



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION



Annual Report 2022

Welcome from our President

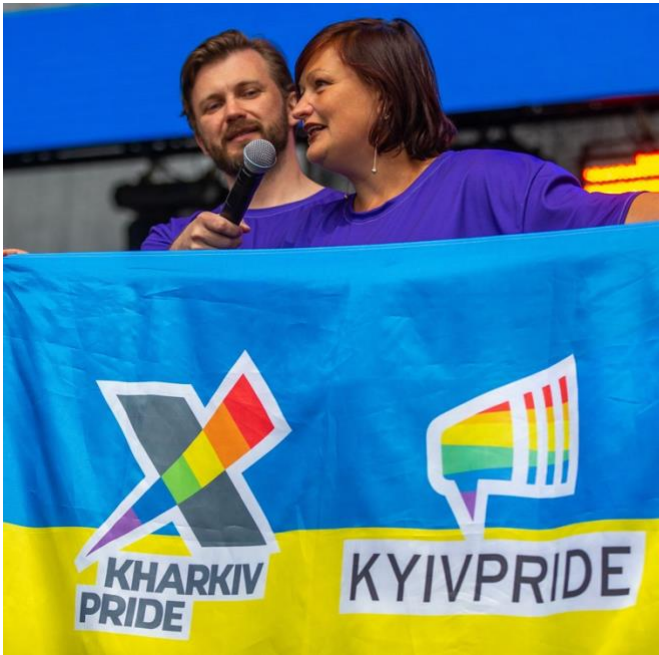


Image: Augusto Didzgalvio

Thirty years ago this summer, a group of visionary Pride organisers in London held the very first EuroPride. They didn't really know if it would be a success, or if the idea would take hold with organisers in other countries. What they did *not* expect, as they told us this summer when we met them, was that they would be creating a movement that would grow and continue to be at the vanguard of progress for LGBTI+ communities in Europe for decades to come.

EuroPride 2022 in Belgrade shows the power of the movement. At the time of writing, we are still a few days away from EuroPride, with increasing and entrenched political opposition. But there could be no better location than Belgrade for the thirtieth anniversary EuroPride: when the first EuroPride took place, Yugoslavia was descending into civil war and in the early days of the break-up of the country. Whatever the opposition that the LGBTI+ movement faces in Serbia, progress *is* being made and EuroPride in Belgrade will be known for years to come as a key contributor to that progress.

We have spent a great deal of time and resources in the last year supporting the brilliant team in Belgrade. We have also been active in supporting colleagues in Poland, Hungary and Turkey, but of course our greatest activity has been in supporting

our members in Ukraine following Russia's latest invasion of their country.

The support we have given and the almost €100,000 we have raised for them has only been possible with the help of our members, and we are incredibly grateful to all who contributed. You can read a detailed report on our support for Ukraine later in this report.

With the coronavirus pandemic finally under control, Prides have made a cautious but fully fledged return to the streets of Europe. Many members have reported bigger and brighter Parades and events than ever before: it's clear the LGBTI+ community was ready for Pride again. Sadly, we faced Pride season with another health emergency with the emergence of the monkeypox virus in Europe, and we worked closely with the World Health Organisation in coordinating and supporting the response of Pride organisations. This was especially important given the media hysteria and homophobic narratives that we saw across Europe.

Looking to the year ahead - my last year as President - I am especially excited for EuroPride in Malta, the highest-ranking country for LGBTI+ equality according to Rainbow Europe. The stark contrast with Serbia will be a strong reminder for us of the importance of diversity in EuroPride.

As we prepare to gather in Torino, Italy for our Annual General Meeting, I am mindful that looking ahead with positivity is becoming increasingly difficult after the tumultuous last three years and the various global crises that affect us all. But it's clear that our movement is strong, our solidarity and spirit of cooperation is deeper than ever before, and our resilience will serve us well.

Kristine Garina (She/Her), President
Riga Pride / Mozaika, Latvia

Cover image: Kharkiv Pride marking Lesbian Visibility Week in Kharkiv, Ukraine, April 2022.
Image: Khrystyna Pashkina

Prides #StandWithUkraine



No one in our movement can fail to have been moved by the extraordinary bravery and resilience of Ukraine's LGBTI+ community since Russia's latest invasion began in February.

