Varna Queer Fest

Cyprus

Cyprus Pride

Czechia

Prague Pride

Denmark

Copenhagen Pride

Holstebro Pride

Finland

Helsinki Pride

Mikkeli Pride

Oulu Pride

Raseborg Pride Raasepori Pride

France

JOIGNY EST FIER.E

Marche des Fiertés LGBT+ de Paris
IDF

Metz Pride Day

Paris Pride

Pride Marseille

Georgia

Tbilisi Pride

MEMBERS

Germany

Bear Pride Cologne

Berliner CSD e.V.

Cologne Pride

CSD Bielefeld

CSD Dessau-Roßlau

CSD Deutschland

CSD Dresden e.V.

CSD Emden and Herbst Pride
Norden

CSD Frankfurt

CSD Fürth

CSD Görlitz-Zgorzelec / Marsz
Równości

CSD Göttingen

CSD Harz

CSD im Kreis Heinsberg

CSD Leipzig

CSD Magdeburg

CSD München / Munich Pride

CSD Neubrandenburg

CSD Olpe e.V.

CSD Rhein Neckar

CSD Schönebeck

CSD Schwerin

CSD Stendal

CSD Wilhelmshaven (WHV)

CSD Würzburg

CSD.Hannover

Hamburg Pride

Kreis Queersen e.V.

Leverkusen Pride

LimBUNT e.V.

Nürnberg Pride

RE-PRIDE

Sommerlochfestival | CSD
Braunschweig

Stuttgart PRIDE

The Pride of the Afghan LGBTIQ+
Community

MEMBERS

Greece

Athens Pride

Thessaloniki Pride

Greenland

Nuuk Pride

Hungary

Budapest Pride

Iceland

Reykjavik Pride

Ireland

Carlow Pride Festival

Clare Pride

Dublin Bears Pride

Laois Pride

Limerick Pride

The Outing Festival

Thomastown Pride

Youghal Pride by the Sea

Italy

Alessandria Pride

Aosta Pride

Arcigay Varese

ASTI PRIDE

Caserta Pride

Catania Pride

Catanzaro Pride

Liguria Pride odv

Milano Pride

Molise Pride

Napoli Pride

Palermo Pride

Pavia Pride

REmilia Pride

Rimini Summer Pride

Roma Pride

Salento Pride - Lecce Pride - Brindisi
Pride - Taranto Pride

Sardegna Pride

MEMBERS

Torino Pride

Umbria Pride

Latvia

Riga Pride / Baltic Pride

Lithuania

Vilnius Pride / Baltic Pride

Luxembourg

Luxembourg Pride

Malta

Gozo Pride

Malta Pride

Netherlands

Asian Pride

Eindhoven Pride

Pride Amsterdam

Pride Netwerk Nederland

Roermond Pride

Utrecht Pride

North Macedonia

Skopje Pride

Skopje Pride

Norway

Arctic Pride

Bergen Pride

Oslo Pride

Poland

Equality march in Zielona Góra

Kaliski Marsz Równości

Kraków Pride/Nowy Sącz Pride

Marsz Równości Jelenia Góra

Marsz Równości w Krakowie

Parada Równości / Warsaw Pride

Parada Równości/Warsaw Pride

Pol'and'Rock Pride

Trans Pride Polska

MEMBERS

Portugal

Lisbon Bear Pride

Marcha LGBTQIAP+ de Vila Nova de Famalicão; Marcha LGBTQIAP+ de Santo Tirso; Marcha LGBTQIAP+ de Sintra

Porto Pride

Variações

Romania

Bucharest Pride

Oradea Pride

San Marino

Associazione 121

Serbia

Belgrade Pride

Slovakia

Dúhový PRIDE Bratislava

Košice Pride

Spain

"ORGULLOSAMENTE"

Ac BiGayLes Badalona

Antonio Marti Torres

Arab Pride Barcelona

Asociación LGTBIQA+ La Janda Conil

Asociación PLuRaL LGTBIQA+ Mancha Centro

Associació de Famílies Lesbianes i Gais

Atlantic Pride

Benidorm Pride Festival

Bilbao Bizkaia Pride

Club Esportiu Les Panteres Grogues

CULLERA BEACH PRIDE

Gaylespol Asociación de Policías LGTBI

Homies Pride Terrassa

Ibiza Pride

Jaén Orgullo - Jaén Pierde Aceite

Kids Pride

La Gomera para todes

MEMBERS

Lambda, col·lectiu LGTB+ per la diversitat sexual, de gènere i familiar

Los Palomos

Madrid Pride

Marcha Trans

Marikaroa

Maspalomas Fetish Pride

Mollet amb orgull

Monachil Con Orgulli - Sierra Nevada Pride

Ojen Orguloso

ORGULL CANYELLENC

Orgull Ciutat Vella

Orgull Gironí

Orgull rural pradenc

ORGULL VOLCÀNIC

ORGULLO ALICANTE

Orgullo Chestano

Orgullo de Feria

ORGULLO DE ZARAGOZA

Orgullo Dos Hermanas / Dos Hermanas Orgullosa

Orgullo Granada (Pride Granada)

