



**epoa**

**european  
pride organisers  
association**

**Annual Report  
2012**



## EPOA

### European Pride Organisers Association (epoa) aisbl

Rue du Marché au Charbon 42  
1000 Brussels  
Belgium

info@europride.info

www.europride.info

EPOA is a international non profit organisation  
registered under Belgian law.

## Board

President

**Hans De Meyer** (Ghent, Belgium)

Secretary

**Andreas Nilsson** (Oslo, Norway)

Treasurer

**Tomasz Baczkowski** (Warsaw, Poland)

Outreach and Member Services Coordinator

**Ruben De Keyser** (Ghent, Belgium)

EuroPride Coordinator

**Juan Carlos Alonso Reguero** (Madrid, Spain)

Human Rights Coordinator

**Elodie Brun** (Montpellier, France)

Media and Internet Coordinator

**Andrea Maccarrone** (Rome, Italy)

Conference Coordinator: vacant

Diversity Coordinator: vacant



*Elodie Brun, Tomasz Baczkowski, Andrea Maccarrone, Juan Carlos Alonso Reguero, Andreas Nilsson, Hans De Meyer, Ruben De Keyser*

# Members 2012

## **Amsterdam Pride**

Amsterdam, Netherlands

## **Arcigay Milano**

Milan, Italy

## **Athens Pride**

Athens, Greece

## **Barcelona Pride/ACEGAL**

Barcelona, Spain

## **Berliner CSD e.V. / Berlin Pride**

Berlin, Germany

## **Braunschweig Pride/Verein für sexuelle Emanzipation e.V.**

Braunschweig, Germany

## **Budapest Pride**

Budapest, Hungary

## **Casa Rosa**

Ghent, Belgium

## **Cologne Pride**

Cologne, Germany

## **CSD in Konstanz e.V.**

Konstanz, Germany

## **CSD Rhein Neckar e.V.**

Germany

## **Fundacja Rownosci / Equality Foundation**

Warsaw, Poland

## **Gay Pride Reykjavik**

Reykjavik, Iceland

## **Hamburg Pride e.V.**

Hamburg, Germany

## **Hosi Wien/Vienna Pride**

Vienna, Austria

## **Lesbian and Gay Pride de Marseille**

Marseille, France

## **Lesbian and Gay Pride Montpellier**

Montpellier, France

## **LGL, Baltic Pride**

Vilnius, Lithuania

## **Madrid Pride/Aegal**

Madrid, Spain

## **Manchester Pride**

Manchester, United Kingdom

## **Mozaika - LGBT and their friends Alliance, Baltic Pride**

Riga, Latvia

## **Oslo Pride/Skeive dager**

Oslo, Norway

## **Portugal gay Porto**

Porto, Portugal

## **Roze Zaterdag**

Netherlands

## **Pride London**

London, United Kingdom

## **Roma Pride/Circulo di cultura omosessuale Mario Mieli**

Rome, Italy

## **Stockholm Pride**

Stockholm, Sweden

## **The Belgian Pride**

Brussels, Belgium

## **Tous & Go**

Marseille, France

## **Zurich Pride Festival**

Zurich, Switzerland

## Introduction

EPOA has faced some exciting but challenging times, just like many other non-profit organisations.

Even though the difficult economy, through the usual ripple effect, reflects on the financial opportunities that are made available to us, we should still try to make the best out of things, keeping our members in mind.

After having faced some legal and financial challenges in the past 2 years, EPOA is now ready to focus on its primary mission: informing the public about LGBT rights by supporting and educating our members.

Ensuring the educational part remains a key element no matter what. This also means we will have to be very resourceful in order to find the necessary funds. Last year, by coinciding both the IP AGM with EPOA's, we made the first step in providing the necessary educational opportunities to our members. We will continue to do so year after year, building it up until we have reached a satisfactory level.

Expanding the member base is another crucial point towards the continuance of EPOA. Over 200 Pride events exist in Europe, only 30-something are a member so far. The larger our membership, the more we can achieve and the more impact we will have.

Of course next to that we will be working on improving our brand EuroPride and help develop it into an even more inclusive event with even more and better communication. All of this with one goal: to evolve to a EuroPride for all Europeans with a high impact on both social and political level.

It is time to shake things up...

*Hans De Meyer, President*





EPOA 2011 AGM, Brussels, Belgium

## Annual Report 2012

*By Andreas Nilsson, Secretary and  
Hans De Meyer, President*

This Annual report covers the time between the conferences in Brussels, Belgium on October 19, 2011 and Marseille, France on August 31, 2012.

### **2011 AGM and Conference in Brussels, Belgium**

This year the meeting was brought to Brussels, this as an end to the move of the organisation from Germany to Belgium. The meeting was arranged together with the InterPride Annual General Meeting, in order to encourage our members to attend both meetings.

Due to the combination with the InterPride AGM, the EPOA meeting was reduced to one day and was chaired by EPOA President, Mark Fredrick Chapman. The AGM was attended by 20 member organisations.

The members discussed and approved, amongst other issues, a completely updated constitution for the organisation. The constitution is now in complete accordance with Belgian law. EPOA Treasurer Tomasz Baczkowski informed the membership that the EPOA's Financial Report for 2010 shows a deficit of almost 3.800 Euro. The deficit was covered by the profit in 2009. Much of the costs in 2010 are in relation with the move of the organization from Germany to Belgium. In 2011 EPOA once again have a profit.

Circulo di cultura omosessuale Mario Mieli, licensee for EuroPride 2011, reported a very successful event in June 2011, with a large participation. Positive interna-

tional and nationwide media coverage will hopefully have a good impact on society and politics in Italy and other European countries in need of improvement. The organization offered a large variety of cultural and social events to guests from all over the world. The main events had a large number of visitors. The free Pride Park had over 100.000 visitors and the parade had over 1 million participants. When the parade reached its end, over 1,5 million people waited for the main attraction at Circo Massimo: a free concert by Lady Gaga. Despite all this, the host reported a deficit of 140.000 Euro.

Since EPOA member Pride London was hosting WorldPride 2012 no EuroPride was organised this year, as per agreement with our partner InterPride.

LGP Marseille, licensee for EuroPride 2013, held a short presentation on the progress of preparations. The members questioned the budget for the event and asked the board to monitor the progress.

### **Oslo was voted to host EuroPride 2014**

Oslo hosted EuroPride in 2005 and was awarded the license to host the event once again in 2014 after a presentation by the chair of Oslo Pride, Helle Christin Nyhuus and an official representative from the municipality of Oslo. The municipality of Oslo showed great support to the event and the plans of Oslo Pride. The event in 2014 will be celebrated at the same time as Norway celebrates its 200 year constitution.

## Board elections

Due to that fact that some board members were running for another seat on the board there were both one year and two-year terms up for election this year. With the EPOA president stepping down the members had to elect a new president for the organisation. In addition the members had to choose replacements for the vacant seats of *Member Services* and *Outreach Coordinator* as well as *Human Rights Coordinator* as both had decided to resign.