Recognising that our member organisations Kharkiv Pride and Kyiv Pride would immediately switch to providing community help and support, the EPOA board met on the day of the invasion to decide our initial actions and look towards a longer-term view. We have been in almost daily contact with members every day since February.

At that meeting we agreed to send an immediate international payment of €2,000 to each organisation from our Solidarity Fund. We launched a fundraising appeal and asked our members and supporters to donate. We agreed to guarantee pledges from members and send the funds to Ukraine as soon as the organisations told us they were needed. We have not transferred all funds in case there is a disruption to banking systems, but we continue to transfer funds as soon as they are needed.

In May, working with our member Mozaika in Latvia, we purchased two station wagon cars in Germany and then arranged and paid for their transportation to Lviv where they were handed

over to Kyiv Pride to help move people and supplies around the country.

With the Prides' agreement, we produced 1,000 'Prides #StandWithUkraine' flags that we sold online with all profits going to the Ukraine fund. To date more than 700 have been sold. Through our merchandise partnership with Beyond the Binary, we have also launched t-shirts with the same message.

We supported Warsaw Pride and Kyiv Pride in organising the March for Peace in Warsaw (pictured) and funded a reception for Ukrainian activists and Pride organisers after the march.

A key role for us from the start of the invasion has been to support our Ukraine members through communication to our members in the rest of Europe and, through InterPride, to Pride organisations globally. We have seen international solidarity in our movement like never before, and we know from our colleagues in Ukraine just how much it has been appreciated.

We received more than 100 media requests during the six months and we were pleased to see international mainstream media interested in the plight of LGBTI+ Ukrainians. We gave several media interviews, and spoke at events in several cities including an ORAM conference in Berlin and a vigil outside the Ukrainian Embassy in Copenhagen.

At the time of writing our Ukraine appeal has raised almost €100,000. The funds are important now because they can be used to buy essential supplies, but there will be an ongoing need once Ukraine wins the war as these organisations will need finances to regroup and rebuild. EPOA's commitment is enduring and we will support our members and the wider LGBTI+ community in Ukraine for as long as it takes.

We record our grateful thanks to all members who have supported our Ukraine appeal.

Слава Україні! Slava Ukraini! Glory to Ukraine!

Administration



Being headquartered in Belgium continues to present challenges due to the complicated bureaucracy of managing an ‘association internationale sans but lucrative’ – a non-profit organisation – there. With the progress made last

year when we engaged a Belgian lawyer to support us in correcting the national records, we were hopeful that we would have our records up to date by the end of 2021. Unexpected health challenges prevented me from sticking to this deadline. With my health improved and the AGM coming up we are expecting to finally have the records up to date by the end of 2022.

In 2019 we started a bylaws revision process aimed at creating a draft proposal for discussion and vote at the AGM in 2022. The draft is ready and will be presented to the attention of the membership together with other respective documentation prior to the AGM in Torino.

Our registered office remains at RainbowHouse in Brussels, and we are grateful to the team there and at The Belgian Pride for their support in managing our incoming mail.

Lilly Dragoeva (she/her) – Secretary
Sofia Pride, Bulgaria

Conference



My role is to organise and manage board meetings and the Annual General Meeting, and to facilitate contact with host organisations.

This term the board had meetings in Rostock (during the CSD Deutschland conference), Budapest, Gothenburg (during the informal Nordic Pride network meeting), Cheltenham and London. Due to the ongoing pandemic the board meetings were hybrid.

After two years of online AGMs Torino Pride will finally host our AGM in person. With regular online meetings I assisted Turin in preparing the AGM and Conference, especially after the bankruptcy of the originally planned hotel became known.

I attended several Prides during the year, including CSD Magdeburg ahead of their EuroPride bid at this year’s AGM.

Patrick Orth (he/him) – Conference Coordinator
Hamburg Pride, Germany

EuroPride



Image: Mazz Image

My role is to be the main liaison point between forthcoming EuroPride hosts, and with those organisations considering bidding for a future year.