ORGULLO NORTE DE AFRICA

Orgullo Santa Pola

Orgullosa, Lliure i Aliada

Orgullosament Inca

Plataforma d'entitats LGTBI de Catalunya

Pride Barcelona

Pride Barcelona

PRIDE COSTA BRAVA

Pride garden santa Coloma

PRIDE LH

PRIDE PETIT

Pride Positivo

Pride Sevilla

Pride Torremolinos

Pride Vilanova i la Geltrú

S'Orgull de Menorca

MEMBERS

SALO ORGULLO

SITGES PRIDE

TORREORGULLO

*Ukrainian Pride Column at Pride
Barcelona*

Unicorns Pride Ebre

Vera con Orgullo / Vera Playa con
Orgullo

Vermut Trans

Sweden

Queerkraft

Stockholm Pride

Stockholm Pride

West Pride

Switzerland

BernPride

St. Gallen Pride

Zürich Pride Festival

Turkey

Ankara Pride

ÜniKuir

Ukraine

Kharkiv Pride

March of Equality

United Kingdom

Brighton Pride

Channel Islands Pride

Cornwall Pride

Cumbria Pride

Durham Pride UK

Fife Pride

Glitter Cymru

Hastings Pride

Lanarkshire Pride CIC

Lochaber Pride

Merthyr Pride

Morecambe Pride

Pride Cymru

Pride in Gloucestershire

MEMBERS

Pride in Hull

Pride in London

Stockport Pride

Swindon & Wiltshire Pride

Trans Pride Northern Ireland

Trans Pride Scotland

UK Pride Organisers Network

Warwickshire Pride

Windsor & Eton Pride

Witney Pride

Worcester City Pride

100

NEW MEMBERS

8

ASSOCIATE

225

MEMBERS

215

FULL MEMBERS

INTERPRIDE REPORT

Kristine Garina (she/her)

EPOA and InterPride continue to work side by side towards a common goal: advancing the human rights of LGBTQI+ people through Pride, protest, celebration and visibility. Our work is complementary and, having worked through some difficult phases in the relationship between our two associations, I now believe it is one of the strongest global partnerships in the Pride movement. Like any partnership between two large, independent organisations, it is not without its challenges.

This partnership is built into InterPride's membership structure. Through the joint membership agreement, EPOA members are automatically members of InterPride as well. This means that more than 220 European Pride organisations in 36 countries have a direct voice in the global movement, including a vote on where WorldPride is held.

EPOA and InterPride have signed a new cooperation agreement. In doing so, the EPOA Board continues to honour the clear wishes of its membership: to work together with InterPride in solidarity, to help sustain the global Pride movement, and to ensure that Europe is represented within it.

The agreement reaffirms that:

- Eligible EPOA members will, by default, also join InterPride through the joint membership arrangement, at the membership level defined by InterPride's bylaws and policies;
- EPOA continues to hold a dedicated seat on the InterPride Board for its representative, whose role is specifically to represent European Pride organisers and to ensure that European perspectives are present in global decision-making;
- Both organisations will continue to collaborate to support Pride organisations, strengthen engagement between European and global Pride organisers, exchange knowledge and amplify their joint impact.

European Pride organisers have been actively engaged at every level of InterPride over the past year:

- EPOA's representative has taken part in InterPride Board meetings, contributing to the organisation's governance and strategy development;
- European members have chaired or co-chaired several InterPride committees, including the Strategic Planning Committee, the WorldPride Committee, the Grants Committee, the Member Services

INTERPRIDE REPORT

Kristine Garina (she/her)

Committee and the Human Rights and Diversity Committee;

- Of particular significance is the European co-leadership of the newly established Women's Equity Task Force. The task force was created to address the under-representation of women and other people who are not cisgender men in leadership positions across the Pride movement, which leaves their perspectives and priorities underheard. Its work focuses on identifying the barriers that limit their access to leadership and on promoting more equitable representation in Pride organisations, starting with InterPride itself.

In 2026, Europe hosted WorldPride in Amsterdam, which also served as EuroPride. This was a major moment for both associations and a showcase of European-global cooperation.

The next WorldPride will take place in Cape Town, South Africa, from 30 September to 14 October 2028. It will be the first WorldPride ever held on the African continent.

Two European Prides are bidding to host upcoming editions of WorldPride:

- Pride Barcelona, supported by Barcelona City Council, the Government of Catalonia and the Spanish Ministry of Equality, is one of two finalists for WorldPride 2030, competing against Bangkok. The bid runs under the motto "Let's Think, Let's Answer, Let's Change", and 2030 would coincide with the 25th anniversary of marriage equality in Spain. Final presentations will be made at the InterPride General Meeting & World Conference in Phuket, Thailand (29 October – 1 November 2026). We strongly encourage all members to vote for Barcelona!
- Pride in London has launched a bid for WorldPride 2032, which would mark 60 years since London's first Pride march in 1972. The bidding process for 2032 is still open and ongoing.

EPOA encourages all member organisations to exercise their right to vote on important InterPride matters, even if they are not attending the InterPride General Meeting & World Conference, as all voting takes place online. Please make sure you know who in your organisation receives the emails with the voting links, and look out for those emails during or

INTERPRIDE REPORT

Kristine Garina (she/her)

right after the Phuket conference (last days of October or early November). If in doubt, contact

julia.maciocha@europride.info or
jayjay.potter-peachey@interpride.org.

As in any election, it is important to use your democratic right to vote.

The 2026 InterPride General Meeting & World Conference in Phuket, taking place from 29 October to 1 November, is the first to be held in Asia. It is preceded by a pre-conference on 28 October focused on trans, non-binary, gender non-conforming and intersex issues and BIPOC communities.

In 2027, InterPride members will meet for the General Meeting & World Conference in Rome, hosted by Roma Pride / Circolo di Cultura Omosessuale "Mario Mieli". More information will follow soon, EPOA will make sure you all know when the registration opens.

InterPride

MEDIA AND COMMUNICATIONS REPORT

Patrick van der Pas (he/they)

Starting this role, one of my main ambitions was to invest more in campaign-driven and meaningful communications. I wanted our channels to do more than simply 'send' things out. They should help us advocate, mobilise, show solidarity and strengthen the voice and visibility of Pride organisers across Europe. I wanted to bring the strength we have in the streets to the digital pathways. Looking back at the past year, I believe we have made significant progress towards that ambition. Our visibility has grown considerably, but that growth does not come from one Media and Communications Coordinator alone. It is the result of all the hard work of our members, Board, partners and everyone who contributes to, shares and engages with what we do. For me, this is one of the most important parts of the work, as it creates a stronger collective voice. The more our members participate, share each other's work and stand together when our communities are under pressure, the stronger EPOA and, more importantly, the European Pride movement become.

