



Annual Report 2016-2017

Moving Millions in Pride

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This is the Annual Report of the Board of the European Pride Organisers Association (EPOA), a company registered in Belgium with the aim of supporting the LGBTI Pride movement across Europe.

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The Association is run by a voluntary Board of Directors, elected every two years by its membership. In 2016-2017, Board members were as follows:

Kristine Garina
Mozaika, Latvia
President

Chille Demain
The Belgian Pride, Brussels
Secretary
(September 2016 to January 2017)

Sarah Barron
Pride in London, UK
Secretary
(Appointed by the Board in July 2017)

Tomasz Baćzkowski
Fundacja Równości, Poland
Treasurer

Juan-Carlos Alonso Reguero
Acegal, Spain
Conference Coordinator

Ruben de Keyser
Mosaika, Latvia
Outreach & Membership Coordinator

Mattias Kristoffersson
Stockholm Pride, Sweden
Human Rights Coordinator

Stein Runar Østigaard
Oslo Pride, Norway
EuroPride Coordinator

Steve Taylor
Pride in London, UK (until August 2017)
Communications Coordinator

From the President, Kristine Garina

September 2017

Dear fellow passengers,

Last year was full of challenges and high expectations for EPOA after the amazing success of Amsterdam EuroPride 2016 and the AGM in Montpellier, held together with our sister organisation InterPride.



However we had no doubt that WorldPride Madrid 2017 would raise the bar even more and we are sure the AGM in Gothenburg hosted by West Pride (I'm pictured above with Tobias Björk, Vice President of West Pride) will provide members plenty of opportunities to meet and mingle but most importantly to look more carefully at diversity and inclusion in our own organisations and the Pride movement at large.

Our goals for the year that we took from the last AGM and members' feedback were to ensure the financial stability of the organisation and to raise our visibility. Through cooperation with WorldPride Madrid 2017 and InterPride we ensured EuroPride was included and visibly present at WorldPrides that take place in Europe and will continue our efforts to formalise relationships with European WorldPride hosts and InterPride in the future.

We have reorganised the member fees structure according to the last AGM's decision and we would like thank you all for your patience as collecting information on turnover figures took a little longer than expected. But we are well on our way to completing the goals and tasks you set in Montpellier.

We took our board meetings to cities and regions where we saw potential to grow our membership or where we could empower local Pride organisers. We also took an opportunity to get to know better all the candidates bidding for EuroPride 2020. There is a very exciting vote is ahead of us!

Our team has grown stronger during the last year and I'm very pleased to see everyone sharing the same passion about human rights and Pride. For me, this was epitomised at WordPride, where I moderated a panel titled 'The role of Pride in building social acceptance and changing legal climates'.

Thank you, as ever, for your support.