This is the first year that the Pride events can go almost as planned. And there has been extra focus on this year's EuroPride, which is being held in Belgrade. This event is considered extremely important and will be an important political statement. Belgrade Pride has a history where there has been a lot of opposition from various groups in the population, and it clearly lacks enough political support. Comments by the President of Serbia in late August – announcing the 'cancellation' of EuroPride – has given the event more international media attention than we could

ever have hoped for, and almost certainly had the opposite effect to the one he desired.

The board of EPOA has invested greater resources than usual to assist and help the host organisation. Among other things, several of us travelled to a site visit in February, and have worked closely with the organiser afterwards. Here, we have particularly focused on how we can use EPOA's network to create support from outside. We have also collaborated on the communication around the event.

After the President's remarks about cancellation, the board of EPOA has worked closely with Belgrade Pride to ensure that the event goes as planned. We will know what the final result will be when we get to the AGM in October.

We have also increased our cooperation with Valletta regarding EuroPride 2023, and several members of the board will visit Malta Pride in September. The organisers are well advanced in their planning and we urge you to note the dates for EuroPride 2023, which will take place from 7 to 17 September.

At the AGM, our members will decide whether Magdeburg in Germany or Lisbon in Portugal will be awarded EuroPride 2025. We have been in dialogue with both applicants, and have, among other things, visited them locally.

Stein Runar Østigaard (he/him) – EuroPride Coordinator *Oslo Pride, Norway*

Want to host EuroPride in 2026 or beyond?

We are currently inviting bids for EuroPride in 2026. Letters of intent to bid must be submitted to the Board by 31 March 2023, with the bids then presented at our AGM in the autumn. Information can be found on our website.

If you are considering a bid but have questions or are not quite sure of the process, we are always willing to have informal conversations about a potential bid. Feel free to reach out to Stein, whose email address you can find on page 13 of this Annual Report.

Communications



Image: World Health Organization Europe

Our communications activity this year reflected the areas where EPOA as a whole was focused, primarily on support for our members in Ukraine and EuroPride in Belgrade. I also met and interviewed several founding members of EPOA and EuroPride ahead of the thirtieth anniversary.

The board formed a smaller group tasked with supporting Belgrade Pride, and we visited for a site visit in March. A great deal of time was spent on communications, including website and content development. I have met weekly with the Belgrade communications team for the last three months and we have been in daily contact for weeks. They have an exceptional communications team who have been delivering brilliant communications, although we all acknowledge that much of the content was delivered very late. Several of us will be in Belgrade for the full week of EuroPride to give support and assistance.

At the start of the monkeypox outbreak in May the World Health Organization's European office contacted EPOA to seek our strategic assistance in helping Prides to raise awareness and share information, but also to counter the negative and homophobic narratives that were common in media across Europe. Over several weeks I joined a weekly meeting with WHO and ECDC (European

Centre for Disease Control, an EU agency) to coordinate the response, and we issued several communications to our members. I hope that this cooperation with WHO can continue.

Our monthly newsletter continues to have exceptionally high rates of readership: more than 50% of recipients open the newsletter each month. Our website traffic continues to grow, although we were the subject of a DDOS hack in August which was quickly resolved.

On wider social media, in the year to 31 August 2022, our audience increased by 17% to 30,871 across all channels. We generated more than 3 million impressions and over 144,000 engagements.

We continued to enjoy good levels of positive media coverage and over the same period EPOA was mentioned or quoted more than 500 times, though a majority of these related to EuroPride in Belgrade. Kristine and I gave more than 50 media interviews over the year.

In late 2021, we launched with InterPride a strategic communications working group to enable the communications lead in all Pride networks, and the leads from forthcoming EuroPride and WorldPride events, to connect. This ran for several months but was judged by participants to be of little value, though the channel remains open.

Throughout the year we have provided support to members both on strategic communications and on day-to-day issues. On the latter our good relationship with most of the social media platforms has been useful in resolving problems. We have been able to assist members in crisis communications, such as supporting Oslo Pride after the attack in June.

It has been a very busy year but one that was fulfilling and I am proud to be a part of EPOA.