Campaigns & Advocacy

Campaigns became a much more visible part of EPOA's communications this year. They allow us to connect developments across Europe, work together with partner organisations

and give our members opportunities to amplify shared messages through their own channels.

Two campaigns particularly stood out for me:

- **Protect Pride. Protect Democracy.**

Together with ILGA-Europe, we developed a campaign highlighting the increasing pressure Pride organisers are facing and the wider connection between attacks on Pride, civil society and democratic freedoms. It brought together communications and advocacy around an issue that goes directly to the heart of why our movement matters. It's good to know that the campaign will be extended into next year, with many surprises still to come!

- **Lesbian Visibility Week**

This was my personal favourite, as it highlighted the great work of many amazing lesbian-identified Pride organisers. It acknowledged their work and raised awareness of the struggles still faced by this community across Europe. I'd like to thank LESPOA for the great collaboration on this.



MEDIA AND COMMUNICATIONS REPORT

Patrick van der Pas (he/they)

Other campaign and advocacy work included, among others:

- Solidarity with the LGBTI+ community and Pride organisers in Türkiye;
- Organising Belarus Pride with local activists;
- Campaigning around trans, non-binary and intersex rights in Portugal;
- Collaborating with EGLSF, Gaynet and ACT LGBT to combat conversion practices through inclusive sports in cities;
- Supporting the nomination of the Dutch Pride movement to become International UNESCO Intangible Cultural Heritage, together with Pride Netwerk Nederland, Pride Amsterdam, All Out and InterPride.

These campaigns are important not only because of the individual messages they communicate, but also because they help position EPOA as an organisation that responds when our members and communities need solidarity, while allowing us to build longer-term cooperation around issues affecting the Pride movement as a whole.

From Campaigns to Visibility

The results of the past year show that this more active and campaign-driven approach is also significantly increasing EPOA's visibility.

For comparison, the figures below cover 21 September 2025 to 21 September 2026 (period since previous reporting), compared with the equivalent twelve-month period immediately before it.

Across Facebook, Instagram, Threads and LinkedIn, our combined audience grew to 33.756, an increase of 13.5%. We gained 4.034 net new followers during the year, 61% more than in the previous comparable period. Instagram remains our strongest platform, surpassing a new milestone of over 15K followers! Facebook still needs a little push to reach this milestone.



MEDIA AND COMMUNICATIONS REPORT

Patrick van der Pas (he/they)

The increase in reach was much larger. Our content generated more than 3.05 million impressions, compared with approximately 854.000 in the previous period: an increase of 257%.

3M

IMPRESSIONS

Engagements grew from 29.706 to 126.049, an increase of 324%, while our overall engagement rate increased from 3.5% to 4.1%.

For me, these figures are particularly encouraging because they show more than audience growth. We are reaching substantially more people, while at the same time more people are responding to and engaging with what we communicate, and therefore our impact only grows.

Video also continued to develop strongly. Last year I wrote that I wanted to explore this further, while recognising that good video content requires more time and resources (and is therefore extra challenging). This year our videos received more than 40.000 views, an increase of almost 265%, with Instagram Reels accounting for more than 35.000 of these views.

126.049

ENGAGEMENTS

324%

INCREASE

We also substantially increased our output, publishing 1.281 posts across the four channels compared with 772 in the previous period. What I find most important is that this increase in activity did not simply result in more

(simple) content: content remained meaningful, and reach and engagement increased at a much faster rate.

State of Pride

One of the projects I am particularly proud of this year is our first State of Pride report. I worked closely together with Julia Maciocha and Lars Arnesen on bringing the research, findings and communications around the report together. It has given EPOA something extremely valuable: a much stronger evidence base about the realities Pride organisers across Europe are facing. In the coming year, highlights from the report will be addressed separately to continue sharing the information.

For media, civil society organisations, (potential) funders, institutions and other partner organisations, this information helps provide a clearer understanding of what is happening within the Pride movement. Rather than relying only

MEDIA AND COMMUNICATIONS REPORT

Patrick van der Pas (he/they)

on individual cases or incidents, we can show wider trends and provide data about the challenges our members are experiencing.

Visible Together

During the Canal Parade of WorldPride and EuroPride Amsterdam 2026, dozens of European Pride organisers came together aboard EPOA's boat, representing themselves, their organisations and the wider European Pride movement. This was a great way of making the general public visiting WorldPride (or watching from their homes) aware of our existence.

We are very grateful to Pride Amsterdam and WorldPride 2030 candidate Barcelona Pride for their support in making this possible.

A renewed EPOA identity

Another important step this year was renewing EPOA's visual identity. With the amazing (and endless) support of Andrea Curti, our existing logo received a fresher and more inclusive update, while remaining recognisable as EPOA. The new colour scheme includes the trans, intersex, black and brown colours, better reflecting the many identities our community holds.

The logo itself was also tilted, creating a more active, moving and future-oriented look and feel. As part of this process, our brand kit also got an update.

We developed multiple logo variations, including horizontal and vertical versions and dedicated 'Proud Member of EPOA' logos.

All versions can be downloaded at epoa.eu/epoa-logos and we encourage members to update these on their websites.

Media

Alongside our own channels, EPOA continued to contribute to external media coverage around Pride and LGBTI+ rights. While new relationships with journalists and media have been established, our wider media database is relatively outdated and needs to be renewed and expanded.

Looking ahead

There is still more I would like to build on. With our renewed visual identity and brand materials now in place, updating our website is a clear next step to better reflect the organisation EPOA has become.

For me, it is not the growth in numbers itself that matters most, but seeing that growth contribute to the work and visibility of our members and, ultimately, to a stronger Pride movement. It gives us a stronger platform to share knowledge, respond when Pride organisers come under pressure, work together with our partners and make the collective voice of the European Pride movement heard.