### The outcome of the election was as follow:

*President* – **Hans De Meyer**, member of Casa Rosa, Belgium, was elected for a period of two years.

*Secretary* – **Andreas Nilsson**, member of Oslo Pride, Norway, was re-elected for a period of two years.

*EuroPride Coordinator* – **Juan Carlos Alonso Reguero**, member of Madrid Pride, was re-elected for a period of two years.

*Conference Coordinator* – **Niklas Borefors**, member of Stockholm Pride, Sweden, was elected for a period of two years.

*Human Rights Coordinator* – **Elodie Brun**, member of LGP Montpellier, France, was elected for a period of one year.

*Member Services and Outreach Coordinator* – **Ruben De Keyser**, member of Casa Rosa, Belgium, was elected for a period of one year.

The members decided to leave the seat of *Diversity Coordinator* vacant.

Niklas Borefors resigned from his position as conference coordinator in February 2012 due to personal reasons.

The board and members want to pay tribute to the board members leaving.

The members thanked **Mark Fredrick Chapman** for his work as President and **Dimitris Tsambounis** for his work as Member services and Outreach Coordinator.

**Anita Hillestrøm-Vagli** whom resigned in the beginning of the year was also thanked for the work she had done for the organisation.

Even though they have decided to not be on the Board, the Board and members hope they will continue to share their experience and passion with the organisation.

**Janvier van Damme** (Genth, Belgium) was appointed as Auditor.

## Board work

The following report highlights some of the main issues that were discussed and worked on during the board meetings. The detailed information and decisions made are reported in the board minutes.

### Meeting 1, Brussels, October 23, 2011

- Short evaluation of the EPOA and InterPride AGMs
- Next meeting to be held in London January 27-29, 2012

### Meeting 2, London, January 27-29, 2012

- Decision on changing to Google mail since the old e-mail provider not functioning properly.
- Decision to open a PayPal account making it easier for members to pay their membership due.
- Decision about changes to the webpage, including a download section.
- Members not paying their membership due for 2011 by February 2012 will be removed from the membership register.
- Outstanding payments for 2009 and 2010 were written off as a loss in the accounts.
- Removal of Moscow Pride (Gay Russia) as a member.
- Niklas Borefors resigned due to personal reasons and the board decided to keep the seat as Conference Coordinator vacant.
- The board will continue the work in securing the EuroPride trademark around Europe.
- The board set the timeline for applying for the license to host EuroPride 2015.

- Due to changes to the constitution at the 2011 AGM the board started the process in changing the by-laws. All members were asked to send in comments by April 15<sup>th</sup>.
- The board met with Pride London and discussed how to promote WorldPride around Europe.

### Meeting 3, Riga, April 13-15, 2012

- The new e-mail system is up and running. Andreas Nilsson was given the task to set up the structure on Google docs.
- By April 11<sup>th</sup> the organisation had 30 paying members. The board removed 11 members not having paid their membership due for 2011.
- Amsterdam Pride and Budapest Pride were unanimously approved as new members.
- The board updated the budget for 2012 based on the membership list.
- The next Annual General Meeting and Conference is to be held in Marseille, August 30 – September 2.
- By March 31 there was six “Letters of Intent” to apply for the license of EuroPride 2015 sent in. The board approved four out of the six “Letters of Intent” to host EuroPride 2015. These four member organisations were once again informed of the different deadlines.
- An agreement on collaboration with ILGA-Europe was presented.
- The board voted on the suggested changes from board members to the by-laws. No members had sent in suggestions. Hans De Meyer and Andreas Nilsson are to finalize the document and send it out to the members prior to the AGM.
- There was a discussion on the EPOA/InterPride agreement. The board decided to take this decision to the members present at the AGM.

### Meeting 4, London, July 7, 2012

- CSD Rhein Neckar and Lithuanian Gay League (Baltic Pride in Lithuania) were unanimously approved as new members.
- Juan Carlos is to remind the four organisations applying for EuroPride 2015 about the deadline to

submit the bid by July 15 and inform them about the timeline leading up to the AGM

- The board decided on the different plenary sessions at the AGM and asked Hans De Meyer and Andreas Nilsson to finalize the timing.
- The board asked Hans De Meyer and Andreas Nilsson to draft a proposal on new rules for the Scholarship fund and send out to the board. The board decided over e-mail on the new rules July 20.

## Scholarship fund

Since the AGM in Rome 2010 decided that EPOA should have a Scholarship Fund the board has worked during 2011 and 2012 on finding funds. The board has put 3.000 EUR aside for this fund out of EPOA’s savings.

In 2011, EPOA supported the participation for *Zagreb Pride* and *Belgrade Pride* at the AGM and InterPride AGM. Both organisations were granted a joint scholarship by EPOA and InterPride.

During 2012 the board discussed new rules for the EPOA scholarship fund. The new rules were decided over e-mail July 20 and were put into place immediately.

Based on the new rules the board decided to approve the scholarship application sent in by *Athens Pride* asking for support to attend the AGM 2012.

## Human Rights

*By Elodie Brun, Human Rights Coordinator*

My first year as coordinator of human rights within the EPOA allowed me to develop some projects that hopefully will be implemented this year.

I have during the year improved the collaboration between EPOA and ILGA-Europe and we will hopefully be able to have joint projects in the future. The collaboration with ILGA-Europe also about getting them to attend all EuroPride events but also about getting them to have workshops at the EPOA AGM about LGBT Human Right across Europe. It's my hope that we in the future can have joint events during a EuroPride.

During WorldPride in London, I represented EPOA at the Human Rights conference. The other participants were mostly LGBT Human Rights activists from all over the Commonwealth. This allowed me to make valuable contacts and will help us to give input to Human Rights conferences put together at EuroPride events in the future.

In addition to my role as coordinator of human rights, I have helped Juan Carlos Alonso Reguero with the uneasy situation in Marseille. I have also taken some responsibility in preparing the AGM, which is to be hosted by our member LGP Marseille. I will also be a part of the future meetings trying to settle everything about EuroPride 2013

To conclude, many projects are underway and I hope to carry them through and to make the work of EPOA better known.

## Outreach and Member Services

*By Ruben De Keyser, Outreach and Member Services Coordinator*

This past year it has been my mission to document every single pride in Europe. It has proven to be an extensive and long task, which requires constant attention. One thing that does already stand out very clearly is the abundance of Pride parades and festivals in Germany.

It will be my core task in the coming year to get in touch with all the Prides in Europe. Furthermore I wish to include a calendar listing the event dates of all these events on our different channels, both online and offline.

My fellow board members and myself have tried to be present at different events around Europe to promote and EPOA and make people aware of its activities and benefits. I am sure that these personal contacts will further strengthen our bonds with existing members and attract new members.

The outreach portion of my job is carried equally by my fellow board members as each and every one of them comes in contact with different people and organisations across Europe. Therefore I see this as a joint effort, because we all want EPOA to grow to one day include all prides in Europe.