Kristine Garina, **President**



Gilbert Baker 1951-2017

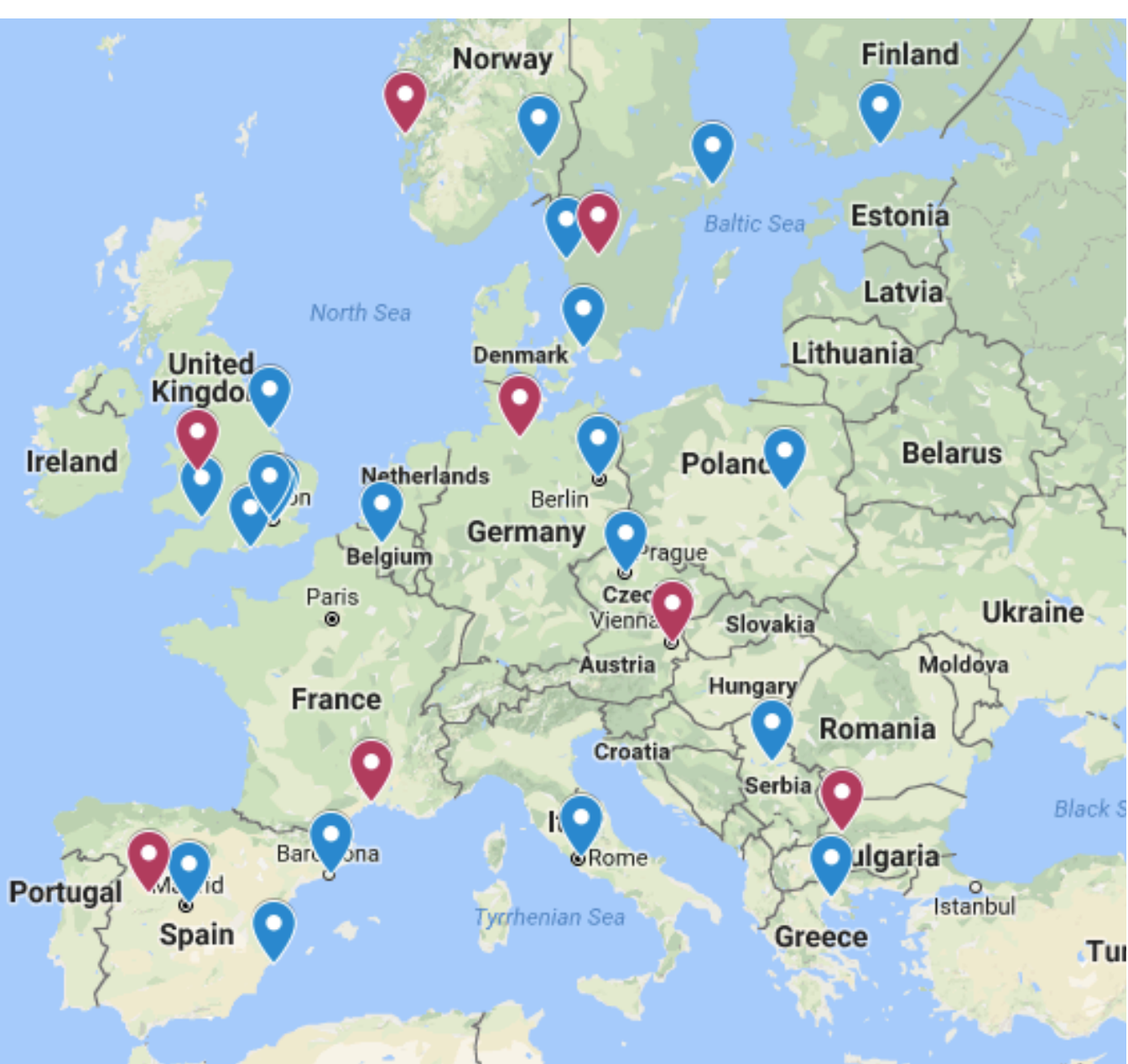
Gilbert Baker was a very good friend to many in the European Pride movement, but an inspiration to everyone.

When we learned in April of his death, it sent shockwaves through the LGBTI community worldwide. The creator of the iconic rainbow flag, he had been a stalwart of our community from the days of Harvey Milk until today. Without his activism, our movement would not have had the symbol we have today.

He was remembered at WorldPride in Madrid, at UK Pride in Hull, and at Baltic Pride in Tallinn, as well as at many Prides across our continent.

Thank you, Gilbert, for all that you gave us, and all that your creation will continue to represent for generations to come.

Rest in Pride



EPOA across Europe

Over the last year, EPOA Board members have visited more than thirty Pride events across Europe, and held board meetings in Montpellier (France), Sofia (Bulgaria), Bergen (Norway), Hamburg (Germany), Madrid (Spain), and Cardiff (UK).

We have also joined various human rights and LGBTI conferences and events, and met with a number of other organisations, agencies and companies to talk about the Pride movement.

We always welcome invites from Prides who'd like to host a board meeting, or who would like us to visit their Pride event.

From the Treasurer, **Tomasz Baćkowski**

I have been working diligently to keep EPOA's finances solvent.

These tasks included: bookkeeping, issuing invoices, making bank transfers, dealing with debtors and other similar tasks. The very important activities included keeping the other board members from unreasonable and unnecessary spending!

The result of this work are our finance results. I am happy to report that currently we have more revenues than expenses; our current assets in the bank account as of 31st August are €12,782.

However, it is worth pointing out that as we are a non-for-profit organisation, it is not our goal to earn and accumulate funds. On the contrary, our goal is to spend the funds wherever the needs of our movement lie. Our major expenses included AGM-related costs, EuroPride/WorldPride costs, the Board's operational costs as well as insurance payments and repayment of old commitments.

Our revenues came primarily from the members' fees and the EuroPride licensing fees. Due to the new structure of the membership fee decided at the last AGM we have created the new solidarity and the scholarship fund. A quarter of all our income goes to this fund and we are able now to help more members in need.

