REFLECTIONS OF PRIDE 45
STONE WALL

InterPride Board and Activities
Mid-Year Report
March 31, 2014
Can you believe it is Mid-Year Meeting 2014 already? Time has flown by since the AGM this past October in Montreal.

As many Prides prepare for their upcoming events, we at InterPride are more prepared to continue to serve and support our member organizations. Some of InterPrides efforts include:

- The board has started to collaborate with like-minded organizations on how we can work together
- Successfully held the line on spending, culminating in a solid fiscal outlook
- Made socially-responsible investments that have shown a good return rate
- Has streamlined many processes of the organization
- Moved from a “reason-not-to” to a “reason-to” mentality

We do have some challenges as we move forward. They include:

- Continuing to attract member organizations outside of the United States of America and even outside of North America.
- Continue to identify areas that we can continue to provide member benefits to our members.
- Make our annual general meeting as well as regional conferences educational, relevant and also affordable.
- Work with the amazing team at Toronto Pride to have a successful WorldPride 2014 and prepare for future WorldPrides in 2017 and beyond.
- Continue to groom future leaders of the organization
- Remembering that our membership is very diverse and has different needs. Understanding their needs and continuing to help them succeed.

As we see many strides towards greater equality across the globe, Prides will change. We need to understand today’s Prides but also be ready to support areas of the world that may not be as far along on our quest for equality.

We have enjoyed working with each other over the past 6 months and look forward to working together as InterPride continues to grow.

We hope to see you this June in Toronto for WorldPride in and in Pittsburgh, PA for our Annual General Meeting in October!
Secretary - Mid-Year Report

Submitted by: Brett Hayhoe
Position: Secretary

Committees Served On: WorldPride Committee (Co-Chair), Communications Committee (Co-Chair), Fund Development Committee, Human Rights and Solidarity Committee

As this will be my final Mid-Year Meeting Report as Secretary, I have to say at the onset that it has been an honour and privilege to serve InterPride over the past four years as Secretary. I take the work very seriously and have tried to do my best in all the work I have undertaken. I hope the Board and members of InterPride believe I have achieved this personal goal.

Since the change of leadership at the 2013 AGM & World Conference, the Secretary’s work was increased exponentially – something I have taken on with open arms. This has included more control/work over/with email lists and managing the “info” email address – disseminating the requests accordingly to the correct person/s. I have also attempted to post notes/minutes of all Board meetings in a very quick time so those who can’t attend are able to keep abreast of what transpired. All of these are emailed out and placed on Google Drive. I hope this is appreciated and works as intended.

I must also take this opportunity to lodge my frustration at how long it has taken to complete some of my tasks, due to the inability of members of our Board to return information [what I consider] a timely manner. I would like to appeal to all Board members to rectify this situation by methodically adhering to the following simple steps:

1. Check InterPride emails no less than weekly - although the most effective schedule would be daily.

2. When sending/replying to emails, think about whom you are sending it too and whether it needs to go to one person only – who can then forward it on to the relevant person accordingly. Sending email requests, for example, to multiple people causes confusion and generally ends up with nothing being done.

3. Allocate one day a week to complete required InterPride tasks.

There’s probably other things you can do too, but I don’t want this to read like a lecture.

Overall it has been a wonderful ride, and I truly look forward to the remainder of my time on the Board. I will miss working with the amazing individuals I have been blessed to meet through InterPride but – thanks to Facebook – look forward to continuing my relationships electronically.

For this purpose, you can friend me at www.facebook.com/brett.hayhoe

Yours in Pride.
The overall financial picture for InterPride is positive.

The past fiscal year of 2013 for InterPride was a good year as far as transitions. We transitioned to a new bank as well as opening an Investment Account. We chose First Commonwealth to do our banking with. We opened up a new Checking account as well as a Money Market Account in June. We decided to move to First Commonwealth to take advantage of the percent interest they offered on their checking and money market accounts. In addition, we found that First Commonwealth had a good relationship with the Investment firm we decided to move our matured CD into.

InterPride also consolidated our three (3) bank accounts with Bank of America to just one (1) checking account. The decision to keep one account with Bank of America was made based on our international banking needs.

With the approval of the Board at the mid-year meeting last year, we opened an investment account. After extensive research, we open an account with Calvert Investments. Our CD with PBI Bank came to maturity in June and we closed the account and move the value of $57,980.65 over to Calvert Investments. This along with the approved $42,019.35 from our operating account, we opened an account with a total of $100,000.00. This investment account has proved to be a good investment of our money and has been yielding a healthy growth of our money. At year end our balance was $104,784.39.

With the confidence in our investment account, it was decided with the Co-Presidents that another $20,000.00 was to be moved from our money market account into the investment account. This transaction was in February of this year (2014). An update to this account will be given at the Mid-Year meeting.

At the Annual General Meeting, (AGM) in Montreal, the membership approved the budget presented for fiscal year 2014. In addition to the budget, it was agreed that the General Ledger would be modified to accommodate an updated Chart of Accounts. This was reviewed with the Finance Committee and discussed with our CPA, Julia A. Siska. It was decided that this project will be worked on after the 2013 Tax filings.

At the AGM pledges were made to both Scholarship and Solidarity. In total $21,172.00 were pledged; Scholarship received $11,451.00 and Solidarity received $9,721. Of these pledges 90% have been received and it is anticipated by May 1st we will receive 100% payment.

Financial Committee meetings have not been held on a steady calendar. As treasurer I have been in contact with individual members of the committee to assist in transitions as well as making sure our QuickBooks entries are consistent. I have worked closely with our Co-Presidents throughout the year to ensure transparency in all transfers of funds. In particular, Gary Van Horn has been instrumental in working with me on the Investments of InterPrides funds.

With the transition to “your membership”, it needs to be mentioned that there has been a decrease in credit card fees. I have been working with our Co-President Sue Doster to make sure our accounting is recording our membership dues.

Most treasurer documents have been uploaded to Google Docs. However, in November of last year when our QuickBook file was uploaded after the completion of the tax return from our CPA, our file became corrupt. I have been working with members of the Finance Committee to fix the file to get it up to date. I anticipate all documents will be up in the Google Docs.
within a month. If there is any further delay, I will inform our Co-Presidents. In the meantime, all financial statements have been submitted to our Co-President for transparency.

Our CPA completed and filed our taxes for 2012 in October of 2013. The tax filings for year end 2013 are due in May. It is anticipated that this schedule will be met.

Progress on 2014 Goals:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsibility</th>
<th>Status</th>
<th>Update/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1 Spend money on Fundraising</td>
<td>Fund Development</td>
<td>A line item of $2,000 was approved in budget</td>
<td>Spending has been made on t-shirts to sell to help fundraise.</td>
</tr>
<tr>
<td>Goal #2 Train Staff on ethics of financial spending</td>
<td>Finance Committee</td>
<td>We have no Staff</td>
<td>Treasurer maintains a line of transparency on all money transactions</td>
</tr>
</tbody>
</table>

Cain Williamson, VP Operations - Mid-Year Report

Submitted by: Cain Williamson

Position: VP Operations

As a Vice President of Operations I have accomplished the following:

- Attended the joint regional conference of Regions 5 and 6 where I facilitated a panel discussion on the state of the LGBT movement with representatives from HRC, the White House, and the State Equality Federation.
- Attended the Region1 conference.
- Participated in the ILGA Board meeting in March in NYC.
- Conducted a series of in-person and telephone meetings with HRC headquarters staff to prepare for their participation in the Region 5/6 conference.
- Participated in a meeting set up by Co-President Doster with amFar to discuss the grant making process through which the Solidarity Committee goes.
- Participated in a community meeting held by Heritage of Pride with sports groups from NYC regarding the potential for World Pride and the Out Games to be a part of Stonewall 50.
- Facilitated the inclusion of InterPride reports and member input into an article on the global Pride movement published in the Economist magazine.
## 2014 Mid-Year Report

### Marion Steele, VP Operations - Mid-Year Report

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>Marion Steele</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>VP Operations, Regions 4, 7, 8, 19, 20</td>
</tr>
</tbody>
</table>

**Committees Served On List: Fund Development, Members Services**

How many Prides in your region?

<table>
<thead>
<tr>
<th>Pride Name</th>
<th>City, State, Country</th>
<th>Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fort Wayne Pride</td>
<td>Fort Wayne, USA</td>
<td>4</td>
</tr>
<tr>
<td>Gay-Lesbian-Bisexual-Transgender Pride/Twin Cities</td>
<td>Minneapolis, MN, USA</td>
<td>4</td>
</tr>
<tr>
<td>Indy Pride</td>
<td>Indianapolis, IN, USA</td>
<td>4</td>
</tr>
<tr>
<td>Motor City Pride</td>
<td>Detroit, USA</td>
<td>4</td>
</tr>
<tr>
<td>PFLAG Holland/Lakeshore</td>
<td>Holland, Michigan, USA</td>
<td>4</td>
</tr>
<tr>
<td>Pride St Louis</td>
<td>Saint Louis, MO, USA</td>
<td>4</td>
</tr>
<tr>
<td>PRIDE Chicago</td>
<td>Chicago, IL, USA</td>
<td>4</td>
</tr>
<tr>
<td>Pride Fest</td>
<td>Milwaukee, WI, USA</td>
<td>4</td>
</tr>
<tr>
<td>South Central MN Pride</td>
<td>Mankato, USA</td>
<td>4</td>
</tr>
<tr>
<td>Spencer Pride</td>
<td>Spencer, IN, USA</td>
<td>4</td>
</tr>
<tr>
<td>St. Cloud Pride</td>
<td>Sartell, USA</td>
<td>4</td>
</tr>
<tr>
<td>Brockville Pride</td>
<td>Brockville, Ontario</td>
<td>7</td>
</tr>
<tr>
<td>Capital Pride</td>
<td>Ottawa, On</td>
<td>7</td>
</tr>
<tr>
<td>Edmonton Pride Festival Society</td>
<td>Edmonton, AB</td>
<td>7</td>
</tr>
<tr>
<td>Fierté Montréal</td>
<td>Montreal, Québec</td>
<td>7</td>
</tr>
<tr>
<td>GLBT Québec / Lutte à l,homophobie</td>
<td>Québec, Québec</td>
<td>7</td>
</tr>
<tr>
<td>Halifax Pride</td>
<td>Halifax, Nova Scotia</td>
<td>7</td>
</tr>
<tr>
<td>Lethbridge Pride Fest</td>
<td>Lethbridge, AB</td>
<td>7</td>
</tr>
<tr>
<td>Moncton River of Pride / Rivière De</td>
<td>Moncton, NB</td>
<td>7</td>
</tr>
</tbody>
</table>
Progress on 2014 Goals:

Describe your efforts to outreach within your region?
How is InterPride perceived in your region?
Do you members know who we are and what we do? What, if any feedback have you received?