# EuroPride

*By Juan Carlos Alonso Reguero, EuroPride Coordinator*

## Promotion of EPOA

During the Madrid international fair of tourism (FITUR) between 18<sup>th</sup> to 22<sup>nd</sup> of January, I performed a presentation about EPOA, its mission and statements on the stage in the LGBT area of the fair with a great success. Many people were interested about us as an association.

During the same fare special promotion was made for WorldPride London, this in order to give them more visibility and promote the event. I contacted London Pride many times asking for promotion material unfortunately they didn't respond.

I was invited to represent EPOA as EuroPride coordinator by a LGTB fair in Malaga, called Expogays. During the fair I participated in many meetings with LGBT associations from southern Spain to promote EPOA.

Being a part of the EPOA board makes it important to med to promote EPOA. During Madrid Pride all printed brochures and the program contains the EPOA-logo. This material were also distributed all over Spain, including tourist information about Spain in Europe and at International Tourism fairs

All this promotional events were performed with the collaboration of my team of volunteers and the support of AEGAL

## Monitoring EuroPride 2013 and 2014

As EuroPride coordinator I offer my help to all applicants' organizations for the EuroPride license and I have maintained a very close contact with the associations in Marseille in order to supervise the work with EuroPride 2013.

To be able to analyse the situation in Marseille first hand, Elodie Brun and I travelled there with the purpose of having meetings with LGP Marseille and other LGBT associations in the city. This trip was made in order to be able to monitor the work being done with EuroPride 2013 closely.

During the last trip we found so many discussions and tensions between the organisations that I propose EPOA to organize a workshop during the AGM. This so all organisations are able to voice their views and help them to find a solution to their cooperative problems. A special report about the situation has been sent the EPOA board.

## Representation

I have represented EPOA at Zürich Pride and at WorldPride in London. In addition to this attending the EPOA board meetings I have meet our member organisations in London and Riga.



*Members of the InterPride and EPOA boards at the joint member reception during WorldPride in London.*



*Hans De Meyer, Juan Carlos Alonso Reguero and Caryl Dolinko with the InterPride and EPOA banners at WorldPride in London.*

# Financial Report

*By Tomasz Bacskowski*

The treasurer together with the board has been working diligently to keep the finances solvent.

The finance issues got a late start 2011 due process of re-registering of the organization in Brussels and missing diverse financial documents and statements from the former treasurer. Since we got everything and the new bank account were opened the board-conceived efforts to effectively manage finances, and above all to improve the financial situation of the organization.

In the beginning of 2011 the financial situation of EPOA wasn't very good. We closed 2010 with a deficit, though financially EPOA remained solvent. The large portion of our spending was related to re-registering the organization in Belgium, set up a new website and e-mail accounts. Constant high positions of our expenses are related to the AGM and our membership in InterPride.

The board decided at the board meeting in April to remove all members who had not paid their membership dues in 2011 or earlier from the member list.

I am happy to report that currently we have more revenues than expenses. We closed 2011 with a small profit. Our current net income as of July 2012 is more than 6000 Euro (which is over our budget.). A big part of this is that old outstanding incomes from previous years have been paid.

In the future we need to look at ways to increase our income or reduce or costs. Some options to discuss could be an increase in membership dues, fundraisers for the general fund and or Scholarship Fund, selling advertising to member organisations, promoting private donations, create a corporate sponsorship and this in relation to the EuroPride brand and discuss our financial relation with InterPride.

However it is a task for all members of our organization and not just for the board. Those questions about the different opportunities to raise money for EPOA in order to develop certain educational and scholarship projects should be discussed at the next AGM.

On the following page you will find the income, costs and comparison charts for 2011.

The financial statement for 2012 will be present at the AGM in Marseille.

**Financial Statement** December 31, 2011

		Euros
	prelim 2011	final 2011
<b>1 Income</b>		
1.1 Membership Dues Paid	2 600,00	4 000,00
1.2 Old Membership Dues Paid		400,00
1.3 Conference Fees Paid		0,00
1.4 EP Application Fees Paid		200,00
1.5 Europride Licence Paid	4 000,00	0,00
1.6 Contributions to Scholarship Fund		0,00
1.7 Other Income		819,68
<b>Total Income</b>	<b>6 600,00</b>	<b>5 419,68</b>
<b>2 Outstanding Income</b>		
2.1 Europride Licence/Application Fees Outstanding		4 000,00
2.2 Membership Dues		1 700,00
2.3 Other Outstanding Income		816,00
<b>Total Outstanding Income</b>		<b>6 516,00</b>
<b>3 Expenses</b>		
3.1 Board meetings, travel, local conference fees	1 500,00	601,70
3.2 Membership InterPride	1 500,00	1 875,00
3.3 Administration (Postage, Copies,account)	100,00	29,63
3.4 Internet	150,00	0,00
3.5 Scholarship Program	1 000,00	0,00
3.6 Outreach		0,00
3.7 Annual Conference	2 000,00	0,00
3.8 Europride Expenses	1 748,00	
3.9 InterPride Conference Fee		0,00
3.10 Trademark		0,00
3.11 Misc.		0,00
3.12 Grant Funding Application		0,00
3.13 Abolition		0,00
3.14 Registration/Legal Costs		900,00
<b>Total Expenses</b>	<b>6 250,00 5</b>	<b>154,33</b>
<b>4 Outstanding Expensesw</b>		
4.1 Board meetings, travel, local conference fees		1 187,00
4.2 Membership InterPride		300,00
4.3 Administration (Postage, Copies,account)		20,00
4.4 Internet		914,15
4.5 Scholarship Program		642,93
4.6 Annual Conference		2 000,00
<b>Total Expenses</b>		<b>5 064,08</b>
<b>5 Profit/Loss</b>		
<b>Income</b>	<b>6 600,00</b>	<b>5 419,68</b>
<b>Outstanding Income</b>		<b>6 516,00</b>
<b>Expenses</b>	<b>6 250,00</b>	<b>5 154,33</b>
<b>Outstanding Expenses</b>		<b>5 064,08</b>
<b>Result</b>	<b>350,00</b>	<b>265,35</b>
<i>incl. Outstanding Pos.</i>		<i>1 717,27</i>
<i>Dubious Receivables (incl. Membership dues)</i>		<i>-1 300,00</i>
Account ending previous year	7 562,26	
Cash ending previous year	314,38	
<b>Financial Position at year-end/carry-over</b>	<b>8 141,99</b>	
account	8 056,97	
cash	85,00	
	<b>8 141,97</b>	

# Appendix

## **Minutes of the Board Meeting**

January 28-29, 2012, London, United Kingdom

## **Minutes of the Board Meeting**

April 14, 2012, Riga, Latvia

- Report EuroPride 2013 by Gay and Lesbian Pride Marseille
- Report EuroPride 2014 by Oslo Pride

## **Minutes of the Board Meeting**

July 7, 2012, London, United Kingdom

<b>EPOA Board Meeting - Minutes</b>	
Place:	London, United Kingdom
Date:	Saturday 28 <sup>th</sup> and Sunday 29 <sup>th</sup> of January 2012
Time:	Saturday 8.30-16.00, 18.00-19.30 and Sunday 10.00-13.00