Steve Taylor (he/him) – Communications
Copenhagen Pride, Denmark

Human Rights

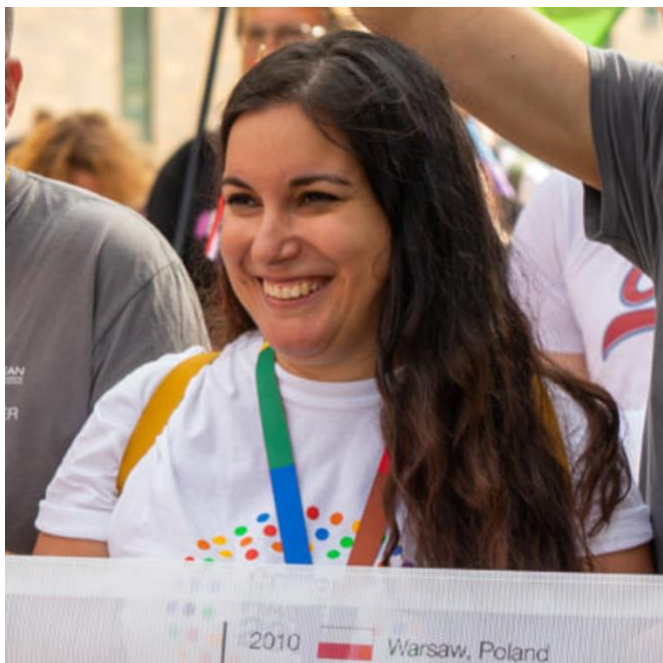


Image: Alessandro Tiberti Bertin

From attacks on Pride offices in Belgrade and Sofia, recent threats to disband EuroPride in Belgrade, discriminatory anti-human rights bills in Italy, Turkey and Poland, nowhere is this more evident than in the horrific terror attack in Oslo, where two members of our community tragically lost their lives. It tells us that, even in countries where LGBTI+ rights are considered safe, there is still a need for increased protection and support for Pride communities.

We are also facing an unprecedented time in Europe, with Russia's invasion of Ukraine. In an effort to help our siblings during this period of aggression, EPOA has given donations from its Solidarity Fund and has created a fundraising appeal, so that member organisations across Europe and the world can donate and assist their colleagues in Kyiv Pride and Kharkiv Pride. We have also created an e-shop where people can buy #StandWithUkraine flags and t-shirts to show their support, with 100% of the profits going to the charitable fund for Ukraine. To date, the fund has raised over €90,000, with this money being given to our member organisations in Kyiv Pride and in Kharkiv Pride as they require it. This is the first time EPOA has raised this amount. We have also used this fund to purchase two station wagons that were delivered to Ukraine, so that members

of our community can be helped to safety if needed. On 25 June EPOA was present in Warsaw, Poland for the March for Peace in which Warsaw Pride partnered with Kyiv Pride to hold a Pride 'for all of Ukraine'. LGBTI+ Ukrainians led the Parade, and we were so pleased to be joined by colleagues from Prides across Europe.

EPOA has been proud to support its member organisation throughout Europe also. We were very happy to see our colleagues from METU Pride (Turkey) be acquitted of all charges relating to their two year court case. We also supported the 29 organisations across Poland, who came together to form their first national organisation, and are working with them on the disbursement of the funds raised through our Poland appeal in 2019 and 2020. We also worked with AllOut to highlight and oppose the anti-human rights bills passing through Polish courts. EPOA also held its first-ever meeting in Budapest as a show of solidarity with our Hungarian colleagues and used our time there to hold a joint press-conference condemning the Orbán-led governments' increasingly anti-LGBTI+ stance.

Alongside this, we provided scholarships to members of Prides from Kyiv, Kharkiv (Ukraine), Montenegro, Lublin, Warsaw, Krakow, Rownosc (Poland), Pride in Hull, Lancaster (UK) and Marseille (France) so that they can attend the AGM in Turin. We also used our Solidarity Fund to support LGBTI+ members across Ukraine, and our colleagues in Skopje Pride.

We have maintained a close relationship with the bureau of the LGBTI+ Intergroup at the European Parliament, alerting them to issues being faced by Prides. We also met with the SOGI Unit of the Council of Europe, and the office of the Human Rights Commissioner. We continue to be a member of ILGA and engage with activities from their European section, ILGA Europe, whom we continue to push from time to time to engage more on Pride issues.

Fenia Kirkmali (she/her) – Human Rights
Thessaloniki Pride, Greece

Member organisations

The following list of 96 members was correct at 27 August 2022. Associate members listed in *italics*.