<table>
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<th>Goal</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Goal #1 – connect with current members in my Regions</td>
<td>Dec 2013 message sent to all Regions</td>
<td>Several responses from Belarus, Moldova and Tokyo</td>
<td></td>
</tr>
<tr>
<td>Goal #2 – connect with non-members in my Regions</td>
<td></td>
<td>Region 7 has added 2 new member prides in 2013 – i have no response from Region 4 at this point. Region 20 has no RD and in Region 19, Mumbai has been in constant touch.</td>
<td></td>
</tr>
<tr>
<td>Goal #3 – connect with Regional Directors</td>
<td>Jan 14 -Message sent to IP Co Chairs for names – absent from website</td>
<td>No responses - although i have since learned how to locate M and S manual and other info on the IP website. Also that several databases have been combined to one.</td>
<td></td>
</tr>
<tr>
<td>Goal #4 – update member contact list</td>
<td>Monthly message sent to all Regions</td>
<td>Several responses from Belarus, Moldova and Tokyo</td>
<td></td>
</tr>
<tr>
<td>Goal #5 – build portfolio of each Pride in my Regions</td>
<td>In progress</td>
<td>This is to build a paper trail for any VPOP that takes on these Regions in the future.</td>
<td></td>
</tr>
<tr>
<td>Goal #6 – to advocate for those Prides who are located in more hostile areas to participate in InterPride events</td>
<td>My Jan email to all my Regions resulted in a request from Mumbai for help to attend World Pride</td>
<td>Through my contacts at the Ottawa Indian Embassy, I am researching this.</td>
<td></td>
</tr>
</tbody>
</table>

For Regional Directors/VP Operations:

1. What are the barriers in your region(s)? What could IP do to help you with these barriers?
2. Is there an InterPride presence within your region(s) at member organization Pride events? If not, how can we increase our presence?

For All Board Members:

- Did you attend regional conferences? If so, briefly describe your experiences.

I attended Region 7 – there has been no Region 4 conference in several years – from my understanding – and other Regions in my jurisdiction are too cost prohibitive to visit. I will try to work closely with Region 4 to encourage them to set a Regional Conference.

- Do you feel that you are making a positive difference? If yes, why? If no, why not?

Whenever I connect with another Pride throughout the World, I feel like I am making a good, long lasting connection. It is difficult however when the work I feel that I am doing is not continued through the organization as a whole. As VPOPs, we are IPs ambassadors on the ground and given the proper tools - access to contacts, support from Co-Chairs and a better web access to IP documents and storage system - we could cover more ground.

- What are you biggest accomplishments, year to date?
Setting up the database for my Regions, connecting with Prides that we haven’t heard from and pushing for some communication changes within InterPride.

- What are your barriers to progress or challenges? Are there things InterPride can we do to help?

As stated, internal communication, website functionality

- How can InterPride make you more effective in your role?

Better, more streamlined communication and stronger financial support for attending Regional Conferences

Role VPOP
B. Assist the Presidents in the implementation of resolutions, plans of action and other Organization business and activities;
C. Liaise with those regions to which they are assigned by the Executive Committee to ensure the execution of the duties of the Regional Directors;
D. Attend the regional conference in their region of residence, if held, and at least one (1) other regional conference for a region to which they are assigned to liaise with and outside their region of residence;
E. Recruit Pride Organizations into the Organization in Regions to which they are assigned by the Executive Committee that are not represented by Regional Directors;
F. Serve on at least one committee or subcommittee of the Board;
G. Exercise and perform such other duties and responsibilities as may, from time to time, be assigned by the Board, these Bylaws and the other governing documents of the Organization.

Suggestions:
1. more prompt replies to questions and emails – January - I have been on the website and cannot find the names of the Regional Directors. I have an email address for Region 4 but I don’t know where my email is going. Through connecting with all the Prides in this Region I was able to locate the RD.

Region 20 has no RD but I do keep in touch with Brett Hayhoe who resides in Region 20
Also, - an email on Jan11 unanswered regarding the list of Regions and their RD contact info.

2. That when a new VPOP comes in, any info from the assigned Regions gathered by former VPOPs of those areas be shared.

This serves 2 purposes:

i. all previous emails and reports regarding my Regions would give me some info to go on – currently, I have built a detailed history of each of the Regions and the Pride activities therein. This may very likely be information already compiled, but not shared.

ii. when the new VPOP connects with their assigned Regions, having previous information keeps the transition more seamless and looks more professional.

3. On the IP Website - the Methods and Standards manual is MIA. Is there a job description for the VPOPs that I can refer to? This i have resolved.

4. That the 4 VPOPs connect more often with each other to compare findings and offer support..
I was honored to be reelected at the AGM in Montreal for one more term. This time a whole term not a partial one. Again it was for me a great honor and a huge responsibility. I introduce myself to the Regional Directors of the regions I am in Charge of, and remind them their duties and the contents of the Regional Directors Guide.

From November to the present time it was for me a very difficult year due to health problems. Also my Schedule of flights is not helping so much to me to comply with my duties as VP. I hope have more time on the next time of the year to comply with my duties as expected.

During the international fair of tourism of Madrid one of the most important in the world (FITUR) celebrated last January. I performed a presentation about InterPride his mission and statements at the stage of the LGBT area of the fair with a great success. Many people were interested on our association.

Also a presentation of WorldPride Toronto 2014 was performed by me at the same time. Promotional materials were distributed to the journalists and attendees.

I attend to the Board calls and committee meetings when possible.
This year has started out with travel! I traveled to the wonderful city of Atlanta to the joint NERP/POSE conference and the very next week to the beautiful city of Santa Fe for the CAPI conference. Both conferences had fantastic workshops that I attended. I was able to get valuable face-to-face time with Regional Directors at both conferences, as well as talk to prides that have not yet become members of InterPride that were not in attendance at the last AGM. I remain in contact with those prides.

For the second year I am chairing the Scholarship Committee and remain committed to bringing as many prides together as possible to the 2014 AGM. I will be working closely with Member Services to ensure that all prides are aware of our scholarship opportunity. I will also be working with Member Services to develop a mentor-ship program that will work for both committees as the InterPride membership continues to grow.

As the second half of the year quickly approaches I look forward to more applications for the Scholarship and to supporting the Regional Directors as much as I possibly can as they are the eyes and ears on the ground that are the first to hear of possible applicants.

Committees Served On List: Member Services (Chair), Methods & Standards (Chair), Finance, Scholarship

The last six months have been a whirlwind of transition and change, but I feel I am finally getting the grasp of the position which I was elected to serve by the Board of Directors when the position became open. Working with the Member Services Committee has been rewarding and I have learned more about the history of our organization from the different people involved on this committee.

I have worked with the committee to maintain the current member benefits as well as working to create new benefits for the organization to grow. The committee’s goal is to continue to reach out to new Pride organizations around the world, as well as rebuild the relationship with former members to determine what we can do to renew their membership.

Since InterPride began, the first member benefit was that of networking and learning from people who are going through the same trials we are. Now with the technology we have in place, we can help more Pride organizers around the world with the information we have available to us. When we meet in person, we share our stories and best practices, but we don’t write them down or record them in any functional way. As a membership organization, we need to do more than serve those that show up to our Annual General Meeting, but to all our members who continue to work with us. Limiting our reach only to our current members limits our viability as an organization, but we need to find a way continue to work with our members as well as working with potential members, helping them learn from other Prides and grow the power of the movement together.

I am excited to continue the work of the organization and grow our membership. We have come a long way, but have a long way to go for the work to continue across the world.
Submitted by: Ron deHarte and Rhonda Fuller

Positions: Regional Directors, Region 1

**Committees Served On:** Scholarship (Ron and Rhonda) and Human Rights (Rhonda)

The mid-year activity is primarily consumed with preparation of the annual regional conference and end of year reporting for member organizations. I’m happy to provide the following update for Region 1 - Mexico, United States (States: Arizona, California, Hawaii, Nevada, Utah).

**Report**

The Region 1 conference was held March 13-16, 2014 in Santa Fe, New Mexico. 70 attendees represented twenty organizations participated in the conference. Twenty workshops were presented along with an abundance of networking opportunities over the long weekend. Just over $4,000 was raised for the scholarship fund to support attendance at future regional conferences.