<b>Name</b>		<b>Function</b>	<b>Attendance</b>
Hans De Meyer	HM	President	X
Andreas Nilsson	AN	Secretary	X
Tomasz Bacskowski	TB	Treasurer	X
Elodie Brun	EB	Human Rights coordinator	X
Juan Carlos Alonso Reguero	JR	EuroPride coordinator	X (not Sunday)
Ruben De Keyser	RK	Outreach coordinator	X
Andrea Maccarone	AM	Media/Internet coordinator	X

<b>Operations</b>	<b>Notes / Actions</b>
Responsible HM / AN	
<p><b>New e-mail system / Google docs</b> Our e-mail system is not working properly at the moment. We have therefore looked in to the possibility to change into Gmail. Due to the need of the organisation in regards to storage and e-mail addresses, this will cost us €400 per year.</p> <p>Tomasz and Hans will look further into this and decide. The maximum amount per year is set to €400.</p> <p><b>Pay Pal</b> Some members have asked for the opportunity to pay the membership due through PayPal. This will be a cost for the organisation. The fee is 3,4% per transaction + 35 cent.</p> <p>Hans, Andreas and Tomasz will look into this further and send out a suggestion to the board for decision at the latest by February 15<sup>th</sup> 2012.</p> <p><b>Web site</b> There will be some re-design on the web site in the next following weeks. During this period access to the site will be given to the board members. We will also give our members access when they have paid their membership due.</p> <p>There will be a download section available for everyone. This section will amongst other things include membership application form, information on how to apply for EuroPride etc.</p>	

**Organisation material**

Hans will contact Mark Chapman about designing business cards, a small EPOA leaflet and a roll-up.

The business cards are to be sent out to each board member and they are in charge of printing their own cards.

Finances	Notes / Actions
Responsible TB	
	<p><b>Turn over 2011</b> The books for 2011 will be closed by March 31<sup>st</sup> 2012 and be presented to the board at the meeting in April.</p> <p>There are some members that have not paid their membership due for 2011. Andreas will write a reminder letter to be sent out together with a finale notice of payment.</p> <p><i>The board decided to send out a final notice on the membership due 2011, to be paid before 29<sup>th</sup> of February 2012, if not they will be removed from the membership register.</i></p> <p><i>Due to lack of payment of membership dues the board decided to remove Moscow Pride (Gay Russia) as member.</i></p> <p><i>Outstanding payments for 2009 and 2010 are written off as a loss in the accounts for 2011.</i></p> <p><b>Membership dues 2012</b> The board updated the membership dues for 2012, appendix 1.</p> <p><b>Budget 2012</b> The board discussed the proposed budget for 2012 and decided to accept the proposal, appendix 2.</p>

Conference	Notes / Actions
Responsible	
	<p><b>AGM 2012 – Marseille</b> Elodie, Juan Carlos and Hans will coordinate the AGM together with LGP Marseille. The AGM is to be held 31<sup>st</sup> of August – 2<sup>nd</sup> of September 2012.</p>

*Seminars during AGM 2012*

The board will ask the members for input on what kind of seminars they want us to provide.

The board discussed different topics and will make sure that there are at least 3 parallel seminars during the AGM.

**Resignation**

Due to personal reasons Niklas Borefors have resigned as conference coordinator on the board.

The board will divide the work that has to be done prior to the board meetings and the AGM amongst themselves.

***The board accepted the resignation and decided to keep the seat vacant until the next AGM.***

EuroPride	Notes / Actions
Responsible JR	
<p><b>EuroPride 2013 - Marseille</b></p> <p>At the moment there is a discussion between Tous&amp;Go and CIF. CIF have decided to revoke the license for Tous&amp;Go to arrange Pride in Marseille and have given it back to LGP Marseille.</p> <p>This has created some fuss in Marseille and has made the preparations for EuroPride 2013 a bit difficult.</p> <p><b><i>The board discussed the situation and decided to send a letter to the mayor of Marseille, the president of the province of Marseille and the president of the region of Marseille stating that LGP Marseille is the organisation that holds the license of EuroPride 2013 and asking for their support.</i></b></p> <p><b>EuroPride 2014 - Oslo</b></p> <p>Hans will draft a license agreement and send it to Oslo for signing before the end of February 2012.</p> <p>The preparations have started and Juan Carlos will get in contact with Oslo and ask for regular reports prior to the board meetings.</p> <p><b>EuroPride trademark</b></p> <p>EPOA does not have the trademark for EuroPride all across Europe. There is one organisation in France and a person in Spain holding the national license. This might cause some problems in the future.</p> <p><b><i>The board will continue the work in securing the EuroPride trademark around Europe.</i></b></p>	

*Hans will contact Sofiged and ask for the domains europride.com and europride.eu, together with the EuroPride trademark in France to be handed over to EPOA.*

**EuroPride 2015**

Andreas will send out a letter to our members (or other potentially interested parties) about the procedures for applying to hold the license of EuroPride 2015 no later than the 15<sup>th</sup> of February 2012. This information is also to be published on the website.

*The set dates for 2012 is as follows:*

- Sending in the "Letter of intent", March 31<sup>st</sup> 2012
- Submitting the application, July 15<sup>th</sup> 2012
- Paying the application fee August 15<sup>th</sup> 2012.

Media / Internet	Notes / Actions
Responsible AM	
<p><b>Newsletter</b></p> <p>The board discussed the newsletter. The letter will always have a part with information from the board and one part with information from our members. Andrea is in charge of contacting our members asking for their input at the latest on month prior to the letter is to be sent out.</p> <p>The newsletters in 2012 are to be sent out 1<sup>st</sup> of March, 1<sup>st</sup> of June, 15<sup>th</sup> of September and 15<sup>th</sup> of December.</p>	

Outreach and member service	Notes / Actions
Responsible RK	
<p><b>List of Pride events in Europe</b></p> <p>The work with compiling the list of pride events all around Europe is in progress. By today, missing some regions of Europe, there are about 170 different Pride events across the continent.</p> <p><b>Membership benefits</b></p> <p>Hans and Ruben will set up a list of member benefits. This list is to be presented to the board no later than February 29<sup>th</sup> 2012. Ruben will continue working to get new member benefits.</p> <p><b>Getting new members</b></p> <p>Ruben will contact potential members, no later than March 15<sup>th</sup>, and ask for them to apply for membership.</p>	



<b>Human Rights</b>	<b>Notes / Actions</b>
Responsible EB	
<p>The board decided to uphold the decisions made in January 2011 and March 2011. We still need to put up links to HR organisations on our website. We should also link to the Yogyakarta principles.</p>	
<p>Elodie is to take contact with ILGA-Europe to strengthen our relationship and start talking about how to cooperate.</p>	
<p>The Human Rights coordinator is to monitor and assist the HR perspective in regards to the EuroPride celebration each year (in collaboration with the EuroPride coordinator).</p>	