SECRETARY REPORT

Lars Arnesen (he/him)

The EPOA constitution was amended last year at the AGM in Barcelona and was formally filed and registered with the Belgian authorities. We have finally delisted former board members from the official Belgian register and added the newly elected board members. We have adopted a procedure to ensure the steps are executed correctly in the future to avoid outdated registrations.

We have reviewed all our data processing activities, created a data processing protocol, and updated our public privacy policy, all in line with the requirements of the General Data Protection Regulation (GDPR). We have also implemented an action plan tracker as an administrative tool to prioritise and follow up on all board tasks.

In addition, I have worked extensively together with Julia Maciocha on our new research project, the State of European Prides, which resulted in a report published in June 2026. This is EPOA's first survey on the state of pride in Europe, which would not have been possible without the contributions from EPOA members across the continent. The research project included multiple workshops to draft survey questions, analyse the results, conduct follow-up interviews with a selection of respondents, and to write up the final report.

The survey will continue to run so we can publish annual updates on the state of pride in Europe.



TREASURER REPORT

Uwe Hörner (he/him)

The treasurer's report covers the period 1 January 2025 to 31 December 2025.

Our income is mainly generated from membership fees and the licence fee for EuroPride.

Membership reached a total of 127 members in good standing. For two of these members, the Board approved a waiver. The total amount of contributions reached a new record of €30.200,00. 25% (€7.550) of the dues went to the solidarity/scholarship fund and 50% of the remaining 75% was paid to InterPride (€11.325).

In 2025, we received EuroPride licence fee income of €15.000. From Lisbon EuroPride '25, there was €5.000 as the second tranche, and from Amsterdam '26 World/EuroPride, the first tranche of €10.000 was deposited.

Including other smaller income positions, such as donations and sponsorships, we came to a total income of €49.120,44.

On the expenses side, we have two main positions – our membership dues share to InterPride (€11.325) and the costs of travel and accommodation of the Board for site visits, AGMs and Board meetings (€19.356,37).

Scholarships were paid to a total of €6.407,91 in 2025; some of the 2025 applicants only received their reimbursement at the beginning of 2026. In 2025, we dissolved the Ukraine Aid Fund established for the benefit of our Ukrainian members. The remaining balance of €32.798,02 was paid out and is reflected in the expenditure section.

Including other smaller expenses, such as insurance, corporate identity, web hosting and bank costs, the total of our expenses reached €83.308,35. Income and expenses therefore resulted in a difference in 2025 of €34.185,91.

Outlook 2026

In the current year, we also received from Amsterdam Pride the second tranche of the EP licence fee '26. As of 20 September, we had received an all-time high number of 225 members in good standing! This will also lead us to a new membership dues income record. Thanks to all new and renewing members.

The financial report 2025 will be audited by Roberto Muzzetta from Milano Pride. He will report to members at the AGM in Magdeburg, and once again we are grateful to Roberto for his support.

TREASURER REPORT

Uwe Hörner (he/him)

The treasurer's report covers the period 1 January 2025 to 31 December 2025.

Income		€	Expenses		€
membership fees		28.446,91	board meetings/site visits		19.356,37
IP memb.fee		0	board corp.ident./banners		605,55
EP licence fee		15.000			
donations		460,65	memb.fee IP		11.325
ads./promo		0	AD/hosting		155,86
sponsors		0			
cashbacks / stripe balance		4.712,88	bank fees		1.239,35
EP Bonus		0	scholars/solidarity		39.205,93
EP bidding fee		500	insurance		311,41
			exp. Of associated purpose		11.106,88
Total		49.120,44	Total		83.306,35
Balance					
	Income				49.120,44
	Expenditure				-83.306,35
			Balance (difference)		34.185,91
Year-end balances					
		31/12/2025	31/12/2024	31/12/2023	31/12/2022
	Current account	7.438,76	20.993,37	4.167,56	14.166,06
	Savings account	28.000,00	49.000,00	49.000,00	100.000,00
	PayPal account	1.723,84	1.355,14	2.183,24	6.457,63
	Total	37.162,60	71.348,51	55.350,80	120.623,69

FINANCIAL AUDIT REPORT

Roberto Muzzetta (he/him)

EPOA FINANCIAL AUDIT REPORT

Fiscal Year 2025

To the Board of EPOA

1. Scope and objective

As the appointed auditor of EPOA, I have reviewed the financial information for the year ended 31 December 2025, with particular reference to the Treasurer's Report, the underlying financial records made available, and the year-end account balances.

The purpose of the review was not to reproduce the Treasurer's Report, but to assess the consistency of the accounting process, the reliability of the financial information presented to the Board, and the reconciliation between the reported annual result and the year-end financial position.

2. Audit procedures

The review included, on a test basis:

- comparison of the Treasurer's Report with the accounting records and supporting documentation made available;
- review of the recording and classification of income and expenditure transactions;
- verification of selected transactions against supporting documentation;
- review of the year-end balances reported for the current account, savings accounts and PayPal;
- reconciliation of the annual result with the movement in total funds between 31 December 2024 and 31 December 2025;
- assessment of the consistency and clarity of the financial reporting process.

3. Consistency of the financial reporting

The financial information reviewed is internally consistent. In particular, the reported 2025 income and expenditure result reconciles with the movement in EPOA's total funds between the opening and closing year-end balances.

$$€71,348.51 - €34,185.91 = €37,162.60$$

The closing amount corresponds to the aggregate of the current account, savings accounts and PayPal balance reported at 31 December 2025. No material inconsistency was identified in the financial information reviewed.

4. Accounting and control process

The documentation reviewed indicates that EPOA maintains a fairly clear process for recording and reporting its financial transactions. The principal income and expenditure categories are identifiable, and the financial information can be traced, on a test basis, to the records and supporting documentation made available.

The review also confirms that the Treasurer's reporting provides an appropriate basis for monitoring the association's financial position and for comparison with previous financial years.

As a matter of good practice, supporting documentation should continue to be retained in a systematic manner, with regular reconciliation of bank, savings and PayPal balances and clear documentation of transfers between accounts.