Elections were held for two positions – Regional Director and Alternate Director. Ron deHarte was re-elected to serve as Regional Director and Ernie Yuan was elected as the Alternate Director. Both terms begin at the conclusion of the 2014 regional conference and will expire at the end of the 2016 regional conference.

The 2015 Region 1 and Consolidated Association of Pride (CAPI) conference will be hosted by CSW Los Angeles and Flagstaff Pride in Flagstaff, Arizona in late February. Sun City Pride, from El Paso, Texas, has bid on hosting the 2016 conference and Phoenix Pride has expressed interest in hosting the 2017 conference in Phoenix, Arizona.

CAPI elections were held for secretary, treasurer and vice president positions. Jen Sieber (San Diego Pride) was reelected as vice president. Ernie Yuan (Las Vegas Pride) was elected treasurer and Ron deHarte (Palm Springs Pride) and Carlos Salais (El Paso Sun City Pride) were appointed co-secretary.

**Attendance at Pride Events**

In addition to participating in the Region 1 conference, we will attend a number of Region 1 member organization pride events including:

- Phoenix *(Ron and Rhonda)*
- Long Beach *(Ron)*
- Los Angeles *(Ron and Rhonda)*
- San Diego *(Ron and Rhonda)*
- Las Vegas *(Rhonda)*
- Palm Springs *(Rhonda)*
- Pasadena Pride *(Rhonda)*
- Orange County Pride *(Ron and Rhonda)*

Ron will also be attending World Pride in Toronto and Joshua Tree Pride in Twenty-nine Palms, CA in June 2014.

**Pride Organizations in the Region**

We are aware of 60 pride organizations in Region 1. Due to renewal timing there are currently 11 InterPride members in the region. After renewals we expect to have 25 members. We welcome contact by any pride organizer and are happy to provide information about InterPride or to simply offer support and networking opportunities. For information please contact ron@pspride.org.
Outreach

We are currently consolidating a list of Prides in Region 1 who are not members of InterPride so that we can focus outreach and member acquisition efforts.

**How do we grow membership?**

Continued emphasis on being an organization that provides networking and educational resources to Pride committees will go a long way to increasing the value of membership. Becoming the premier source of information for pride organizers and remaining focused on delivering sustaining value to membership and raising awareness of the InterPride brand will result in direct membership growth.

Board Work

As a director I do my best to participate in as many committee meetings as possible. I’m active in the Scholarship Committee and as time permits I attend other meetings including World Pride, and Membership. Large effort is placed on communicating via email on a regular basis to Region 1 members and non-members to encourage early bird renewal and new membership.

**Featured Highlights from the Region:**

**Las Vegas**

In 2013, Las Vegas celebrated its 30th anniversary with great numbers. Las Vegas Pride became the largest attended parade in the state on Nevada. The city of Las Vegas awarded Pride with the "Welcome to Las Vegas" sign going Rainbow.

**San Gabriel Valley**

Under the theme “Pride is!” San Gabriel Valley’s Pride celebration was held on 9/28/14 from 11 am -6 pm at the Memorial Park in Pasadena, CA, USA.

They hosted the 95th Tournament of Roses(R) Rose Queen(TM) in the 30th Long Beach Pride Parade. The first time a Rose Queen(R) has ever been in an LGBT Pride Parade.

To raise visibility and give back to the community, the committee participates in various community events including Big Draw LA in which participants designed a panel to be placed on a giant Road to Equality rainbow road art installation. Other events were a Classic Car Show and We the PPL, a community documentary project, dedicated to commemorating the story of Pasadena through the recordings of oral histories and community stories. “Pride Is” attendees were encouraged to share their life experiences as members of the LGBT and Pasadena communities for the film, which will be published on the Pasadena Digital History Collaboration and the Pasadena Public Library websites.

Highlights from the Pride celebration included The Tom of Finland Foundation hosted an Erotic Art Exhibit that offered Wine Tasting provided by Barefoot Wines and with Drag Queen Bingo hosted by the Sisters of Perpetual Indulgence. In the Authors Forum, LGBT authors read from their recently published works and the Pasadena Public Library, which hosted a reading and activity area, produced the Children’s Area.

**Palm Springs**

"I am Pride: Stonewall 45" will be the theme for the annual Palm Springs Pride Celebration scheduled for November 7-9, 2014. The theme will set the tone and help engage the community in the 28th annual celebration and will usher in significant changes to the region’s Pride events. The two-prong theme was selected to observe the 45th anniversary of the Stonewall Riots and reflect on the impact the fight for equality is having on the LGBT community around the world. The Stonewall Riots in New York’s Greenwich Village on June 28, 1969 set off the LGBT civil rights movement. “I am Pride” is an affirmation of an individual’s stance against discrimination and support of equal rights, sexual diversity and gender variance.
Palm Springs Pride has experienced significant growth in the last three years reaching 88,000 attendees, spectators and participants for the 2013 events. The organization expects to top 100,000 for the 2014 events. Increased attendance will be driven by significant changes that include moving the Pride Festival to downtown Palm Springs and become a free event for all to attend.

**Long Beach Pride**

The 30th Annual Long Beach Gay and Lesbian Pride Parade and Long Beach Gay and Lesbian Pride Celebration took place on Shoreline Drive on May 18 & 19 and is recognized as the city’s second most attended event. Thousands of spectators lined Ocean between Lindero and Alamitos avenues to cheer, dance and celebrate with 126 parade entries. A special highlight included the reigning Miss Rose Bowl Queen 2013 riding in the Long Beach Pride Parade.

The Pride organization is active in the community all year and a key project came to live on May 21, 2013 when the City of Long Beach opened the first park in the nation named for gay rights pioneer Harvey Milk. Another momentous occasion for the organization occurred on Monday July 1, 2013 when Mayor Bob Foster performed his first same-sex civil ceremony since a federal court lifted its stay on gay marriage by uniting Long Beach Pride co-founder Bob Crow and his partner Tony Almeida.

<table>
<thead>
<tr>
<th>Region 2 - Mid-Year Report</th>
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<tbody>
<tr>
<td><strong>Submitted by:</strong></td>
</tr>
<tr>
<td><strong>Position:</strong></td>
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</table>

**Committees Served On:** Human Rights, Scholarship and CSIC

I have currently been serving Region 2 and InterPride for the past 12 + years. I started as an alternate and then moved to one of the open RD positions at the 2008 AGM.

During this time I have had the opportunity to share the duties with Johnathan Jones from Anchorage Pride, Alaska. However due to major personal life issues Johnathan had to cut short his service and I am alone again. Over the years I have tried many approaches to encourage interest within the region to increase knowledge about InterPride and the great work we do as a whole as well as increase the regional membership. Up to date this has met with minimal effect and is quite discouraging at times.

Attempts have included--
- Attending Pride organization meetings in person when/where possible.
- Regional Newsletter (hard copy) via USPS
- Yahoo group
- Regional Facebook page
- Several varied mailings of different content to educate and promote

I am hoping that during my tenure I have made a difference in people’s minds and hearts. It can be discouraging and frustrating when you do not get a response back directly from an organization or the membership reports.

Region 2 is a geographic puzzle with two states in line with each other along the Interstate 5 corridor and 3 other states to the East via the Interstate 90 corridor. One is only logistical by air being the great state of Alaska, North America’s last true frontier. While at times it can be somewhat reasonable to navigate Washington and Oregon pride organizations and/or groups to meet, assist and nurture it can be quite daunting to get to Alaska, Montana and Wyoming.
At this time there has been no interest that I am aware of from any member organization with interest in the Region or Alternate Director positions. I do have the support of my home organization however I wonder how much longer I personally will be able to continue with my position.

Progress on 2014 Goals:

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</thead>
<tbody>
<tr>
<td>Goal #1 Continue outreach within Region 2.</td>
<td>Region PR for InterPride</td>
<td>On going.</td>
<td>A USPS mailing packet with promotional information materials and membership applications with explanations.</td>
</tr>
<tr>
<td>Goal #2 Attend Region 2 pride events as possible.</td>
<td>RD, Alt RD</td>
<td>On going, each year/Pride Season</td>
<td>Try to save money for travel costs. Not covered/supported by home organization.</td>
</tr>
<tr>
<td>Goal #3 Finish 2014 calendar year before a final decision to continue as RD or vacate the post.</td>
<td>RD</td>
<td>Constantly reviewing personal life and circumstances.</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Region 3 - Mid-Year Report**

Submitted by: Patrick French

Position: Co-Director, Region 3

**Active Committee Members List:** Patrick French, Tulsa Pride & Neil Macernie, Albuquerque Pride – Co-Directors

**Committees Served On List:** Patrick None Currently. Neil is currently on Members Service Committee

Report

1. Tulsa Pride hosted the Heartland Pride Summit (Region 3 Conference), February 7-9, 2014.
   - 44 Attendees
   - 11 States
   - 22 Pride Organizations
   - Region 3 Members in Attendance
     - Tulsa, OK
     - Oklahoma City, OK
     - Enid, OK
     - El Paso, TX
     - Houston, TX
     - Albuquerque, NM
2. Attempts are underway to re-solidify Region 3 after several years of declining participation by Region 3 members. Patrick and Neil are both new to leadership in Region 3 (since 2013 AGM) and are still discovering the needs of the region and identifying our plan to fulfill those needs.

3. Patrick will attend Tulsa Pride, and plans to attend OKC Pride, Pride Houston, Dallas Pride, Wichita Pride, and Enid Pride in 2014. Neil will attend Albuquerque Pride, Phoenix Pride, Taos Pride, Southern New Mexico Pride or Santa Fe Pride (unsure at this time both fall on the same day), Denver Pride, Gallup Pride, Deming Pride, Los Ranchos Pride, Farmington Pride, and Four Corners Pride.