- Accept Cyprus (CY)
- Accept Romania / Bucharest Pride (RO)
- Andersraum / CSD Hannover (DE)
- ARC / Malta Pride (MT)
- Arcigay Caserta (IT)
- Arcigay Milano (IT)
- Arcigay Pavia (IT)
- Arcigay Varese (IT)
- Asti Pride (IT)
- Athens Pride (GR)
- Barcelona Pride (ES-CT)
- Belgrade Pride (RS)
- BIE Queer Bielefeld (DE)
- BiH Sarajevo Pride (BA)
- Bilbao Pride (ES-BI)
- Budapest Pride (HU)
- Carlow Pride Festival (IE)
- Cologne Pride (DE)
- Copenhagen Pride (DK)
- Cork Pride (IE)
- Cornwall Pride (UK)
- CSD Berlin (DE)
- *CSD Deutschland (DE)*
- CSD Konstanz (DE)
- CSD Kreuzlingen (CH)
- CSD Magdeburg (DE)
- CSD Mönchengladbach (DE)
- CSD München (DE)
- CSD Rhein Neckar (DE)
- CSD Rostock (DE)
- Cumbria Pride (UK)
- Dublin Pride (IE)
- Equality March Zielona (PL)
- Fierté Marseille (FR)
- Fundacja Równości (PL)
- Geneva Pride (CH)
- Hamburg Pride (DE)
- HOSI Wien / Vienna Pride (AT)
- Ibiza Gay Pride (ES)
- ILGA Portugal (PT)
- Inter-LGBT / Paris Pride (FR)
- Isle of Wight Pride (UK)
- Kharkiv Pride (UA)
- Khur Pride (CH)
- Košice Pride / Sapling (SK)
- Kyiv Pride (UA)
- Laliski Marsz Równości (PL)
- LCR Pride (Liverpool) (UK)
- Leitrim Pride (IE)
- Liguria Pride (IT)
- Limerick Pride (IE)
- Lisbon Bear Pride (PT)
- LGL / Baltic Pride Vilnius (LT)
- Manchester Pride (UK)
- Manilva Pride (ES)
- Marsz Równości w Opolu (PL)
- METU Pride (TR)
- Mozaika / Riga Pride (LV)
- Newbury Pride (UK)
- Norwich Pride (UK)
- Omphalos / Perugia Pride (IT)
- Orgullo Madrid (ES)
- Oslo Pride (NO)
- Oxford Pride (UK)
- Płocki Marsz Równości (PL)
- Prague Pride (CZ)
- Pride Amsterdam (NL)
- Pride Cymru (UK)
- Pride in Edinburgh (UK)
- Pride in Gloucestershire (UK)
- Pride in Hull (UK)
- Pride in London (UK)
- Pride in the Port (UK)
- *Pride Network Nederland (NL)*
- Pride of the Deise (IE)
- Pride Toulouse (FR)
- Reykjavik Pride (IS)
- Roma Pride (IT)
- Rosa Letzebuerg (LU)
- Skopje Pride (MK)
- Sofia Pride (BG)
- Stichting Alkmaar (NL)
- Stichting Roze Zaterdag (NL)
- Stockholm Pride (SE)
- Stowarzyszenie Queerowy Maj (PL)
- *Svenska Pride (SE)*
- Tbilisi Pride (GE)
- Thessaloniki Pride (DE)
- Torremolinos Pride (ES)
- Variações (PT)
- Warsaw Pride (PL)
- Warwickshire Pride (UK)
- West Pride (SE)
- Witney Pride (UK)
- *Zero Flags Project (NL)*
- Zürich Pride Festival (CH)

Treasurer's Report



Image: Robert Puteanu

The Treasurer's Report covers the period 1 January 2021 to 31 December 2021.

The pandemic also played a major role this year, also in terms of the Association's key financial figures in 2020. The number of members in good standing fell slightly to 99. For eight of these members, the Board approved the application for a waiver.

Our income is mainly generated from membership fees and the license fee for EuroPride. Since the organisers of EuroPrides 2021 and 2022 (Copenhagen Pride and Belgrade Pride) had already paid their license fee in full in 2020, this income will not be available in 2021.