5. Audit opinion

Based on the procedures performed and the documentation made available, I am satisfied that the financial information for the fiscal year ended 31 December 2025 is internally consistent and that the accounting and reporting process provides a reasonable basis for the preparation of EPOA's financial statements.

In my opinion, the financial statements and related financial information for the fiscal year 2025 present, in all material respects, a true and fair view of EPOA's financial position as of 31 December 2025 and of its financial performance for the year then ended.

6. Documentation note

This opinion is based on the financial records and supporting documentation made available for the review. Responsibility for the preparation and maintenance of the accounting records and financial statements remains with EPOA's Board and Treasurer.

Milan, 6 October 2026

ROBERTO MUZZETTA
Auditor EPOA

NOMINATIONS COMMITTEE REPORT

Nominations Committee

Mandate

The Nominations Committee (NomCom) supports the Annual General Meeting by identifying and assessing potential Board members and recommending candidates for election. In carrying out this work, the Committee considers candidates' interest, eligibility, relevant experience, availability and understanding of the role.

The Committee also considers the proposed Board as a whole. This includes continuity, renewal, relevant skills, organisational knowledge, representation and the diversity of the Pride movement and LGBTI+ communities. The AGM retains the final authority to elect the Board in accordance with the bylaws.

Composition of the Committee

The 2026 Nominations Committee consisted of five members from

different EPOA member organisations and parts of Europe (see table).

The Committee worked collectively. Candidate conversations normally involved at least two Committee members, and summaries were shared internally so that all members could review the same information before the final decisions.

How We Worked

- Gathered nominations and expressions of interest for the Board positions open for election.
- Contacted prospective and confirmed candidates to clarify interest, eligibility and availability.
- Developed separate interview guides for current Board members and new candidates.
- Held confidential candidate conversations.
- Prepared written summaries of candidate interviews and shared them internally in the Committee's SharePoint workspace.

Committee member	Member organisation	Term
Stein Runar Øestigaard (he/him), Chair	Oslo Pride, Norway	2024 - 26
Steve Taylor (he/him)	Copenhagen Pride, Denmark	2024 - 26
Fenia Kirkmali (she/her)	Thessaloniki Pride, Greece	2025 - 27
Antonello D'Occhio (he/him)	Milan Pride, Italy	2025 - 26
Gabriel Rücker (they/them)	CSD Magdeburg, Germany	2025 - 27

NOMINATIONS COMMITTEE REPORT

Nominations Committee

- Met with the full current Board to learn more about the Board's work, the practical responsibilities of each position and the skills and experience needed for the coming term.
- Considered role-specific experience as well as the composition and needs of the Board as a whole.
- Discussed common principles before concluding on individual candidates, including continuity, diversity and the meaning of a NomCom recommendation.
- Collected biographies, motivation statements, pronouns and photographs for the AGM papers.

Meetings and Candidate Conversations

The Committee's work took place through online meetings, candidate interviews, written follow-up and document review. See the table for the process, based on the Committee's records.

Some candidacies were received or confirmed late in the process. The Committee therefore added interviews and meetings close to the submission deadline. This made the final stage more intensive and reinforced the need for a clearer timetable in future years.

Activity	Recorded scope
Member webinar	One webinar early in 2026, with representatives from 12 member organisations.
Committee working meetings	Several meetings throughout the process, including dedicated meetings on 9, 16 and 21 September to assess candidates, clarify principles and finalise the approach.
New-candidate conversations	Individual conversations were held with the new candidates who progressed in the process.
Current Board members	The Committee held a dedicated conversation with the full current Board to gather information about the work of the Board, the responsibilities of the positions open for election and the needs of the Board as a whole.
Written follow-up	Additional questions were handled by email, including role choice, eligibility, continued candidacy, preferred pronouns, biographies and publication consent.

NOMINATIONS COMMITTEE REPORT

Nominations Committee

Input from the Member Webinar

The member webinar was an important part of the 2026 process. It followed discussion at the previous AGM and gave members an opportunity to discuss how the nomination process should work in practice and what information members would find useful before an election.

The webinar did not replace or amend the bylaws. The Committee's mandate and the rights of the AGM and eligible candidates remain governed by the bylaws. In particular:

- NomCom is responsible for identifying and assessing potential Board members and recommending candidates to the AGM.
- The AGM retains the final authority to elect the Board.
- Eligible candidates may stand for election in accordance with the nomination requirements in the bylaws, whether or not they are recommended by NomCom.

Within this framework, the Committee understood the main practical messages from the webinar to be:

- Members wanted the nomination process to be more transparent, including clearer information about candidates who wished to stand in addition to those recommended by NomCom.

- Members wanted useful information about candidates before the AGM, rather than first learning about alternatives during the election session.
- Members supported NomCom contacting and speaking with candidates so that its recommendations could be based on more than written nominations alone.
- Candidates should be informed about how their information would be used and should consent before their candidacy is made public in the AGM papers.
- The timetable, deadlines and distinction between NomCom's recommendations and other candidates standing for election should be communicated more clearly and at an earlier stage.
- NomCom should explain its work and recommendations clearly, while respecting that the final decision belongs to the AGM.

How the Webinar Input Was Used

- All candidates were asked whether they wished to continue standing if NomCom recommended another person.
- Candidate information is being presented separately from NomCom's own nomination document.

NOMINATIONS COMMITTEE REPORT

Nominations Committee

- All candidates included in the AGM papers are invited to provide the same core information: biography, motivation, preferred pronouns and photograph.
- NomCom's document explains the process and gives a short reason for each recommendation.
- The papers distinguish between a candidate recommended by NomCom and another eligible candidate who continues to stand.
- The Committee discussed the meaning of recommending one or more candidates and the possible message this sends to the AGM, incumbents and other candidates.
- Candidates are to be informed directly before the papers are distributed to members.