<b>Other discussions</b>	<b>Notes / Actions</b>
Responsible ALL	
<p><b>Revision By-laws</b> The board discussed the by-laws. The latest version will be sent out to members who paid the dues for 2011. It will be sent out at the latest February 15<sup>th</sup>. The members are to be asked for comments to be sent to the board no later than April 1<sup>st</sup>.</p>	
<p><b>World Pride 2012</b> The board and Pride London met between 6-8pm Saturday evening and discussed how to EPOA could help them to promote the event around Europe. There will be a joint EPOA and InterPride presence at the event.</p>	
<p><b>Fundraising</b> Hans and Tomasz are to look further into sponsorships.</p> <p>We will start €12/12 donation campaign to our scholarship fund. This will be announced as soon as the PayPal account is up and running.</p>	
<p>Each board member is to compile a list of at least five different funds that we might apply from. This is to be done at the latest March 31<sup>st</sup>.</p>	
<p><b>Promotion of EPOA at Fitur</b> AEGAL has promoted EPOA at the International Tourism Trade Fair in Madrid. The board welcomes this and thanks AEGAL for the work. Other opportunities in the future will be pursued as much as possible in collaboration with the host of EuroPride. Question was raised if we should become member of ILGTA. Will be looked into by the next board meeting.</p>	

**Honorary members of EPOA**

The board decided to make Mark Chapman, Robert Kastl, Markus Manegold, Vincent Lorijn and Kurt Krickler as honorary members of EPOA.

Hans and Andreas are responsible to inform them about our decision.

The board will ask the members to send in suggestions on other honorary members, before each AGM. This suggestion should be motivated in writing.

**Next board meetings**

*The next board meeting will be held in Riga, 13<sup>th</sup> - 15<sup>th</sup> of April. Tomasz, Hans and Andreas will coordinate the meeting together with our member in Riga.*

*The board meeting in July will be held on July 6<sup>th</sup> 2012, in London. This will be coordinated with our member in London. Hans and Andreas are responsible.*

<b>EPOA Board Meeting / Agenda</b>	
Place:	Riga, Latvia
Date:	Saturday 14th of April 2012
Time:	9.00-18.00

<b>Name</b>		<b>Function</b>	<b>Attendance</b>
Hans De Meyer	HM	President	X
Andreas Nilsson	AN	Secretary	X
Tomasz Bacskowski	TB	Treasurer	X
Elodie Brun	EB	Human Rights coordinator	X
Juan Carlos Alonso Reguero	JR	EuroPride coordinator	X
Ruben De Keyser	RK	Outreach coordinator	X
Andrea Maccarone	AM	Media/Internet coordinator	Excused

<b>Operations</b>	<b>Notes / Actions</b>
Responsible HM / AN	
<p><b>New e-mail system</b> Hans introduced the new e-mail. Google is now up and running. All board members got information about their new account and how to add documents to Google docs. Andreas will send out more information about the structure on Google docs.</p> <p><b>Website</b> There have been some changes on the website. Everyone will get a user and will be able to log in and add information on the website. Hans and Andreas will add documents for downloading. Ruben will add Pride events in the calendar. The board members are all asked to look at the website and suggest further information to be added.</p> <p><b>List of members</b> By 11<sup>th</sup> of April 2012 the organisation have 30 paying members. The members are listed on the webpage and as soon as a new member pays it will be listed on the webpage. The board went through the list of members and removed 11 organisations, which have not paid for the membership in 2011 before March 31<sup>st</sup> 2012.</p> <p><b>To do-list</b> We went through the to-do list and checked out points and added points decided at this meeting. This in an internal working document for the board and will not be sent out to the members.</p>	

**Membership applications**

Amsterdam Pride and Budapest Pride have applied for membership.

*The board unanimously decided to welcome Amsterdam and Budapest as members. Andreas will inform them about the board's decision. Tomasz will send them the invoice for the membership due 2012.*

<b>Finances</b>	<b>Notes / Actions</b>
Responsible TB	
<p><b>Final accounts 2011</b> Mario Mielli, Roma Pride, have not paid the licensing fee for EuroPride2011. Hans will send them a letter giving them final notice of payment. There have to be an agreement by May 15<sup>th</sup> 2012.</p> <p><b>Updated budget 2012</b> The board updated the budget for 2012 based on the membership list.</p>	

<b>Conference</b>	<b>Notes / Actions</b>
Responsible HM /AN	
<p><b>AGM 2012 - Marseille</b> LPG Marseille have sent in an update on the plans for the Annual General Meeting. The conference fee will be set to Euro 240. Information about the AGM is to be put on the website and to be sent out to our members in the next newsletter.</p> <p>Elodie and Juan Carlos will continue working with LPG Marseille to prepare the AGM.</p> <p>The AGM will be held August 30<sup>th</sup> – September 2<sup>nd</sup> 2012.</p>	

<b>EuroPride</b>	<b>Notes / Actions</b>
Responsible JR	
<p><b>EuroPride 2013 - Marseille</b> The situation in Marseille has calmed down and the preparations are moving forward. LPG Marseille has created a new organisation in which many of the local LGBT-organisations are members and they are together planning the event in 2013, appendix 1.</p> <p>The board are now confident in that EuroPride 2013 will be arranged as planned and will be a good event. The deadline for the next report is set to June 30<sup>th</sup> 2012.</p>	

**EuroPride 2014 - Oslo**

Oslo has come a long way in the preparations, appendix 2. The board is confident that the event will be good. The deadline for the next report is set to June 30<sup>th</sup> 2012.

**EuroPride2015 - candidates**

By March 31<sup>st</sup> we have received six (6) letters of intent for hosting EuroPride 2015. The candidates for 2015 are Barcelona, Manchester, Milan, Riga, Tel Aviv and Vienna.

Hans and Juan Carlos will send a letter to the candidates thanking them, telling them about the future process and remind them of the upcoming deadlines.

<b>Media / Internet</b>	<b>Notes / Actions</b>
Responsible AM	
<p><b>Newsletter</b> Andrea has asked our members to send information they want to be included in the newsletter. Members are to send in this information before April 15<sup>th</sup>.</p>	

<b>Outreach and member service</b>	<b>Notes / Actions</b>
Responsible RK	
<p>Ruben is still compiling the list of pride events and festivals in Europe. He will also keep an up to date listing of dates for the events and add them to our calendar. Source the contact details to these events to be able to reach out to them as prospective members. Existing members as potential members alike shall be kept informed of our activities and member benefits.</p>	

<b>Human Rights</b>	<b>Notes / Actions</b>
Responsible EB	
<p><b>Human rights organisation list</b> Elodie will contact different HR-organisations on a European level, asking for cooperation and if we can post information about them on the website.</p> <p><b>ILGA-Europe</b> Elodie is in contact with ILGA-Europe and there is now an agreement on collaboration. We will invite them to take active part during EuroPride events having seminars etc.</p> <p>Elodie will contact IGLYO to build up a relationship with them as well.</p>	