Total income in 2021 was €24,406.41.

Since the Board was able to meet members at board meetings and represent EPOA there, as well as at various Pride and LGBTI+ events, due to travel facilitation and the return of the opportunity to meet in person, expenses in this area were again normal.

Board expenses totalled €9,944.10 for all travel, accommodation and related expenses. This equates to €1,243 per board member which we believe represents excellent value for money for the service that we give to our members.

Grants (€9,207.48) from the previous year's budget also had to be paid out to beneficiaries from the Global Pride Fund 2019, as the procedure (application, review, approval, evaluation of the funded project, etc.) took a long time. It should also be noted that 50% of our membership fees (minus 25% for solidarity) are paid to InterPride (€7,162.50).

Total expenditure in 2021 was €32,747.54.

Overall, this resulted in a deficit of €8,341.30 that would not have arisen with the normally due EuroPride license and the Global Pride grants transfers and is therefore justifiable in the multi-year overall view (see balances on p11).

The financial report 2021 will be audited by Roberto Muzzetta from Milano Pride. He will report to members at the AGM in Turin and once again we are grateful to Roberto for his support.

Uwe Hörner (he/him), Treasurer
CSD Rhein Neckar, Germany

Financial Report

Financial report for the year 1 January 2021 to 31 December 2021. All figures are in € Euro.

Income

Membership	20,645.85
Cashback transfers	1,091.56
EuroPride licence fee	0
Donations	0
Advertising and promotion	0
Sponsorships	2,669.00
EuroPride bonus / reimbursement	0
EuroPride bidding fee	0
Poland fund	0
Global Pride fund	0
Total income	24,406.41

Expenditure

Board meetings / AGM	9,944.10
Corporate identity	1,422.19
Poland fund	0
Membership fees	7,312.50
Website	1002.36
Database	795.00
Bank and Belgian registration costs	1,544.75
Scholarship & Solidarity Fund	1,355.28
Insurance	163.88
Global Pride fund	9,207.48
Total expenditure	32,747.54

Balance

Income	€ 24,406.41
Expenditure	€ 32,747.54
Balance	- € 8,341.13

Year end balances

	At 31.12.2021	At 31.12.2020	At 31.12.2019	At 31.12.20018
Current account	€ 34,306.72	€ 17,633.03	€ 5,368.84	€ 27,760.30
Savings account	€ 35,000.00	€ 60,169.28	€ 30,123.96	€ 3,118.65
PayPal	€ 1,138.17	€ 983.71	€ 1,309.42	€ 234.42
Total	€ 70,444.89	€ 78,786.02	€ 36,802.22	€ 31,113.37

Board information

The following board members served from the Annual General Meeting on 25 September 2021.

President

Kristine Garina (she/her)
Riga Pride / Mozaika, Latvia
Attendance: 9/9 meetings
kristine.garina@europride.info

Secretary

Lilly Dragoeva (she/her)
Sofia Pride / Bilitis, Bulgaria
*Attendance: 4/9 meetings**
lilly.dragoeva@europride.info

Treasurer

Uwe Hörner (he/him)
CSD Rhein Neckar, Germany
Attendance: 8/9 meetings
uwe.hoerner@europride.info

Communications Coordinator

Steve Taylor (he/him)
Copenhagen Pride, Denmark
Attendance: 9/9 meetings
steve.taylor@europride.info

Conference Coordinator

Patrick Orth (he/him)
Hamburg Pride, Germany
Attendance: 9/9 meetings
patrick.orth@europride.info

EuroPride Coordinator

Stein Runar Østigaard (he/him)
Oslo Pride, Norway
Attendance: 9/9 meetings
stein.ostigaard@europride.info

Human Rights Coordinator

Fenia Kirkmali (she/her)
Thessaloniki Pride, Greece
Attendance: 6/9 meetings
fenia.kirkmali@europride.info

Membership Coordinator

Katharina Kacerovsky-Strobl (she/her)
Vienna Pride, Austria
Attendance: 2/9 meetings
katharina.kacerovsky-strobl@europride.info

* Lilly took leave of absence due to illness and colleagues covered her role during this time. We are pleased that she is now able to return to her duties.