Assessment Principles

The Committee did not use one single factor to decide its recommendations. The following considerations were used together:

Consideration	What the Committee looked at
Role fit	Relevant knowledge, experience and understanding of the position.
Motivation	Why the candidate wished to join the Board and what the candidate hoped to contribute.
Availability	Realistic capacity for regular online work, role-specific tasks and in-person Board meetings.
EPOA and Pride experience	Knowledge of EPOA, Pride organising and the circumstances of member organisations.
Continuity and renewal	The value of organisational knowledge and ongoing work, balanced against opportunities for new skills and perspectives.
Diversity and representation	The Board's overall diversity, including regional, organisational and lived perspectives.
Board composition	How the candidates' skills, experience and ways of working could complement the Board as a team.

NOMINATIONS COMMITTEE REPORT

Nominations Committee

Transparency and Confidentiality

Candidate conversations and internal deliberations were treated as confidential. NomCom did not publish a person's candidacy without consent. At the same time, the Committee aimed to provide members with a more transparent election process by presenting information about all candidates who confirmed that they wished to stand. A candidate not recommended by NomCom was not automatically considered unqualified. The recommendation reflects a comparative assessment of the role and the proposed Board as a whole. The AGM remains free to elect any eligible candidate nominated in accordance with the bylaws.

Documents Provided to the AGM

The Committee's work is presented through two separate parts of the AGM papers:

- NomCom's final nomination document:
 - a presentation of the Committee's work
 - final recommendations and short reasons for each nomination.
- Candidate presentations: a separate section in which all candidates included in the AGM papers present their background and motivation in their own words.

- This structure is intended to give members both NomCom's considered recommendation and the information needed to make the final decision at the AGM.

Closing Statement

The Committee welcomes the increased interest in serving on the EPOA Board. The presence of several candidates for some positions made the assessment more demanding, but it also demonstrated engagement with EPOA and a willingness to contribute to the European Pride movement.

The Committee thanks all candidates, current Board members and member organisations that contributed to the process.

NOMINATIONS COMMITTEE FINAL NOMINATIONS

Nominations Committee

The EPOA Nominations Committee submits the following nominations for members' consideration at the 2026 Annual General Meeting. This document contains the Committee's formal nominations and its rationale for each recommendation.

Final nominations and rationale

Board position	Nominee
----------------	---------

Treasurer

Lars Christian Østergreen (he/him)
Copenhagen Pride, Denmark

Rationale: The Committee nominates Lars Østergreen based on substantial financial and Treasurer experience, long-standing involvement in the Pride movement, and knowledge of EPOA and its work. The Committee also values the broader perspective Lars would bring to the Board and the commitment demonstrated during the nomination process.

Board position	Nominees
----------------	----------

Human Rights Coordinator

Isobel Stainsbury (she/they)
Witney Pride, United Kingdom

Constantinos Maragos (they/them)
Thessaloniki Pride, Greece

Rationale: The Committee nominates both Isobel Stainsbury and Constantinos Maragos for Human Rights Coordinator.

Isobel is qualified to continue in the role, and the Committee recognises the contribution, continuity and experience developed during the current term. Constantinos is also considered highly qualified, bringing long-term Pride involvement, experience from Thessaloniki Pride and EuroPride, human-rights advocacy experience, strong motivation for the role, and perspectives connected to south-eastern Europe and underrepresented communities.

The Committee decided to nominate two candidates because it considers both suitable for the position and believes the AGM should be given a clear and informed choice. This approach also responds to feedback from the previous AGM and the member webinar earlier in 2026, where members asked for

NOMINATIONS COMMITTEE FINAL NOMINATIONS

Nominations Committee

greater transparency about available alternatives when more than one qualified candidate wishes to stand. The dual nomination should not be interpreted as questioning Isobel's work or qualifications, nor as indicating that candidates not nominated by the Committee are unqualified. It reflects the strength of the candidate field and the AGM's authority to make the final decision.

Board position

Nominee

**Membership and
Outreach Coordinator**

Julia Maciocha (she/her)
Institute of Equality Zielona Góra, Poland

Rationale: The Committee nominates Julia Maciocha for another term. Julia brings continuity, established knowledge of EPOA's membership and practical experience of member engagement and follow-up. The Committee recognises the work developed in the role and considers Julia well placed to continue strengthening contact with members and participation across the network.

Board position

Nominee

**Media and
Communications
Coordinator**

Patrick van der Pas (he/they)
Pride Amsterdam, The Netherlands

Rationale: The Committee nominates Patrick van der Pas for another term. Patrick has strengthened EPOA's communications and brings relevant experience in media, public messaging and communications connected to EPOA's advocacy and organisational priorities. The Committee considers continuity in this work valuable and believes Patrick is well placed to develop it further.

NOMINATIONS COMMITTEE FINAL NOMINATIONS

Nominations Committee

Why two candidates are nominated for Human Rights Coordinator

For the other positions, the Committee is presenting one preferred nominee. Human Rights Coordinator is different because the Committee concluded that both the current role holder and a new candidate merited a formal recommendation. The Committee did not want transparency about alternatives to be limited to listing additional names without explaining that more than one candidate had been positively assessed and considered suitable for the role. The two nominees are presented as candidates whom the Committee can recommend to the AGM. The AGM will decide between them and any other validly nominated candidates who choose to participate in the election. The separate candidate presentation allows members to review each candidate's own motivation, background and priorities before voting.