Progress on 2014 Goals:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsibility</th>
<th>Status</th>
<th>Update/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1</td>
<td>Conference</td>
<td>Complete</td>
<td>Huge Success! Our first attempt to really get the region back on track went off without a hitch. We were very excited to see the level of participation we saw from members of our region as well as members of our neighboring regions.</td>
</tr>
<tr>
<td>Goal #2</td>
<td>Identify underserved Prides in R3, provide support.</td>
<td>In Progress</td>
<td>Midland/Odessa TX is starting a new pride, Permian Basin Pride. Patrick is in contact with their team and providing support when requested. They attended the conference. Good groundwork there. Also, Patrick continues to mentor Enid Pride, in Enid, OK, and serves on their Pride Board as an advisor. Neil would like to assists with this as well</td>
</tr>
<tr>
<td>Goal #3</td>
<td>Member Services</td>
<td>In Progress</td>
<td>Work to better understand the needs of our global community and area pride events to better the resources provided to members of InterPride.</td>
</tr>
<tr>
<td>Goal #4</td>
<td>Understanding Role</td>
<td>In Progress</td>
<td>Neil would both like to better understand their roles as co-director and work to dedicate time to this new role and InterPride.</td>
</tr>
</tbody>
</table>
The new database has been working great. I have only received 2 requests for assistance this year. I forwarded both to James and he quickly addressed the issue. This new database has been a major improvement.

In addition, James has sent me updated membership lists, about once a month. This information is great for follow up with the membership.

I am still on the Finance Committee and CSIC Committee. To date, I have not attended a Finance Committee meeting because I have not received a meeting notification. I am also now the Co-Chair of CSIC, although I am not really sure what I am supposed to be doing. There has not been a CSIC meeting since February. I hope to see Isaac at the mid-year meeting in a couple weeks to discuss CSIC and what items need attention.

I reviewed and commented on the updated Scholarship application. Once it was finalized, I sent it out to the membership. I hope that someone will take advantage of the program but I am not aware if any member organization does.

In an effort to grow the regions membership, I have been in communication with two potential new member organizations, Canton Pride in Canton, Ohio and East Central Minnesota Pride in Pine City Minnesota. While I have e-mailed information and the membership application, I have not heard back from either organization.

I have worked with Indy Pride to bring attention to their battle in Indiana. There was a great effort to prevent putting marriage equality and civil unions on the ballot this year. The attention to HJR-3 was successful in removing the second sentence of the bill, thus removing Civil Unions from the bill. However, while this was a success, the bill is now only about Gay Marriage and the battle will be back on later this year and into 2015. I will continue to help and work with Indy Pride on this issue.

I enjoy being the RD for Region 4. I send out information to the membership monthly and after every meeting I attend. I like to let the membership know what I am doing and what is happening with InterPride. I rarely hear from the membership, but when I do I assist with any issue or question.

I think I am doing a good job as I was elected for a second term. While Region 4 is not as organized as some other regions, I feel that the members do care about each other and the region. I believe this because the idea of getting rid of the region was not well received. It is my hope to have a Regional Conference again in the future but right now there is not a lot of interest in producing a Region 4 specific event. So, I will continue to support and encourage the membership to attend one of the other Regional Conferences.

I would like to attend another member organization’s Pride event this summer. I have not been invited to attend an event as of yet but I will reach out to one of the events to ask if I could attend. Since my home event is June 7th and 8th, it would have to be after that date.

I will be in attendance at the Mid-Year meeting April 4th, 5th and 6th. I will send an update to the membership after returning home. I look forward to seeing everyone!
Regional Conference Update
The 2014 NERP-POSE Joint Regional Conference was hosted by the Atlanta Pride Committee and held at the W Midtown Hotel in Atlanta, Georgia from March 6 – March 9, 2014. A total of 27 Pride organizations attended—nine from Region 6 (NERP), 15 from Region 5 (POSE), and 3 Prides from other regions. The 116 delegates attending the NERP-POSE conference attended their respective plenary sessions and a variety of workshops ranging in topics from Leadership Development, Understanding LGBTQ Health Disparities, Prides and HRC-Renewing a Partnership, Security and Emergency Management for Pride Events, Pretty Pretty Pride Guide, and more. The closing conference session, State of LGBTQ Equality, featured Gautam Raghavan, the White House’s Public Engagement Advisor. Fifteen non-Pride organizers attended the State of LGBTQ Equality session; therein, exposing InterPride to a group of people that might not have been exposed given they are not Pride planners.

POSE Team
Congratulations to James Hermansen-Parker for moving into the role of Vice President of Member Services. The current RD team wants to thank James for his tireless efforts to support the region and InterPride. Dustin Brookshire, Atlanta Pride, moved from the role of Alternate Regional Director into the role of Regional Director. The position of Alternate Regional Director was left vacant until the NERP-POSE Joint Regional Conference.

Elections were held at the NERP-POSE Joint Regional Conference: Isaac Kelly, Augusta Pride, was re-elected to a two year Regional Director term. Rocky Bowell, Pride South Florida, was elected to a one-year Alternate Regional Director team. Welcome Rocky to his first InterPride office!

Scholarship Update
At the 2013 Annual General Meeting (AGM) in Montreal, the POSE members stated they would like the RD team to develop a $1,000 POSE specific scholarship for regional conferences. The Atlanta Pride Committee has graciously agreed to hold the scholarship funds. The team immediately went to work at the AGM and secured funds ($100) from a vendor attending the AGM. Unfortunately, the team was not able to raise $1,000 before the 2014 NERP-POSE Joint Regional Conference. The RD team is working to meet the $1,000 scholarship goal and have an application process in place for the 2015 POSE Regional Conference in Augusta, Georgia.

Prides in the Region
Congratulations to Pride South Florida! Pride South Florida held the first Pride event of the region, Pride Fort Lauderdale, on March 1-2, 2014 with an estimated 12,000 attendees. This year marks the 37th year of Pride South Florida presenting Pride Fort Lauderdale.

Region Growth
The regional director team is working on scheduling their regional call schedule, newsletter schedule, attendance at Prides within the region, and efforts to grow the region for 2014. Each member of the regional director team is available for your comments, questions, and suggestions by way of their InterPride email addresses: dustin.brookshire@interpride.org, isaac.kelly@interpride.org, and rocky.bowell@interpride.org.
2014 Mid-Year Report

Save the Date
March 13-15, 2015—POSE Regional Conference hosted by Augusta Pride
April 8-10, 2016—POSE Regional Conference hosted by Pride South Florida

Thanks
The Region 5 RD team extends a heartfelt thank you to the talented Tylor Loposser (www.tylorloposser.com) for designing the new POSE logo.

Progress on 2014 Goals:

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsibility</th>
<th>Status</th>
<th>Update/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional 5 Scholarship</td>
<td>RDs and ARD for Region 5</td>
<td>In Process</td>
<td>$675 of $1000 collected as of 3/19/14. RD team expects to exceed the goal once pledges made at the 2014 NERP-POSE Joint Regional Conference are received. The RD team is also working on a sustainability plan for the scholarship.</td>
</tr>
<tr>
<td>New POSE Logo</td>
<td>RDs and membership</td>
<td>Completed</td>
<td>Thanks to the work done by James Hermansen-Paker, the RD team was able to present logos at the 2014 NERP-POSE Joint Regional Conference. After an unsuccessful attempt to handle by email, a new logo was approved by the POSE membership in attendance at the 2014 NERP-POSE Joint Regional Conference. (Logo attached.)</td>
</tr>
<tr>
<td>State Coordinators</td>
<td>RDs and ARD for Region 5</td>
<td>In Progress</td>
<td>Brief discussion held during POSE plenary at the 2014 NERP-POSE Joint Regional Conference. More to work to be done via email post conference.</td>
</tr>
</tbody>
</table>
This year I attended the NERP/POSE regional conference. It was a successful conference. I was happy to see new workshops and enthusiastic presenters on topics that are currently affect our community.

Since becoming Regional Director I feel my region is communicating better. There is always room for improvement and those improvements are in progress. I feel that the Region Directors have created a sense of trust and friendship with prides around the Northeast region.

By far our biggest barriers are distance and time. For most of the Regional Directors this is our third responsibility, after work and our home prides. The challenge is always making sure that every pride’s needs are met.

Overall InterPride is dominant presence within NERP and our prides. InterPride is well represented in Region 6. Many of us are active on the InterPride board and within the organization’s work groups. We hope to continue to grow our region and empower smaller prides by sharing the networking, experience, and knowledge that InterPride provides them.