You will find the Income and Comparison Charts for 2016 in the Appendix to this Report.

The proposed budget for 2018 will be produced at the AGM. A call for budget items has been sent to Board Members to be discussed at this AGM. The proposed budget will be presented to the membership during the scheduled Plenary for your approval.



Human Rights Mattias Kristoffersson

In 2016, the EPOA AGM was organised together with the InterPride AGM and Annual World Conference in Montpellier. During the six day conference, EPOA members got to network and share experiences with InterPride members. In addition to the AGM sessions, attendees could choose from 32 workshops on a wide range of issues. For example, EPOA



President Kristine Garina gave a workshop on the theme "Pride as a tool for change, is it working?", drawing on the experiences of EuroPride in Riga (2015) and Baltic Pride in Vilnius (2016). For the first time in EPOA and InterPride history, a public conference was organised on the theme "On the way to equality in France, from summer 2012 to May 29, 2013".

At our last AGM, members decided to create a Solidarity Fund, and that 25% of all membership fees will go into the fund. During the year, the Board has developed guidelines for the newly established fund, which was adopted at the Board meeting in Madrid in June. The Solidarity Fund will replace the EPOA Scholarship Fund, which has been used to provide scholarships for the EPOA AGM. The EPOA AGM provides a unique opportunity for its members to meet and network, to share experiences and best practices, and to be strengthened in their Pride engagement. Therefore the majority of the Solidarity Fund will continue to go towards giving scholarships to the AGM, to provide support to members that would otherwise not be able to attend the AGM for financial reasons. This ensures diversity in representation at the AGM. Compared to the Scholarship Fund, the application process has become a little easier, to encourage more eligible members to apply.

The Solidarity Fund can also award small grants to members that need additional funding for public actions or events that seek to promote awareness and a better understanding of LGBTI communities. The project grants will prioritise places where public LGBTI events face challenges and hostility. The Solidarity Fund will be open to applications after this year's AGM.

During the year, EPOA was represented at the Madrid Summit, an international Human Rights conference organised during WorldPride. EPOA's President was the moderator of a panel discussing the role of Pride in building social acceptance. The EPOA Board was also present during an LGBTQI

Interparliamentary Plenary Session, where elected or appointed representatives from around the world that identify as LGBT+ or are dedicated allies, discussed the conclusions of the Madrid Summit.

Outreach Ruben de Keyser

One of the past strategic goals that we had set for ourselves was membership growth. We are happy to report that the active cooperation with our two associate members CSD Germany and the UK Pride Organisers Network has resulted in several new memberships and our continued cooperation and support will result in many more in the future.

We are in talks with several local and national organisations to set up similar regional conferences in their respective countries with an aim to furthering EPOA membership representation.

Board members and EPOA members themselves have greatly aided the organisation in attracting more members and we are happy to say this growth trend is continuing. In addition, our greater visibility on social media and subsequent engagement has also proven to be an invaluable tool in engaging Pride organisers across Europe.

From our board members' attendance at several Pride events throughout the year and our organisation of board meetings in non-member cities had experiences it has been very fruitful and therefore further financial support of this is important.

Some key items for 2018 that I will work on as Outreach and Member Services Coordinator will be:

1. Further support of and participation at regional networks and assist to setup new ones;
2. Increased visibility and support to risk regions;
3. Continued monitoring of new Prides;
4. Associate memberships of regional organisations; and
5. Setup of project funding for our members to assist their regional activities.



EuroPride Stein Runar Østigaard

This year it was WorldPride in Madrid, and we congratulate the organisers on an amazing event! The years when there is a WorldPride in Europe, there is no EuroPride, an understanding between InterPride and EPOA.

In 2017 we decide on the EuroPride host for 2020, and at the AGM we will see bids from four applicants. For the board of EPOA it has been a goal to increase the awareness of EuroPride and to motivate more of our members to apply for the event. So we are very happy that we got this group of highly motivated and professional bids.

In preparation we developed a transparent process for the bid process for 2020. We wanted to make sure all applicants would be able to participate equally, and that the AGM would be able to make your choice based on as much relevant information as possible. So after all the letters of intent were received, we informed all the applicants about the process, and that all the bids would be distributed to all our members. The Board wanted all our members, not only those who would be at the AGM, to be informed about the bids. As a part of this transparency, we also decided that all the bids will be presented at the AGM before the decision is made.