Election at the AGM

The Nominations Committee's role is to assess candidates and make recommendations. Candidates who are not recommended by the Committee may still stand for election in accordance with the bylaws. The separate candidate presentation provides information about all candidates who have confirmed that they wish to stand, including those not nominated by the Committee. Not being recommended by the Committee should not in itself be understood as meaning that a candidate is unqualified.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Standing for Treasurer

Lars Christian Østergreen

He/him

Copenhagen Pride, Denmark

Treasurer



Candidate Biography

Lars Christian Østergreen has been involved with Copenhagen Pride since 2016. He led the organization's secretariat for four years, including the successful bid that brought WorldPride 2021 to Copenhagen, and has served as a Board Member and Treasurer since 2020. In addition to extensive board experience in both non-profit and professional settings, he brings strong expertise in bookkeeping, financial management, budgeting, and governance through his work with Copenhagen Pride and as Executive Director of The Danish AIDS Foundation. Lars is married to Henrik and lives with both cystic fibrosis and HIV. Drawing on his lived experience, he is committed to advancing inclusion within the LGBTQIA+ community, with a particular focus on ensuring greater visibility, accessibility, and representation for people living with invisible disabilities and chronic health conditions.

Motivation for standing

I am standing for election as Treasurer of EPOA because I want to contribute to the organisation's continued growth and development. I believe there are strong opportunities to further strengthen EPOA's financial position, and my experience as Treasurer of Copenhagen Pride could be a valuable asset. Through my work with Copenhagen Pride, I have enjoyed a close and productive collaboration with EPOA and have seen firsthand how important the organisation is for Pride movements across Europe. I am particularly motivated by the opportunity to give back and help support Pride organisations that do not have access to the same resources and opportunities that many Prides in Scandinavia benefit from. I would be proud to contribute to EPOA's future success.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Standing for Human Rights Coordinator

Isobel Stainsbury

She/they

Witney Pride, United Kingdom

Production-Events-Support Coordinator



Candidate Biography

Isobel Stainsbury (she/they) is an LGBTQIA+ leader, strategist, activist and experienced Pride organiser. She is currently Senior Strategist at akt, the UK's national LGBTQIA+ youth homelessness charity, where she supports the development and delivery of the organisation's long-term strategy. Isobel has held senior leadership roles at Manchester Pride and served as Executive Director of Homotopia, the UK's longest-running LGBTQIA+ arts festival. Following the collapse of Manchester Pride, she worked on solidarity campaigns with queer artists and communities affected by the organisation's closure. Isobel has served for two years as EPOA's Human Rights Coordinator. During this time, she has supported member organisations with solidarity efforts, including action in response to restrictions on Pride in Budapest. She has organised webinars enabling EPOA members to learn directly from activists in Tbilisi, Georgia, Ukraine and Türkiye, and platformed queer activists as part of EPOA's 2025 human rights update in Barcelona. She has strengthened EPOA's relationships with the Council of Europe and European SOGIESC networks, helping to ensure that the experiences and concerns of Pride organisers are heard within international human rights institutions. She has also overseen EPOA's Solidarity Fund and AGM scholarship programme, improving the ways in which EPOA provides practical and financial support to members. Isobel brings expertise in human rights advocacy, organisational strategy, governance, safeguarding, programme delivery, policy development, stakeholder engagement and inclusive leadership. Their work is grounded in intersectionality, international solidarity and a strong commitment to trans rights and the protection of LGBTQIA+ activists. Through her work with EPOA, Isobel has built relationships with Pride organisers, activists and human rights

PRESENTATIONS CANDIDATES 2026

Nominations Committee

defenders across Europe. She is committed to ensuring EPOA remains a courageous, practical and effective voice for its members, particularly those organising Pride in the most challenging environments.

Motivation for standing

Since I took on this role, the human rights landscape has become increasingly hostile. Our communities have faced war, acts of terror, arrests, Pride bans, hostile legislation and campaigns, and the rise of the far right. Pride is more vital than ever, yet financial support is dwindling as costs continue to rise. I am standing for re-election because I want to dedicate my time and energy to those who need EPOA most. I bring two years of experience in the role, established relationships, strategic leadership and a practical understanding of solidarity. During my term, I want to expand opportunities for members to support and learn from one another, amplify activists on the front lines and strengthen direct support for Prides under threat. I will push political institutions to act, because when our communities are under attack, solidarity cannot be symbolic. It must be organised, resourced and impossible to ignore.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Standing for Human Rights Coordinator

Constantinos Maragos

They/them

Thessaloniki Pride, Greece



Candidate Biography

Constantinos Maragos (they/them) is a board member for Thessaloniki Pride, an active member organisation of EPOA and host of Thessaloniki EuroPride2024, where they coordinate the human rights/support team, and the events/production team. Grounded in grassroots activism and community care, they lead diverse initiatives spanning stakeholder advocacy, volunteer and peer-support coordination, and large-scale festival operations. They bring extensive hands-on expertise in cultural management, conference programming, and technical event production. Holding an academic background in Audiovisual Arts, Culture and Cinema they combine creative direction, production design, and strategic communication to craft accessible, high-impact platforms for human rights education and visibility. Their operational experience extends to coordinating multi-stakeholder European roundtable projects and navigating high-stakes logistical environments, equipping them with strong competencies in crisis management, safety protocols, and cross-sector coalition building. Passionate about pan-European solidarity, Constantinos bridges policy advocacy with on-the-ground execution, dedicated to fostering inclusive, safe, and resilient spaces for the European LGBTI+ movement.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Motivation for standing

Coming from Southeastern Europe, I understand firsthand that Pride is fundamentally a protest and a political march, not merely a celebration. Facing a rising tide of pushbacks across our continent, showing up on the frontlines of our communities is vital. As a non-binary organizer, I am standing for Human Rights Coordinator to ensure European solidarity is rooted in radical presence, regional equity, and actionable accountability. I bring to the EPOA Board a grounded perspective that bridges grassroots mobilization, community support networks, and on-the-ground operational resilience. My priority will be demonstrating uncompromising visibility where rights are under threat, while developing an annual, country-by-country European Pride Human Rights Report. By mapping local realities, tracking policy rollbacks, and elevating frontline voices, this initiative will provide member organizations with concrete data and collective leverage to resist regressions and defend our freedoms together, always with solidarity.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Standing for Membership and Outreach Coordinator