### Progress on 2014 Goals:

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</tr>
</thead>
<tbody>
<tr>
<td>Goal #1</td>
<td>Increase the number of Prides in R6</td>
<td>Ongoing</td>
<td>We are reaching out to new and old prides and follow up as to InterPride membership</td>
</tr>
<tr>
<td>Goal #2</td>
<td>Create a Scholarship fund for R6</td>
<td>In Process</td>
<td>Raised $1000 at NERP to cover 5 registrations for NERP 2015 in Queens.</td>
</tr>
<tr>
<td>Goal #3, etc</td>
<td>Have R6 members join InterPride committees</td>
<td>In Process</td>
<td>R6 will receive information on committee chairs and they will individually follow up with committee chair as to meeting dates.</td>
</tr>
</tbody>
</table>
Region 6 - Mid-Year Report (2 of 2)

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>Paul D. Sanders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>Regional Director - Region 6</td>
</tr>
</tbody>
</table>

Committees Served On List: Chair - Fund Development, Co-Chair - History Preservation, Scholarship, Member Services, History Preservation

I have now completed my 2nd term (non-consecutive) as one of the Directors of Region 6. I was reelected to another two year term this past month at the conference in Atlanta, Georgia. I have served on the board of InterPride for just over 4 years and as an alternate for 2 years. As I stated in last year’s version of this same report, this board has ample opportunity for improvement in areas of being responsible to doing the job elected to or appointed to fulfill a specific duty. To often we find that members of this board enjoy the title and the “prestige” of being on the board of an international organization such as InterPride but do very little while occupying a place on this esteemed board. I again encourage InterPride and it’s board to look inward and examine those who are indeed just placeholders and the impact that they as non-functioning members of this board have on the rest of the board, the organization, the members of their region and the daily morale of the dedicated volunteers of our organization.

I believe that in my role of Regional Director I have acted always in the best interests of my regional members - I have attended many of their events (NYC, Queens, Brooklyn, Staten Island, New Hope, Philadelphia) as has my Co-Regional Director, Michele Irimia and Alternate Regional Director Jayme Martin and now Chris Calvert. I have also continued our quarterly newsletter with information and in conjunction with the Regional Director Team to get important information and newsworthy items to the region.

I have spearheaded the renewal process in our region for this year, guiding the RD team in this process, so they can learn the ways to do this as well. As of this time we have the 2nd most members in the organization and the most in the United States. I am responsible in bringing in 3 brand new organizations to InterPride; Staten Island LGBT Community Center, the producer of Staten Island PrideFest, Bronx LGBTQ Center, the producer of Bronx Pride & Health Fair and The Frederick Center (Maryland), the producer of Frederick Pride. We have ongoing and continuing dialogue with other organizations new and past from our area.

Region 7 - Mid-Year Report

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>Chrissy Taylor, Dallas Barnes, Chris Ellis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>RD’s and ARD from Region 7</td>
</tr>
</tbody>
</table>

Did you attend regional conferences? If so, briefly describe your experiences.

Both the Region 7 RD’s, the ARD, our VP of operation and co-chair Sue Doster attended the 2014 FCP and InterPride Region 7 conference hosted by Pride Winnipeg, in Winnipeg, Manitoba March 20th – 23rd 2014. The conference was very impressive and the most accessible conference we have ever attended. E.g costs were reduced and all social events were included in the registration costs so there were no extra surprise costs when you arrived at the conference. There was both condoms and dental dams in the conference package. There was always food available and dietary restrictions were taken into account. Accessibility of pride events and organizations was a theme that was talked about throughout the conference. Workshops
ranged from social media and how to get sponsors to a trans* panel about how to get trans* folks more involved in pride organizations. Dallas did a workshop on systemic discrimination within the LGBTQ community and how to engage women in your prides. Pride Winnipeg organized a tour of the national museum of human rights which is due to open in September 2014. While there the museum announced that its first community project would be working with prides across Canada to collect oral histories of how LGBTQ rights have progressed within Canada and how the pride movement has developed over the years. Thank you so much to the organizing committee at Pride Winnipeg, it truly was an amazing experience.

Do you feel that you are making a positive difference? If yes, why? If no, why not?

Absolutely we are. We are listening to our regions concerns and making sure they are voiced at the board level. We reach out and connect smaller prides with resources they need to be able to get their prides started.

What are you biggest accomplishments, year to date?

We introduced safe space guidelines and pro-noun introductions at our meetings. We continue to foster a great relationship with FCP including our ARD sitting in on monthly board meetings. We have an active FCP/Region 7 Facebook group where members are able to get resources, ask questions etc. We are continuing to work with FCP to recruit new Canadian prides, the joint membership program has been very successful in enabling this. Region 7 won the award for the “Best growth within a region” in 2013 and we are working towards retaining this title in 2014.

What are your barriers to progress or challenges? Are there things InterPride can we do to help?

Communicating across a huge country with such diversity is extremely challenging, especially when Regional Directors are expected to be at Regional Conferences without any financial assistance. Prides from outside the host city are often unable to attend Regional Conferences because of the financial costs, fortunately FCP has a scholarship fund and is able to sponsor a couple of prides per year. Providing reimbursement for travel costs for RDs who attend their regional conference would be extremely helpful to us as it is a pretty large financial burden if you are traveling from one side of the region to the other.

We have had no communication from our VP of operations since she was elected in October. Since Dallas and Chrissy have been on the board we have not had an active VP of Operations overseeing our region, this proves to be challenging in terms of our connection with the ExCom. If the co-chairs could encourage the VPs to support and communicate with their regions it would be really appreciated.

How can InterPride make you more effective in your role?

See above re: reimbursement for regional conferences and communication from VP of Operations.

For Regional Directors/VP Operations:

How many Prides in your region? Describe your efforts to outreach within your region?

A lot of our outreach has been done through our ARD Chris Ellis. He has done an immense amount of outreach to smaller prides across Canada, especially within Ontario. Thank you so much Chris for your commitment to getting smaller prides involved in InterPride. With World Pride in Toronto in June there has also been a huge amount of outreach from the World Pride organizing committee that has helped keep InterPride in people’s minds.

How is InterPride perceived in your region? Do you members know who we are and what we do? What, if any feedback have you received?

InterPride is generally viewed in a very positive light from the pride members in Region 7. For new members there is sometimes a confusion about what the difference is between FCP and InterPride. Dallas and Chrissy spoke to the differences at the last two regional conferences and are always available for questions. Our members who have attended an InterPride
conference generally describe it as a life changing event and encourage other prides within our region to attend. One piece of consistent feedback that we have heard from our members is that InterPride is too USA focused and top heavy. Members have noted that they don’t believe there should be so many regions and thus board votes that are assigned to the USA. They have also commented that both co-chairs should not be from the USA. Our members feel like when conferences have been hosted in cities in the USA there is often some programming that is only relevant if you are a pride within the USA. Some member benefits are also only relevant and helpful if you are from the USA. Our members want this to be a topic of conversation that is acknowledged and worked on.

What are the barriers in your region? What could IP do to help you with these barriers?

See above re: communicating across a large region. We also have barriers engaging the Trans* community within our region because of the lack of accessibility for folks who identify as Trans*. As the structure of the organization currently stands it is based on a binary model of male/female. If someone does not identify with either of those labels, there is a lot fewer positions that they would be able to run for. Our region views this as unacceptable and something that needs to be changed so that we can show the trans community that we are being more inclusive.

Is there an InterPride presence within your region at member organization Pride events? If not, how can we increase our presence?

Yes, at the majority of the Prides across Canada there was InterPride presence both in parades and festivals from InterPride and specifically Worldpride.

<table>
<thead>
<tr>
<th>Regional Director Region 12 - Mid-Year Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submitted by: Stefan Baier</td>
</tr>
<tr>
<td>Position: Regional Director, Region 12</td>
</tr>
</tbody>
</table>

In the last year we had three (!) German regional conferences – one in Berlin, one in Koblenz and one in Hamburg… Actually it was a meeting of the German Prides – the biggest part of Prides in Region 12… They all were great for networking and talking about our experiences with our Prides. Even the German Prides association (CSD Deutschland e. V.) which was not active anymore for years was re-activated… After years of trying to organize a meeting we finally managed to organize not only one but three… Isn’t that a great success?

The next regional meeting will take place in a few days – on 29th March 2014 in Cologne – unfortunately I can’t take part at that one in person – maybe I can at least skype in…

I think it is positive for the other Prides that I keep them up to date what is going on with InterPride, when and where the next AGMs take place, and so on… On the other side it is still difficult to bring our Prides in Region 12 to our AGMs and to increase our membership here. The problem is that there are not really big benefits for Non-US-Prides… And the travel costs are not very low…

At least InterPride is well known by the Region 12 Prides by now.
There are 78 Prides (65 in Germany, 5 in Switzerland, 8 in Austria and no Pride in Lichtenstein) in Region 12. As soon as I notice that there are new Prides in my region I try to get in contact with them, offer them my help and try to visit them at their Pride — my plan is to visit the first Prides in Villingen-Schwenningen and Albstadt this year — and of course also the Prides nearby where I live...

At the Pride events I was attending since I am Regional Director there was only a bit presence from InterPride with former co-president Mark F. Chapman speaking at our festival in Konstanz 2011 and the logo on the homepage from CSD Konstanz. Last year my Pride had even greeting words from Caryl and Gary, our Co-presidents and Alan Reiff from the WorldPride Committee in our Pride Magazine.

It would be great to have one or better two free InterPride banners in Region 12 which could be sent from one Pride to another to increase the presence at the Prides...

I think most of the Prides would hang it up somewhere at the their festivals or at their parade trucks...

Or we could make sure that the Pride organizations would hang up the banner by giving them some benefit... (maybe we could offer them something like one year no registration fee at the InterPride AGM or something like that) Just an idea...
2014 Mid-Year Report

Member Services Committee Mid-Year Report

Submitted by: James Hermansen-Parker and Sherri Rase
Position: Co-Chairs, Member Services

Active Committee Members List: James Hermansen-Parker, Sherri Rase, Sue Doster, Gary Van Horn, Wil Coleman, Ron DeHarte, Marsha Levine, Marc Hansen, Rocky Bowell

2014 Membership

- Region 1, 10%
- Region 2, 4%
- Region 3, 8%
- Region 4, 11%
- Region 5, 16%
- Region 6, 19%
- Region 7, 28%
- Region 8 - 20, 4%
With no membership numbers from EPOA, our total membership stands at 94 members. As of this writing, regional conferences, which tend to bring in more members, are still occurring. The committee is continuing to work with the Regional Directors and the Vice Presidents to grow the membership.