Other discussions	Notes / Actions
Responsible ALL	
<p><b>Revision By-laws</b> The suggested changes by the board were sent out to the members, asking for comments, questions and remarks. By April 13<sup>th</sup> no members have sent in any comments, questions or remarks.</p> <p>The board went through the by-laws again and made some small changes. Hans and Andreas are in charge to finalize the board's proposal and send it out to the members prior to the AGM.</p> <p><b>World Pride 2012 – EPOA participation</b> EPOA and InterPride will have a joint participation at WorldPride in London. Hans will coordinate this with InterPride and keep the board informed. There will amongst other things be a joint reception Friday, a joint information booth and a joint section in the Parade.</p> <p><b>Fundraising</b> We are looking into different opportunities in order to raise money for the organisation in order to develop certain educational and scholarship projects for our members. Each board member is to look into possible Funds, organisations etc. which could be potentially funding not for profit organisations. We will also look into promoting private donations through a “donate” button on the website – to be made available by end of July 2012. Another option would be corporate sponsorship and this in relation to the EuroPride brand. This of course will not be easy as each licensee also has several sponsors lined up.</p> <p><b>Relationship EPOA – InterPride</b> Based on the EPOA due discussion at the mid-year meeting in InterPride the board discussed the EPOA and InterPride relationship.</p> <p>It has been decided that certain points will need to be discussed with InterPride by their next AGM at the very latest:</p> <ul style="list-style-type: none"> <li>- Percentage which EPOA pays to InterPride on membership fees received for all European members</li> <li>- Membership benefits</li> <li>- Possible percentage on the license of WorldPride, when this event is organised in Europe – as EuroPride will not be held in that particular year.</li> </ul> <p><b>Next board meeting</b> The next board meeting will be on July 6<sup>th</sup>, at Z Hotel in London. The meeting is to start at 11 am.</p>	



## EVOLUTION OF the PROJECT (Interim report n°3)

### STRUCTURES AND SKILLS

Since our return from the EPOA and InterPride AGM & Conference, October 2011 in Brussels, we were committed to a complete restructuring of the event.

The dialogues and the works which we had allow us to present you the structural main lines of EuroPride 2013, which will get organized around three complementary entities of the association LGP Marseille.

Lesbian and Gay Parades Marseille: expanding Association of the project and signatory of the contract of partnership with the EPOA. This organisation is a guarantor for the ethics of EuroPride on 2013.

LGP will ask for the institutional subsidies communities, and manages the associative and logistic organization of the event.

We worked since our return of Brussels on the pacification of the associative situation LGBT in Marseille.

To date we can inform the EPOA about the fact that LGP Marseille reinstated (re-entered) the board of directors (board meeting) Since February 2012, and of this fact when our association henceforth handles the organization (and brand) of Lesbian and Gay Pride in Marseille as a replaced by the association TOUS and GO who were excluded.

We organized three plenary sessions with all the associations of Marseille and Avignon, and a meeting with the associations of Nice.

More thematic working meetings were organized with associations some that:

- Helps (Assistants) on the health and the prevention
- SNEG on the prevention and the information with the businesses LGBT members in SNEG about EuroPride.
- G-stud and FAG on the questions bound (connected) to the youth
  - The C.E.L and the F.A.I.L.L.E on the questions of the women
- With associations of the countries of the Maghreb which we wish to invite in 2013



We cannot say that the situation is completely simplified in Marseille at the associative level, but progress is to be underlined.

The collective whom we set up for Lesbian and Gay Pride is very good bases to train (form) that of EuroPride that we wish to open also to associations national. From the comeback of September, 2012, the associative collective for the organization of EuroPride will put himself in production.

In a definite frame (executive), it will have for objective to define the big political and militant orientations of the EuroPride 2013. He will gather various associations and representative personalities of the community LGBTQI. This collective will bring, suggestions and reflections, and will be the real kingpin of all the associative and political militant axes of EuroPride 2013.

Furthermore we confided since January, 2012 to an office of lawyer specialized in the business law, companies(societies), associations and protection of the marks the care of drafting and of checking quite our agreements with our diverse partners. An accounting firm, statutory auditor also handles all the accounting of our organization. In April, 2012, we have create the company of «EP event" the only shareholder of which the LGP is. This structure aims at the marketing of the certified not associative events Europride 2013.

By his way, we are going to be able to conclude contracts and get back VAT (tax very high in France), and also put under cover the association in case of loss.

We opened premises in city center in a street very frequented by the Gay. The inauguration is by July 20th, 2012 in the presence of representing urban affairs.

## **CALENDAR (TIMETABLE)**

EuroPride of Marseille is scheduled (programmed) in July 2013 (the date proposed for the parade is July 20th, 2013). The implementation of the structures of organization, the communication and the projects will get organized according to the following calendar (timetable).

*Since October, 2011*

Launch of the first elements of the communication of EuroPride 2013, (communication with the press, the web site, the leaflets, TV Web on YouTube, stickers adhesives).

Collecting of contacts and meeting, appointments and first meetings, by the new team, with the local elected representatives, the commercial organizations and the LGBTQI associations.

Further to the labelling of EuroPride within the framework of Marseille-Provence 2013,





We started working meetings on the pooling of spaces, means, and cultural projects. We participated in February in an international press conference with Marseille-Provence 2013 capital European of the culture. On the return to Brussels, launch of a promotion drive of EuroPride 2013 to the Marseille and French population through:

- The creation of several elements of communication, post(show), flyers, a first web site for the association LGP Marseille, several pages on the social networks ( Facebook), the article in the press, regional and national, two interviews radio.
- Signature of an agreement with TETU the 1er gay magazine in France. A partnership was set up with the Tourist information office, the labour unions (syndicates) of the hotel business and the restoration (catering) and I has CCI of Marseille.

Negotiations with a tour operator specialized in the transport of group to organize travel and accommodations of our future visitors. The site CouchSurfing.org which puts in contact the travellers with persons who can accommodate them and "pilot" them on their holiday resort, is also mobilized.

### *Spring, 2012*

Starting up of the actions (shares) of visibility of EuroPride 2013 with national march we shall be present on big French march, and the vision of EuroPride integrated (joined) into the paper program of practically all Prides.

We also requested the EPOA so that the promotion of EuroPride is made to the European prides. We would like to send a team to WorldPride 2012 in London.

On July 7th, 2012 we organize Lesbian and Gay Pride of Marseille, it will be for us an opportunity (occasion) to affect a wide public.

Until September 2012, we are dealing with the organization of the EPOA AGM & Conference in Marseille, which will be held from August 30th till September 2nd 2012.

- Presentation (display) of the program of EuroPride on 2013 to the members of the EPOA
- Evolution of the projects (interim report N 4)
- Presentation (display) of the partners and the official sponsors.
- Presentation (Display) of the reflections on, the themes and the demands.



*From September, 2012 till July, 2013*

Strengthening of the communication EuroPride 2013.

Launch of «Pass EuroPride 2013 ».

Organization of the demonstrations (appearances) of EuroPride on 2013.

Implementation of a campaign (countryside) in order to attract businesses and establishments which wish to participate in EuroPride.

We go by means of the Chamber of commerce and industry of Marseille, and the SNEG (national labour union of the gay companies) to organize the welcome (reception) of the LGBTQI. They will award a label EuroPride 2013, and will so be identified by the visitors.