Julia Maciocha

She/her

Institute of Equality Zielona Góra, Poland

Member



Candidate Biography

Julia Maciocha is a human rights activist, researcher, and educator based in Poland, with over a decade of experience in feminist and LGBTQIA+ advocacy. She has been actively involved in Pride organising since 2016, contributing to the growth and visibility of Equality Marches in Central and Eastern Europe, and supporting grassroots initiatives in challenging political contexts. She is a member of Institute of Equality in Zielona Góra as well as president of Glitter Foundation, a trans-inclusive lesbian* organisation focused on building safe, nonviolent spaces for activists and strengthening grassroots communities. Julia has served on the Board of the European Pride Organisers Association (EPOA) for the past four years, focusing on membership development and strengthening collaboration across Europe. Julia has extensive international experience, working with European networks, supporting cross-border initiatives, and contributing to research on the State of Pride and freedom of assembly across Europe.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Motivation for standing

I am standing for this position because I believe EPOA plays a crucial role in strengthening, protecting, and connecting Pride organisers across Europe at a time when democratic space for LGBTQIA+ communities is under increasing pressure. I want to continue contributing to a resilient, inclusive, and well-connected network that can respond effectively to these challenges. I bring four years of experience on the EPOA Board, with a focus on membership development and supporting collaboration between member organisations. I also bring long-term experience in Pride organising in Central and Eastern Europe, where building sustainable structures often requires navigating complex political and social contexts. During my term, I would like to further develop and continue the State of Pride research initiative, which I initiated to better understand the realities, needs, and challenges of Pride organisations across Europe. This work is essential for evidence-based advocacy and for strengthening solidarity across the network. I would also like to contribute to deepening cooperation between member organisations and ensuring that EPOA remains responsive to the evolving landscape of Pride organising.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Standing for Media and Communications Coordinator

Patrick van der Pas

He/they

Pride Amsterdam, The Netherlands

Volunteer



Candidate Biography

Patrick van der Pas (he/they) is an experienced international Pride organiser, project manager and communications professional with over a decade of involvement in the LGBTQIA+ movement. As founder of Pride Network Netherlands, they have helped strengthen connections and cooperation between more than 60 Pride organisers across the country. Patrick was also Project Manager for Global Pride 2020, the first worldwide virtual Pride event, reaching millions of people during the COVID-19 pandemic. In 2021, they served as Senior Human Rights Coordinator for WorldPride Copenhagen 2021, contributing to one of the largest international WorldPride Human Rights programmes. Before joining the EPOA Board, Patrick was already involved in European advocacy and communications campaigns, including as one of the ACT organisers behind the European Citizens' Initiative to ban conversion practices. Since joining EPOA as Media & Communications Coordinator in 2025, they have led and supported campaigns and communications that highlights the work of Pride organisers across Europe and draw attention to the challenges they face. Their work combines communications, campaigning, project management and international cooperation, with a strong focus on solidarity and connecting Pride movements across borders.

PRESENTATIONS CANDIDATES 2026

Nominations Committee

Motivation for standing

Over the past year, EPOA has grown significantly in the visibility and impact of its work, and I would like to continue contributing to that development. We took a leading role in several campaigns, saw substantial growth across our social media channels, and responded quickly and actively to developments affecting Pride organisers across Europe. In a second term, I would like to build further on this work, with a stronger focus on media relations, increasing the visibility of our members and their work, and continuing to develop campaigns that support and amplify the European Pride movement. I also want to strengthen the communications infrastructure behind this work, including renewing and improving our website and its security.

BOARD INFORMATION

Board composition

Currently, the board is composed as follows:

President

Patrick Orth (he/him)
Hamburg Pride, Germany
Attendance: 8/9 meetings

Conference Coordinator

Anastasija Laizāne (she/her)
Riga Pride, Latvia
Attendance: 8/9 meetings

Secretary

Lars Arnesen (he/him)
Oslo Pride, Norway
Attendance: 9/9 meetings

Human Rights Coordinator

Isobel Stainsbury (she/they)
Witney Pride, UK
Attendance: 7/9 meetings

Treasurer

Uwe Hörner (he/him)
CSD Rhein-Neckar, Germany
Attendance: 6/9 meetings

Media & Communications Coordinator

Patrick van der Pas (he/they)
Amsterdam Pride, The Netherlands
Attendance: 9/9 meetings

EuroPride Coordinator

Goran Miletic (he/him)
Belgrade Pride, Serbia
Attendance: 9/9 meetings

Board meetings

The Board met 9 times between the Annual General Meeting in October 2025 and 25 September 2026.

- 12 October (Barcelona)
- 4 November (online meeting)
- 13 December (Torremolinos)
- 21 February (Dresden)
- 31 March (online meeting)
- 9 May (Poznan)
- 14 July (online meeting)
- 25 August (online meeting)
- 19 September (Magdeburg)

Membership & Outreach Coordinator

Julia Maciocha (she/her)
Instytut Równości, Poland
Attendance: 9/9 meetings

We are grateful to the Prides above for facilitating and hosting our in-person meetings.

ACKNOWLEDGEMENTS

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

- The Nominations Committee, consisting of Stein Runar Østigaard (Oslo Pride), Steve Taylor (Copenhagen Pride), Fenia Kirkmali (Thessaloniki Pride), Antonello D'Occhio (Milan Pride), Gabriel Rücker (CSD Magdeburg).
- Kristine Garina for being EPOA's representative to the InterPride board.
- Andrea Curti (Torino Pride) for extensive support in redesigning our logo and branding.
- ILGA Europe for the collaboration on the 'Protect Pride. Protect Democracy.' campaign.
- All campaign partners for their collaborations and support.
- Pride Amsterdam and WorldPride 2030 candidate Pride Barcelona for their support for the EPOA float during WorldPride Amsterdam 2026.
- 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.



get ready for



**EURO
PRIDE
TORINO
2027**

JUNE 18th → 26th

TOGETHER WE CAN



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PRIDE** ORGANISERS
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