Our goals were derived from the Membership during the AGM in Montreal and then were prioritized by the committee.

<table>
<thead>
<tr>
<th>Goal</th>
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<th>Status</th>
<th>Update/Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1 – Better New Member Orientation</td>
<td>Member Services</td>
<td>In Process</td>
<td>Working on Completing the Member Guide</td>
</tr>
<tr>
<td>Goal #2 – Grow Membership List</td>
<td>Member Services/Regional Directors</td>
<td>Ongoing</td>
<td>Work with RD’s and VP’s to continue to grow the membership</td>
</tr>
<tr>
<td>Goal #3 – Education and Networking</td>
<td>Member Services</td>
<td>Ongoing</td>
<td>Work with the Communications and CSIC Committees to grow the networking capabilities of the organization.</td>
</tr>
<tr>
<td>Goal #4 – Email sent out when Membership Dues need to be submitted</td>
<td>Member Services</td>
<td>In Process</td>
<td>Continue the work of the organization, enabling the new database to email members when dues need to be submitted, including possible follow ups. Coordinate with the RD’s once these emails have been sent to continue that communication.</td>
</tr>
<tr>
<td>Goal #5 – Work with EPOA Members to grow organizations together</td>
<td>Member Services</td>
<td>Ongoing</td>
<td>James and the Co-Presidents will work on this continue the conversation with the EPOA leadership.</td>
</tr>
<tr>
<td>Goal #6 – Bump up the application deadline</td>
<td>Member Services</td>
<td>Tabled</td>
<td>This goal is vague and the committee was unsure what the purpose of the goal was.</td>
</tr>
<tr>
<td>Goal #7 – Keep updates on discounts available.</td>
<td>Member Services/Communications</td>
<td>Ongoing</td>
<td>This goal will be incorporated into the Member Guide, and will be maintained available on the website for members to access.</td>
</tr>
<tr>
<td>Goal #8 – More Member Benefits</td>
<td>Member Services</td>
<td>Ongoing</td>
<td>The committee will continue to work on new member benefits, working with committee members who have relationships with potential sponsors to build a new relationship with them and InterPride.</td>
</tr>
<tr>
<td>Goal #9 – Annual Theme Exclusive to members only with media kit available online</td>
<td>Member Services/Communications</td>
<td>In Process</td>
<td>Idea of a potential media kit available to member prides. Co-Chairs will work with the Communications Committee to determine the direction of this goal.</td>
</tr>
<tr>
<td>Goal #10 – Online Pride Academy</td>
<td>Member Services/Communications/CSIC</td>
<td>In Process</td>
<td>Work with CSIC and Communications to determine the direction of this goal and how to carry it out. Access to conference workshops/materials post-AGM?</td>
</tr>
</tbody>
</table>
The Methods & Standards Committee was tasked with goals from the AGM on Montreal, listed below.

### METHODS & STANDARDS

- Before each conference, introduce safe space for “no English” speaker, no female and non-identified
- All members of the board have to reveal their financial business links with companies and their links and involvement in a private XXX which is promote on InterPride
- Ethics
- Fewer board members (more than 40 people is too difficult to drive)
- Share each Prides “how to” to help each one of us
- Geographical position of AGM influences representation/decision
- Adoption of minimum performance standards for Board Members coinciding rules for evaluation and maintenance of standards.
- Repercussions for failure to perform.

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsibility</th>
<th>Progress</th>
<th>Update/Info</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1 – Safe Spaces</td>
<td>CSIC</td>
<td>In Progress</td>
<td>Referred to the CSIC Committee for completion.</td>
</tr>
<tr>
<td>Goal #2 – Conflict of Interest for Board Members</td>
<td>M&amp;S</td>
<td>In Progress</td>
<td>Currently included in the Code of Ethics, to be signed by all board members.</td>
</tr>
<tr>
<td>Goal #3 – Ethics</td>
<td>M&amp;S</td>
<td>In Progress</td>
<td>Code of Ethics to be signed by all Board Members.</td>
</tr>
<tr>
<td>Goal #4 – Fewer Board Members</td>
<td>M&amp;S</td>
<td>Tabled</td>
<td>It was noted that this has been tried previously and has failed.</td>
</tr>
<tr>
<td>Goal #5 – Share each Prides “how to” guide to help all of us</td>
<td>Member Services/CSIC</td>
<td>In Progress</td>
<td>Referred to Member Services to rebuild our document library and make it available for all members.</td>
</tr>
<tr>
<td>Goal #6 – Geographical location of AGM influences representation and/or decisions</td>
<td>n/a</td>
<td>n/a</td>
<td>More of a statement rather than a goal, this goal was removed from our list.</td>
</tr>
<tr>
<td>Goal #7 – Adoption of minimum performance standards for Board Members</td>
<td>M&amp;S</td>
<td>In Progress</td>
<td>This discussion was sensitive and determined that it should be led by the Co-Presidents at an in-person meeting of the board, preferably the MidYear Meeting.</td>
</tr>
<tr>
<td>Goal #8 – Repercussion for failure to perform</td>
<td>M&amp;S</td>
<td>In Progress</td>
<td>This goal is linked to the previous goal and will be worked on with goal #7.</td>
</tr>
</tbody>
</table>
During the 2013 AGM in Montreal, two Bylaw resolutions were voted on and achieved the necessary votes required to be voted on again at the AGM in Pittsburgh (>50%). These Bylaw resolutions will require a 2/3 vote of the membership present at the 2014 AGM.

- Inclusion of a Vice President that is Trans Identified to the Executive Committee
- Ensuring the confidentiality of the vote for all elections, ensuring the secrecy is maintained.

The Committee remains focused on working on the goals that is given to it by the membership.

<table>
<thead>
<tr>
<th>Fund Development Committee - Mid-Year Report</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Submitted by:</strong></td>
</tr>
<tr>
<td><strong>Position(s):</strong></td>
</tr>
</tbody>
</table>

*Active History Preservation Committee Members List:* Marion Steele, Dallas Barnes, Gary Van Horn, Linda Demarco, Stefan Baier, Paul Sanders

Fund Development Committee has been more challenging. Since last years report, we have had the successful InterPride Cookbook, which was the idea of the past Co-Chair of this committee. While some work was done on it, the majority of the work fell to myself and Brett Hayhoe, InterPride Secretary who did the layout of the finished draft. Chris Bryan and Gary Van Horn from the Delta Foundation of Pittsburgh/Pittsburgh Pride were instrumental in helping get the book published and transported to Montreal to sell at the 2013 AGM. Marc Hansen of Pride South Florida has been helpful as well to help sell the online version of the cookbook through their Facebook and website. We made a few hundred dollars on the book and every cent counts.

We have held a few meetings to review goals and 2014 plans. The former Co-Chair of this committee resigned without notice to me a while back and we have not had the chance to have a meeting since. I will make sure that that remedies itself shortly (after the Mid-Year Meeting of the Board) and hope to bring on a new Co-Chair as well.

Gary Van Horn has indeed been terrific in getting theme tee-shirts made on behalf of InterPride and the Fund Development Committee and they have been sold at all of the regional conferences so far in 2014 - Tulsa, Atlanta, Santa Fe & Winnepeg.

<table>
<thead>
<tr>
<th>History Preservation Committee - Mid-Year Report</th>
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</thead>
<tbody>
<tr>
<td><strong>Submitted by:</strong></td>
</tr>
<tr>
<td><strong>Position(s):</strong></td>
</tr>
</tbody>
</table>

*Active History Preservation Committee Members List:* Marsha H. Levine, Russell Murphy, Alan Reiff, Teddy Witherington-Basham, Don Mills, Glen Paul Friedman, David W. Hill, Sherri Rose, Perin Huerwitz, Paul Sanders

In terms of the History Preservation Sub Committee, myself and Marsha H. Levine, Founder of InterPride and Vice President of San Francisco Pride have established a good group of past and present InterPride Board Members and we have had a good deal of discussion and some early stories and items have been contributed to the committee. It is my hope to have some kind of brochure at the AGM in Pittsburgh to showcase what has been done so far and to encourage others to participate.
Unlike other committees, we took the position with WorldPride that monthly meetings were somewhat superfluous and opted to meet on a needs basis. This has worked very well and has meant the meetings and work allocated through same has been relevant and highly effective. Our committee members are very engaged, with the obvious attention at this point being given to WorldPride 2014 in Toronto. This has not meant ignoring WorldPride 2017 in Madrid however. Both host organisations have adhered completely to their charter and have done everything asked of them from InterPride. We certainly expect both events to be highly successful.

In addition to the usual work of the committee, Brett also sat on the selection committee for the WorldPride Awards. This was a non-voting position but meant that InterPride had an active ear into the whole process.

It was also established – due to several emails being sent directly to the 2014 host organization – that all communication should go through the Co-Chairs of the InterPride Committee. This has worked well also and has meant a complete deletion of extra work for the host committee. One of the main outcomes of this arrangement has been the dissemination of Media Releases to the membership and broader database. This has worked seamlessly and has been appreciated by the host committee.

The other significant work of the Co-Chairs and the Co-Presidents, was a face to face meeting held in Toronto. The following report is from Alan Reiff (who was in attendance). Brett attended one meeting (via Skype).