In June, 2013 Opening of EuroPride on 2013 on the occasion of Marche of Montpellier (according to the agreements which can be concretized with our regional partners).

Accentuation of the visibility and the distribution (broadcasting) of the themes and the political and associative stakes at the national level.

In July, 2013 EuroPride 2013 takes place in Marseille around a week of militant meetings (appointments) and euro-Mediterranean festivities.

This week will end by the European march in the streets of Marseille. Closing of EuroPride 2013 in Nice on July 21st, 2013 (according to the agreements which can be concretized with our regional partners).

### **EVENTS TO BE REALIZED FOR EUROPRIDE 2013:**

- The associative EuroPride Park village heart of the clubs and societies will certainly be situated in the park Chanot palace of the conferences of Marseille. We chose the palace of Europe 1600 m2 and its esplanade to welcome us. Very serious and advanced negotiations are in progress to allow this realization.

- Beach situated on the beaches of Prado, will be opened and dedicated to LGBT public. We have proposals from professional beach managers to take on the responsibility of it, further to a call for projects; the professional will be chosen by autumn 2012.

- the EuroPride club, in the Dock of the South, the real symbolic place of the South of France, he(it) will welcome us during all the demonstration(appearance), on more than 6000 m2, this festive place will be the Club of EuroPride. We confide the organization to a professional events specialist who organizes several festivals through France, and collaborates among others in the Techno Parade in Paris.

In the specifications we keep a right to inspect the choice of the scheduled (programmed) artists and the practised price lists (rates).



Lesbian & Gay Parade Marseille : 27 rue Vacon – 13001 Marseille

Locaux : 11, rue Moustier — 13001 Marseille

Association Loi de 1901 enregistrée en Préfecture des Bouches-du-Rhône sous le numéro W133013703

[www.europride2013.com](http://www.europride2013.com) / [www.lgpmarseille.fr](http://www.lgpmarseille.fr)

The gay mini-cruise: with one of our private partners we prepare the organization of a gay mini-cruise. An exceptional day which will allow 250 persons to visit If Castle, the Iles du Frioul, Creeks and the village of Cassis. This day will be enclosed on evening aboard the boat. This activity is already for the program for Lesbian and Gay Pride 2012.

## **FINANCING**

We have at the moment 150 000 euro of private partners. Other negotiations are in the course of July and we should reach 350 000 euro by end of August 2012; all this except 30 000 euro of public funding for 2013 which will not intervene before March 2013.

We also wait for recipes (receipts) of sale of products goodies, and current deals with trading company.

*Marseille will be proud to welcome you, in our beautiful old city of more than 2600 years.*

*The team of the association Lesbian and Gay Parades Marseille.*



## PARTNERS

### PUBLIC INSTITUTIONS

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Région  
Provence  
Alpes  
Côte d'Azur



CONSEIL  
GENERAL  
BOUCHES-DU-RHÔNE

MP2013  
MARBEL & MARSEILLE 2013  
OFFICE DU TOURISME  
ET DES CONGRÈS

Marseille  
OFFICE DU TOURISME  
ET DES CONGRÈS



### LGBT ORGANISATIONS

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proud member of



european  
pride  
organisers  
association

InterPride

CIF  
COORDINATION  
INTERPRIDE FRANCE



Syndicat National des Entreprises Gaies  
Partenaire de la Vie Gay - [www.sneg.org](http://www.sneg.org)



### MEDIA

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TÊTU

La Dixième  
MUSE  
MAGAZINE LESBIEN

BLOG  
4YOU.FR

WATT 4 YOU!

www.  
Gate mag.com  
Gay activities tourism event

LOM  
Magazine

raje



Yagg.com

RESPECT



Lesbian & Gay Parade Marseille : 27 rue Vacon – 13001 Marseille  
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[www.europride2013.com](http://www.europride2013.com) / [www.lgpmarseille.fr](http://www.lgpmarseille.fr)



PROJECT PARTNERS

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OFFICIAL SPONSORS

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## Status report EuroPride 2014 – Oslo

### **General information**

During the last six months, since Oslo was awarded the license of EuroPride 2014, the board of Oslo Pride have done the following things in order to prepare for the event:

1. Worked out and adopted the organizational model for the event. Some small formal clarifications are to be made at the Annual General Meeting in August 2012. The Organizational model is shown on page 3.
2. The work with EuroPride 2014 are divided into three phases:  
*Phase one* – Setting down the organisation – ending 31<sup>st</sup> of August 2012.  
*Phase two* – Planning and programme – 1<sup>st</sup> of September 2013 – 1<sup>st</sup> of August 2013.  
*Phase three* – Programme and implementation – 1<sup>st</sup> of August 2013 – EuroPride 2014
3. The event is to take place June 20<sup>th</sup> – 29<sup>th</sup> 2014. Pride Park (Pride village) will be open June 23<sup>rd</sup> – 28<sup>th</sup> 2014. We have received approval from the municipality of Oslo on this February 14<sup>th</sup> 2012.
4. The board have started to recruit a EuroPride manager and members to the steering committee. The EuroPride manager will be appointed before August 31<sup>st</sup> 2012.
5. Pride park manager, Pride House manager and Pride Parade manager are in place and will be appointed at the same time as the EuroPride manager.
6. During this years Oslo Pride we will identify key factors in Pride park and during the parade as a basis to calculate the space needed during EuroPride.
7. Pride house will this year be held in a new location – if this is a success Pride house will be held there in 2014 as well.
8. We have initiated the work with the graphical profile and a webpage. This will be launched in the autumn 2012.
9. On March 15<sup>th</sup> we had a meeting with potential sponsors and partners. On this meeting we presented the organisation and plans for 2014. There will be a follow-up meeting this autumn. Until this meeting our sponsoring agency will start working with finding sponsor to the event. Phillip Morris and Absolut Vodka have already shown interest in buying exclusivity on sale on cigarettes and spirits in Pride Park.

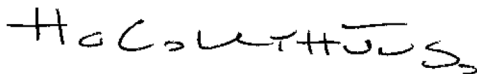
10. The mayor of Oslo strongly supports the event and has given financial support to the planning in 2012 and has promised financial support in 2013 and 2014 as well.

11. We have initiated a co-operation with Oslo tourism board (Visit Oslo) and are in the coming weeks together with them to set down a group of representatives that could promote the event.