It was of high priority to follow up each applicant in their application process, and to visit them. The board held meetings in Hamburg and Bergen, and was represented during the Pride events in Brussels and Thessaloniki. This gives the Board an opportunity to get to know the bidding organisations better and to get an understanding of what their EuroPride would be like. We also gave the applicants input on their bids, to help them to prepare as much as possible for the presentations and final decision at the AGM.

For EuroPride 2018 we have finalised a contract with the organisers. This took some time, since we revised the standard contract. This final contract has helped us prepare a standard contract that now will be used for the future.

In general, the Board keeps in touch with several of our member organisations that are considering applying for a EuroPride in the future. So we hope for, and our goal is, that each year we have the absolute minimum of two applicants. In this way we can keep evolving the concept and the awareness of EuroPride as a brand and an integral and essential part of the global Pride movement.



Conference Juan-Carlos Alonso Reguero

Last year we joined with InterPride in the wonderful city of Montpellier for our AGM and their World Conference, hosted by Fierté Montpellier Pride who arranged the programme along with the EPOA Board and CSIC Committee from InterPride, reflecting the heritage and future of the two organisations. Over six days, two of them focused on EPOA's AGM, we held two EPOA Board Meetings, one joint EPOA and InterPride Board Meeting, six plenary sessions, 32 workshops, 33 speakers, a public conference, a march, a welcome ceremony, a Madrid WorldPride 2017 reception, a Gala Dinner, other evening events and a large number of events dedicated to the LGBTI community and Pride organisers. I want to highlight and thank the great work of Vincent and Bruno Boileau-Autin and volunteers from Fierté Montpellier Pride team that made such a successful conference possible.

We also worked with West Pride and Stockholm Pride in the organisation of this year's EPOA AGM in Gothenburg, Sweden.

During the year, the Board met:

- In Sofia, Bulgaria, in January
- In Bergen, Norway, in March
- In Hamburg, Germany, in May
- In Madrid, Spain, during WorldPride in June
- In Cardiff, UK, in August

In addition to our formal EPOA events and meetings, we participated in a number of other key events and meetings throughout the year including:

- Stonewall 50 organisers in New York in December
- LGBTI activists from the Balkans in Sofia in January
- InterPride mid-year Board Meeting in Indianapolis in May
- IDAHOT Forum in Brussels, Belgium in May
- Madrid Summit at WorldPride Madrid in June

I was also able to ensure that all printed programmes, brochures and information items for WorldPride Madrid included both the InterPride and EPOA logos, in order to promote the organisations.



Communications Steve Taylor

When I was asked, at Baltic Pride in Vilnius in 2016, to join the EPOA board, it was a huge privilege and an opportunity I welcomed.

The last year has been a rollercoaster. To be a part of EPOA has been a welcome opportunity to prove the value of European cooperation, and the huge power of the Pride movement to effect social change throughout our region.



In January, I presented to our Board a Communications Strategy for EPOA for 2017-2019, focusing on audience growth and establishing EPOA as a go-to source of information, advice and opinion on Pride, our movement, and wider LGBTI human rights. The Strategy was adopted and I am pleased to say that it is already yielding results. On social media, we have seen a 50% increase in Twitter followers and a 94% increase in engagement in the last year, and on Facebook a 15% increase in fans and a doubling of engagement which now averages 18%. Work to enhance our Instagram channel is ongoing.

In the coming year, our member Newsletter will go bi-monthly rather than quarterly as at present, and we will develop a subscriber newsletter to go out quarterly with news on the European Pride movement generally. This will be used to increase awareness of members' Pride events.

The lack of presence for EuroPride 2018 on social media has been a challenge, but one that the joint organisers now appear to be working to resolve. It is encouraging to see the organisers of EuroPride 2019 already working hard to promote their event through dedicated Facebook and Twitter channels. During the autumn, EPOA will develop a EuroPride Communications Guide to be provided to all EuroPride organisers to guide them on what is expected of them, and what tools they should consider using.

Away from EPOA, I have been appointed Co-Chair of the Communications Committee of InterPride, and my recent appointment as Communications Director for ILGA-Europe will help to enhance EPOA's position. I am standing down as Co-Chair of the UK Pride Organisers Network this autumn, due to time commitments.

I'd like to end with a word of thanks to EPOA members for electing me last year and I hope that these results speak for themselves. And please, no more Brexit jokes.



See you at EuroPride 2018!

Stockholm
27 July – 5 August

Gothenburg
14 – 19 August

www.europride2018.com