Saturday Nov 22 we were taken on an explicit tour of all locations in Toronto being used for the event.
1. The Opening Ceremony’s location will be held outside at Nathan Phillips Square – in front of City Hall. The corresponding Media launch would be held at the Hilton Toronto. The space was exceptional with clear sight lines from every corner. Events would include a possible welcome inside City Hall. We were given an informal tour of some of the rooms of City Hall as well.

2. We went by the Arcadian Court to see the location of the WorldPride Gala and Awards Ceremony. We were unable to go inside due to a private event going on.

3. We went to the University of Toronto to see the location of the Human Rights Conference. The space, arrangements, and the location far exceeded anyone’s expectation. The subcontractor handling all the set-up is the LGBT Studies Department Chairman. He and his staff are very professional and open to any suggestions. We were told the H.R. conference hopes to have over 70 countries represented based on requests sent out.

4. We then followed the proposed Parade route through the city. The route was wide and would provide easy sight lines for all spectators. The proposed route at the time is Queen’s Park Circle to Bloor Street to Yonge Street to Dundas Square. At Dundas Square there would be a closing event and a Rally Stage set up.

5. Allan Gardens also is scheduled to have evening events and activities as well as the location of the dispersal point of the Dyke March. A Rally would also be set up there.

6. We ended the tour with a Festival Walk. We saw the proposed location for the various types of booths and entertainment areas.

7. We were also told that there would be collaboration with location galleries and museums showing LGBT oriented art and exhibits. We past a few of the possible museums and galleries proposed. There would also be an interfaith service and we past the proposed the possible location for such a religion event.

8. After the tour, a meeting at the Pride Toronto office was held to discuss the details of providing support to Pride Toronto and what InterPride’s needs were. At the meeting Chris Ellis joined us. It was agreed that Chris and Dallas would handle the details of the InterPride reception and work closely with Kevin to finalize the details.

Brett Hayhoe participated in this meeting via FACETIME.

The proposed schedule of official events is as follows:

- **Friday June 20th** opening ceremonies and evening event starting at 6pm
- **Saturday June 21st** partner event(s)
- **Sunday June 22nd** partner event(s)
- **Monday June 23rd** partner event(s)
- **Tuesday June 24th** partner event(s) AIDS memorial/candle light vigil and Allan Gardens opens
- **Wednesday June 25th** Human Rights Conference Starts and Gala Event at night
- **Thursday June 26th** Human Rights Conference day Evening event Grand Marshalls Reception
- **Friday June 27th** closing day of H.R. Conference plus Trans pride march event in the evening Allan Gardens opens. The InterPride reception would be held this evening. Festival opens.
- **Saturday June 28th** Dyke March 2pm and Allan Gardens evening events.
- **Sunday June 29th** Pflag brunch then WorldPride March and closing event at Dundas Square. Formation
at approximately 8am with March starting at 2pm. By 5pm closing ceremony starts. Hand over to Madrid takes place at end.
Saturday evening we were taken out to dinner by the Pride Toronto committee. The hotel was a historical venue with excellent food and service.

Sunday Nov 24th we held a meeting in the Pride Toronto Office with a travel and tourism representative. A proposal was made to offer land and/or air packages to the event. InterPride and Pride Toronto would receive a percentage back of all sales.

Overall the trip was highly successful. Based on my experience with the first, and third WorldPrides, Toronto is far ahead of all of them. They are well organized, have a plan in place, and are well staffed. They have sought and received sponsorship funding as well as municipality support (financial and logistical).

We all left feeling very good with the visit and with high hopes of a successful World Pride in June 2014.

<table>
<thead>
<tr>
<th>Communications Committee Mid-Year Report</th>
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<tbody>
<tr>
<td><strong>Submitted by:</strong> Brett Hayhoe and Sylvain Bruni</td>
</tr>
<tr>
<td><strong>Position(s):</strong> Communication Committee Co-Chairs</td>
</tr>
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</table>

**General:**

The committee split the duties of the two Co-Chairs so that work can progress without any confusion. This has worked very well. The Committee has met monthly since the 2013 AGM and World Conference and has enjoyed very solid participation.

The reports below are from Brett [Website/email] and Sylvain [Social Media/newsletter] accordingly.

Beyond the goals outlined in the table below, the Communications Committee’s primary objective in 2014 is to “Professionalise” our business practices, to ensure that the fundamentals of communications for InterPride are solid. As part of this effort, our committee is focusing on four main assets for the organization’s communications:
1. The InterPride.org website
2. Our presence on social networks
3. Our newsletter
4. Our relation with the press

**Website / Email:**

The InterPride.org website has been overhauled under the direction of Sue Doster and Brett Hayhoe. While work is still needed in terms of content updates, we have made great strides in implementing a structure for the website that’s friendly with information finding, and a look that’s modern and fluid.

- **Current barriers:** getting the right information from other InterPride committees
Objective for the remainder of the year: working with the InterPride Co-Presidents to get committee co-chairs to provide the right information to place on the website

Although the start of this process was slightly slow, once training was conducted in regard to the use of the new Content Management System (CMS) I worked quickly to update the information as required:

- The links at the bottom of each page now work (except for the one that says “Groups” as this is for something specific which will occur in time).
- The InterPride 2014 banner has been changed to mirror the artwork used on both our Facebook and Twitter accounts.
- A link to WorldPride 2014 via a third rolling banner.
- All of the Executive biographies and pictures have been updated.
- The Fund Development Committee now has its own page – rather than being under Finance.
- Most Committee descriptions have been updated except for: CSIC - that has not provided an update.
- The information contained in the Regional Directors section of the old website has proven problematic migrating to the current website. A communication will be sent soon from the Co-Presidents asking for information and part of this will form the basis for a new, updated section of the website accordingly. I personally believe this is vitally important and I know I have the Co-President’s agreement regarding same.
- A “latest news” section has been added to the front page which feeds directly and updates automatically from our social media presence.
- Logo and link to our Instagram account has been added

It is also important to note that the member banners that used to appear on the old site WILL AGAIN happen on this one. Sue, together with James Hermansen-Parker will be gathering the required graphics and getting this section up and running as quickly as humanly possible (please note however that the process does take up to three weeks to do once the banners have been procured). A blast will be sent to all renewed members with specifications.

As soon as it was available, the 2014 Theme logo (in all its various shapes and sizes) was sent to all Board members for distribution accordingly. A special thanks to Mark Chapman for working so quickly on the design and for his complete professionalism in regard to this process.

Social networks

Our first committee decision was to decide where to focus in the world of social networking. We decided to target primarily Facebook, Twitter, Instagram and YouTube because of our strong presence there and because of their widespread availability and penetration in the general public. We have also started acquiring placeholder accounts (e.g., vine.co/InterPride), just in case future committees will want to make use of those. The Facebook and Twitter accounts were connected for cross-posting efficiency, and we push many updates every week to both accounts, to keep the content fresh and dynamic. Our Instagram account was created to act as a repository of publicly-available InterPride photos, mainly from our members or from InterPride activities. The committee will focus on YouTube in the second half of the year, with a target of creating many videos during the 2014 AGM in Pittsburgh. We are currently posting in both English and French, but our goal is to post in Spanish and German as well.

- Current barriers: infrequent posting during high-workload weeks, and no posting in Spanish and German
- Objective for the remainder of the year: identify additional posters, specifically in Spanish and German

Newsletter

With the new website infrastructure, Sue Doster and Sylvain Bruni worked on updating the newsletter system. Working out the kinks of formatting and targeting recipients took many weeks more than anticipated, but ultimately, it was all figured out. The main newsletter goes to over 3,000 email addresses currently, and is sent every 6 weeks or so, in both English and French. The template for the newsletter was finalized to look professional and clean, as well as viewable on mobile devices. Because of the need to push single-topic blasts to the membership, another
simpler template was created, to allow the Co-Presidents to push out urgent information when they need to, without requiring anyone on the Communications Committee. Additionally, we have started posting long-version contributions from InterPride member organizations or InterPride committees on the website (as “news items”), with previews being placed in the newsletter. We aim to use this practice more often, so that deeper content is also available in the newsletter and on the website, beyond the typical announcements.

- Current barriers: lacking contributors and writers
- Objective for the remainder of the year: identify additional InterPride members who can contribute content for the newsletter

Public Relations

This area has been put on the backburner for now, as we aim to constitute a thorough, international press list. Beyond the Sochi Olympics and the upcoming WorldPride, no major situation has yet warranted pushing out a PR campaign in the name of InterPride. It is expected however that, come June, we will want to communicate heavily regarding the Stonewall 45 celebration.

- Current barriers: receiving press contacts from InterPride member organizations.
- Objective for the remainder of the year: working with the InterPride Co-Presidents to encourage InterPride member organizations to provide contact information for press / media

General Thoughts

- Do you feel that your committee is making a difference? Yes- we believe that our work so far, although maybe small in quantity (at least visible externally), has greatly improved in quality and professionalism. With the solid basis we have built, we hope to gain in speed and size over the second half of the year.
- Are you on task and will you meet the committees goals set out by the membership this year? Yes- see table below.
- Did you share information about your committees’ progress in the monthly meetings? Yes- Brett, as a member of the Board, provides updates every month as to the Communications Committee’s progress.
- Did you post committee meeting notes on Google docs and share? Yes- Brett diligently posts everything on the Drive.
- If you chair a committee have you held regular meetings? Yes- We started meeting every month, but realized that it was not necessary, so we are now meeting every 6 week.