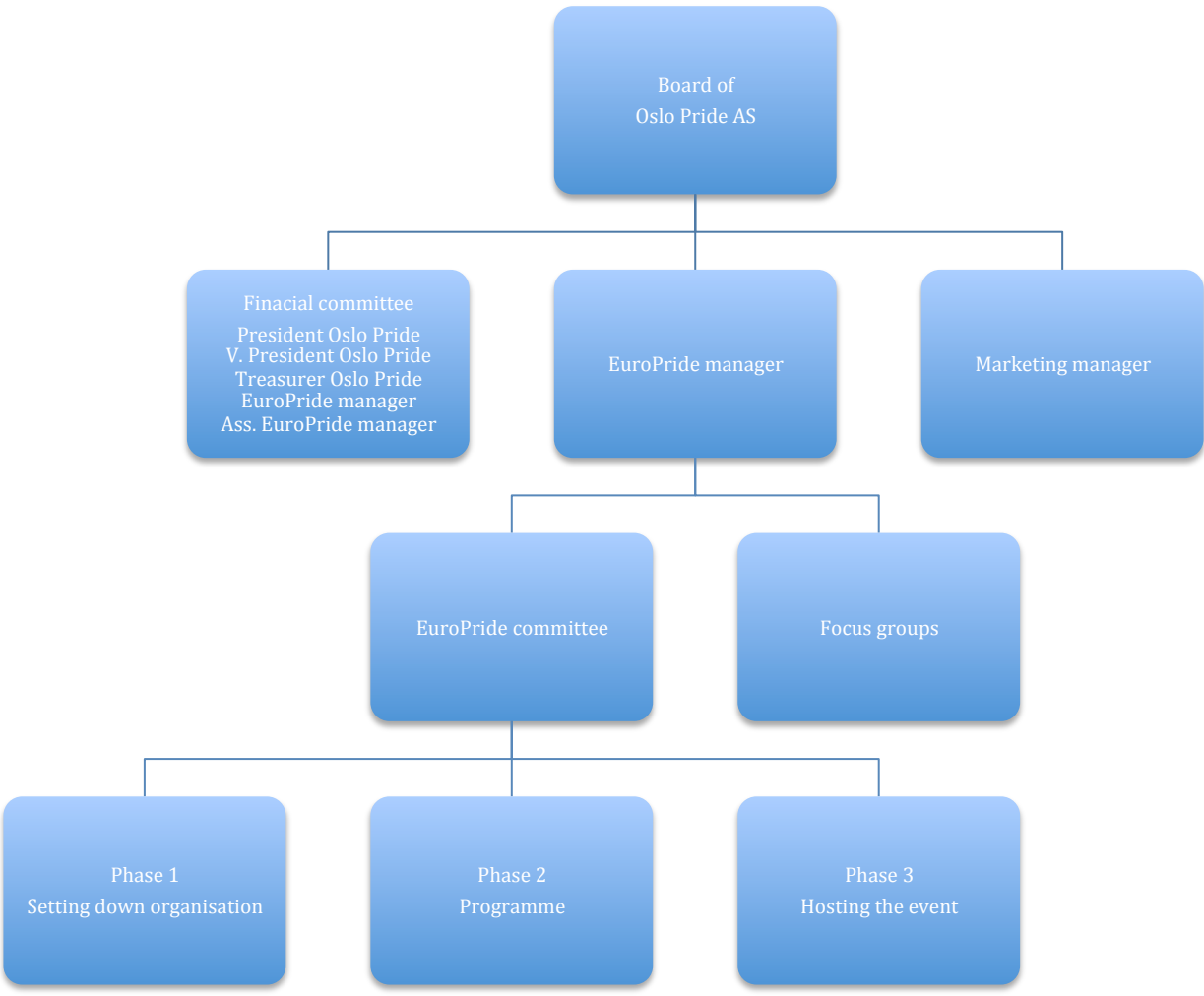
When the board have appointed the EuroPride manager, Visit Oslo will appoint a project manager of their own to work with the event. This is how Visit Oslo have been working with events such as Eurovision Song Contest in Oslo 2010, Cross-country skiing World Championships in 2011 and Snowboarding World Championship 2012.

If you have any further questions please don't hesitate to ask us and please let us know when you expect the next report.

Oslo, April 12<sup>th</sup> 2012



Helle Christin Nyhuus  
President, Oslo Pride





<b>EPOA Board Meeting / Agenda</b>	
Place:	London, United Kingdom
Date:	Saturday 7 <sup>th</sup> of July 2012
Time:	8.30-9.45

<b>Name</b>		<b>Function</b>	<b>Attendance</b>
Hans De Meyer	HM	President	X
Andreas Nilsson	AN	Secretary	X
Tomasz Bacskowski	TB	Treasurer	Excused
Elodie Brun	EB	Human Rights coordinator	X
Juan Carlos Alonso Reguero	JR	EuroPride coordinator	X
Ruben De Keyser	RK	Outreach coordinator	X
Andrea Maccarone	AM	Media/Internet coordinator	X

<b>Membership applications</b>	<b>Notes / Actions</b>
Responsible HM / AN	
<p><b>Membership applications</b> CSD Rhein Neckar and LGL (Baltic Pride – Lithuania) have applied for membership. The applications full-fills the requirements.</p> <p><i>The board unanimously decided to welcome CSD Rhein Neckar and LGL as members. Both organisations' membership fee is set to €50.</i> <i>Andreas will inform them about the board's decision. Tomasz will send them the invoice for the membership due 2012.</i></p>	

<b>EuroPride 2015</b>	<b>Notes / Actions</b>
Responsible JR	
<p>The deadline for submitting bids to have the license for EuroPride 2015 is 15<sup>th</sup> of July. We have four organisations that have submitted a valid Letter of Intent.</p> <p>Juan Carlos will remind the organisations about the dead-line and inform them about the time-line leading up to the AGM</p>	

<b>Annual General Meeting</b>	<b>Notes / Actions</b>
<b>Responsible HM / AN</b>	
<p><b>AGM 2012 – Marseille</b> The AGM is coming up and the board need to do the final preparations:</p> <p><i>Annual report</i> – Andreas will send out the report from last year and ask the board members about their reports. Deadline for submitting your report is August 10<sup>th</sup>. The Annual report will be sent out to the members before the AGM.</p> <p><i>Financial report</i> - Hans will work with Tomasz to get the financial report ready before the AGM</p> <p><i>Workshops during the AGM</i> – Elodie will ask ILGA Europe if they are willing to have a workshop on Human Rights, and ask IGLYO if they are willing to have a workshop on how to incorporate youth in the Pride event. Hans will ask Mark Chapman if he is willing to have a workshop on marketing, ask Kaspars Zalitas (Mozaika) if he is willing to have a workshop on security during Pride events in hostile environments, and will look into repeating the workshop about hostile questioning held at the InterPride AGM in Brussels last year.</p> <p><i>Agenda</i> – The plenary sessions at the AGM will be on; Annual and financial report, Presentations from LGP Marsielle on EuroPride 2013 and from Oslo Pride on EuroPride 2014, Elections of board members, Bids for EuroPride 2015, Decision on the license for hosting EuroPride 2015, Discussion about the EPOA-InterPride relationship, Voting on the proposal of new by-laws for EPOA. Hans and Andreas will draft the schedule for the AGM based on these plenary sessions and the programme submitted by LGP Marseille.</p>	

<b>Scholarship fund</b>	<b>Notes / Actions</b>
<b>Responsible HM / AN / TB</b>	
<p>Hans and Andreas will draft a proposal for rules when applying for a scholarship. This document shall be sent out to the board for decision over e-mail no later than the 20<sup>th</sup> of July. As soon as the board have decided the members will be informed.</p> <p>Deadline for applying for scholarships is no later than July 31<sup>st</sup>.</p>	