In addition to individual email addresses above, you can email the whole board at board@europride.info.

In the year ending 31 August 2021 the Board met in Rostock Germany (October 2021), Budapest Hungary (January 2022), Gothenburg Sweden (April 2022), Cheltenham UK (May 2022), London UK (June 2022), and held four online meetings throughout the year. We are grateful to CSD Rostock, Budapest Pride, West Pride and Pride in Gloucestershire for facilitating our meetings, and to Ørsted for hosting our meeting in London.

Host a board meeting

The board meets several times each year, usually in November, January, March, May and July or August. We always welcome invitations from member organisations who wish to host.

The board will usually arrive on Friday and begin their meeting on Friday afternoon. The meeting continues all day on Saturday and occasionally on

Sunday morning, before departures at lunchtime Sunday. Hosts are asked to provide a meeting room, and to show the board the LGBTI+ 'scene' in your town or city. If assistance is available with hotels or local transportation, this is welcome but not essential. Please email Patrick Orth (address above) if you might be interested in hosting us in 2023!

Workplan 2022-2023

Whilst the uncertainty that has been present in 2021 and 2022 in relation to the pandemic is almost gone, we are conscious that challenges relating to monkeypox and the impact of the war in Ukraine may impact on our work in the year ahead. The Board will work dynamically to manage these risks as best we can.

The board will ask the Annual General Meeting to approve the following workplan for 2022-2023.

1. Meeting at least six times during the year from the AGM 2022 to AGM 2023, whether online, in person, or hybrid
2. Implementing decisions taken at the AGM in relation to Bylaws Revision and our future relationship with InterPride, and any motions raised from the floor
3. Full implementation of the new membership database on the WildApricot platform by February 2023 (not completed in 2022)
4. Continuing support to EuroPride hosts in Valletta (2023) and Thessaloniki (2024), Lisbon or Magdeburg (2025) and to future bidding organisations (for EuroPride 2026 and later)
5. Ongoing support for member organisations and the wider LGBTI+ community in Ukraine
6. Continuing our strategic focus on Poland, Hungary, Georgia, providing support to organisers there and financial assistance where possible
7. Continued monitoring of the human rights situation for LGBTI+ people across Europe, liaising where appropriate with partners including All Out, ILGA Europe and others
8. Continued liaison with the LGBTI+ Intergroup at the European Parliament, and liaison with parliamentarians at national level across Europe
9. Further development of EPOA's relationship with the Council of Europe and specifically the SOGI Unit, with consideration of application for participatory status
10. Implementation of a new Communications Strategy for 2023-2025 focusing on high quality media coverage and enhancing EPOA's social media outputs
11. Supporting future AGM hosts and organisations bidding for the AGM
12. Promoting the EPOA Solidarity Fund in order that members are encouraged to apply to the Fund for support, especially members in hostile environments
13. Preparation of a paper and proposal on the future arrangements in relation to WorldPrides held in Europe, for discussion at the AGM in 2023 (carried over from 2022 pending the outcome of the AGM discussion on InterPride)
14. Undertaking a scoping exercise to explore opportunities for the future sustained growth of EPOA, with preparation of a report and proposal for discussion at the AGM in 2022 (carried over from 2022 pending the outcome of the AGM discussion on InterPride)
15. Developing a plan for marking EPOA's thirtieth anniversary in 2024.
16. Continued adherence to Belgian law in relation to the operation of EPOA.

Acknowledgements

The Board wishes to thank the following organisations and individuals who have supported EPOA in the last year: Jay Edwards Bannon (Southampton Pride) and Stefan Petrovski (Skopje Pride) as volunteer Communications Managers, Roberto Muzzetti (Milano Pride) for being Auditor; Camilla Engelby for providing graphic design support; the Mayor of London for including the 30th anniversary of EuroPride in his annual Pride

reception; Alessandro Tiberti for IT support; Orgullo Madrid for generously hosting our hybrid AGM in 2021; RainbowHouse Brussels for support with administration; Zoom Video Communications, Inc for providing complimentary licenses to all board members; and to Sprout Social, Inc for providing a complimentary licence to their social media management platform.



LICENSOR OF EUROPRIDE

**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION

European Pride Organisers Association aisbl

Registered in Belgium number 836.217.697

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