<table>
<thead>
<tr>
<th>Goal</th>
<th>Responsibility</th>
<th>Progress</th>
<th>Update/Info</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #1 – Create a video library of workshops from the 2014 AGM</td>
<td>Sylvain / Marc</td>
<td>Not started</td>
<td>This goal will be discussed with the Pittsburgh team at the mid-year meeting.</td>
</tr>
<tr>
<td>Goal #2 – Develop an “InterPride TV” program, to be operational during the 2014 AGM</td>
<td>Sylvain / Marc</td>
<td>Not started</td>
<td>We will start preparing for this goal in the summer, as we get closer to the 2014 AGM.</td>
</tr>
<tr>
<td>Goal #3 – Provide InterPride communications in English and French consistently over the year, and work to add Spanish and German by the end of 2014</td>
<td>Sylvain</td>
<td>Ongoing</td>
<td>The newsletter has been consistently sent in both English and French. Facebook and Twitter posts have been pushed in both English and French (although primarily in English). We have recruited IP members to post in Spanish and German (although they haven’t started pushing information yet).</td>
</tr>
</tbody>
</table>
### 2014 Mid-Year Report

<table>
<thead>
<tr>
<th>Goal #4 – Provide theme and logo branding in multiple languages</th>
<th>Brett</th>
<th>Completed</th>
<th>Theme and logo are available on the Google Drive to RDs for their regions.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal #5 – Add a section in the monthly newsletter with committee updates to improve internal awareness of committee work</td>
<td>Sylvain</td>
<td>Ongoing</td>
<td>The scholarship committee, the human rights committee and the development committee have provided content for past newsletter. Little by little, committee members realize that the newsletter is a good venue to show their work.</td>
</tr>
<tr>
<td>Goal #6 – Streamline and make consistent our use of social networks</td>
<td>Sylvain / Dallas</td>
<td>Ongoing</td>
<td>Our Facebook page and Twitter account are now connected. An Instagram account has been created to collect all our photos. The YouTube channel is the next step.</td>
</tr>
<tr>
<td>Goal #7 – Develop &quot;talking points&quot; as a service to members</td>
<td>Sylvain</td>
<td>Not started</td>
<td>We haven’t had a chance yet to get to this, but we will start discussing this item in the 2nd half of the year.</td>
</tr>
<tr>
<td>Goal #8 – Continue building InterPride’s reputation as <em>the</em> source of information / authority on Prides worldwide through public relations and press / media releases</td>
<td>Brett / Sylvain</td>
<td>Ongoing</td>
<td>Brett and Sue have overseen the completion of the new website. Brett is supervising the updating of all pages so that information is more “outward-facing” (i.e., for external people) than “inward-facing” (i.e., for internal people). Sylvain is building a PR list. No major PR operation needed so far.</td>
</tr>
</tbody>
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### Human Rights and Solidarity Committees - Mid-Year Report

**Submitted by:** Cain Williamson  
**Position(s):** Co-Chair, Human Rights and Solidarity Committees

At the December 2013 meeting of the IP Human Rights Committee, the members reviewed the list of proposed goals set forward by the IP membership at the October 2013 AGM in Montreal and narrowed the list of goals to a set of four priorities. The committee has been working since then to accomplish these goals.

**Supporting Prides in Hostile Environments** – Committee members have expressed a particular interest in supporting a Pride movement in Africa. To this end, the committee has been in contact with local African LGBT leaders as well as European based activists in hopes finding a way that IP can support Pride in Africa. Specifically, the committee has agreed to support the participation of a committee member in the ILGA Africa Conference. The member will facilitate a session at the conference on the viability of beginning in earnest a Pride movement in Africa and what it would take to do so.

**Maintaining and Expanding Relationships with LGBT Organizations** – In particular, the IP membership was interested in continuing to build on relationships started last year with ILGA, GLISA, and Pride United as well as establishing new relationships with HRC and an international trans advocacy organization. In this vein, Cain Williamson (VP Ops) and Sue Doster (Co-Pres) participated in the ILGA March board meeting in NYC. In addition, GLISA participated in this meeting via web conference. At that meeting, it was agreed that a steering committee of two members from each committee should be
appointed in order to continue the collaboration. This issue will be put to the IP board at the April meeting or discussion/ratification. It was also agreed that the organizations were not ready yet to be extremely public about the partnership until we get further along. Finally, the IP representatives made it very clear that conversation about a collaboration regarding the commemoration of the 50th anniversary of Stonewall in 2015 would need to involve the NYC Pride committee.

Additionally, HRC was invited to attend the joint Region 5/6 conference for a brainstorming session on how IP and HRC can collaborate. The session was relatively successful in that it was much more civil than the last such meeting of Pride and HRC at the 2013 CAPI conference. Results from the session include:

- Potential collaboration opportunities could be split between HRC and InterPride or individual Prides
- Most likely collaboration option for IP and HRC centers on HRC Global Engagement Program.
  - Maybe embed HRC fellows into a Pride event for a week
  - Maybe have fellows attend IP AGM
- Several opportunities for individual prides:
  - Activation of HRC certification programs at Prides - spotlight high scoring corporations, have HRC endorsed adoption agencies at Prides, invite mayors of HRC endorsed cities to speak from stages, etc.
  - Prides can distribute HRCF materials that HRC will ship to them even if HRC cannot be at events.
  - HRC could reach out to local Pride committees (in places w/out local steering committees) to see if they might help identify HRC volunteers that could staff HRC booths at Prides where HRC is unable to attend in person.
  - Maybe HRC could invite some Pride representatives to their annual meeting or training seminars to continue the collaboration discussion.

- Immediate follow up activities that emerged from session debrief between Cain and Jillian:
  - Jill to send Cain the list of cities with local HRC steering committees and Cain to communicate with any Pride contacts there to explain IP goal of developing deeper relationship with HRC.
  - Jill and Cain to compare lists of Prides to get to a single list.

**Publishing a second edition of the Pride Radar** – Currently, IP leadership is considering the possibility of contracting out the production of this important document. The contractor would be tasked with collecting data on all know Pride events round the globe and drawing some conclusions about the nature, funding, and participation of Prides in various environments around the world.

**Developing a Human Rights Exhibit** – Committee members agreed that it would be a good idea to use the content of the Pride Radar report and photos from various pride events to create an exhibit that could be downloaded and printed by IP member organizations to use in their respective events. The exhibit will highlight the success and challenges that the Pride movement and LGBT people experience across the globe. The committee is in the early stages of collecting photos.
Scholarship Committee - Mid-Year Report

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>Shannon Lank</th>
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<tbody>
<tr>
<td>Position(s):</td>
<td>Co-Chair, Scholarship</td>
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After the AGM in Montreal in 2013 the Scholarship committee was asked to look into a number of great ideas. We were asked to:

- Find ways to raise more money, we are currently looking into grants that we may be eligible for;
- Put a plan in place for better follow up with scholarship recipients so that the organization knows what recipients were able to do with the knowledge gained during the conference, a rule has been added to the application that will allow us to do just that;
- Create mentorships, not just to share knowledge and create bonds in the world community, we implemented this at the AGM in 2013 and will be working with Member services to continue

The Scholarship Fund currently has approximately $13,000 to grant to prides for the 2014 AGM. We currently have 6 applications that have been submitted. First deadline is May 1, 2014 with the second deadline of August 1, 2014.

Conference Structure and Integrity Committee (CSIC) - Mid-Year Report

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>Sue Doster</th>
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<tbody>
<tr>
<td>Position(s):</td>
<td>Co-President, InterPride</td>
</tr>
</tbody>
</table>

Committee Co-chairs: Isaac Kelly and Matt Crawford
Active Committee Members List: James Hermansen-Parker, Sue Doster, Gary Van Horn, Chris Bryan, Glen Paul Freedman, Chris Bryan, Linda DeMarco, Paul Sanders, Frank Leonzal, Mark Monk, Will Coleman and Rocky Bowell

Committee Updates – Thanks to Matt Crawford, who has agreed to serve as CSIC Committee Co-Chair.

AGM Survey Results Review

- A total of 74 surveys were submitted. (69 IP Members, 2 Non-IP Members, 2 Presenters, and 1 Sponsor)
- Over 83% of respondents answered “Yes” to “Do you feel the AGM serves your needs as a Pride organization?”
- The committee is continuing to analyze the results

AGM Schedule Review

- It was the general consensus that the new schedule allowing many of the committee meetings to be held during the Wednesday of the AGM was a success.
- It was suggested that we advertise and announce that the committee meetings will be held on the Wednesday, in addition to providing the entire schedule. We can do a better job of notifying the members and attendees.
Pittsburgh AGM Update

- 2014 Annual World Meeting Conference Dates: Thursday, October 22 – Sunday, October 26, 2014
- WORKSHOP TOPICS
  - Developing a business plan for your Pride event
  - Leadership training
  - Legal issues for non-profit organizations
  - Keep your enemies close – changing foe to friend when dealing with community members
  - How to create a zero-waste Pride Event
  - Thinking outside the box – Marketing not just to the LGBT community
  - Inclusive Pride organizing – Working with Black & Latino Pride Organizations
  - Make the investment – Hiring staff for your Pride
  - Protect your identity - Trademarks and Servicemarks
  - Developing sponsors – give something to get something
- Keynote Speaker Confirmed - HILLARY RODHAM CLINTON!
- Registration is open NOW at interpride2014.org

Inclusion of Transgender Attendees at the Conferences

One of CSIC’s goals for 2014 was to come up with ways that that we can better welcome and include transgender attendees at the conferences, including developing guidelines that recommend a range of things from additional options on forms to gender-neutral restrooms.

THANKS TO THE BOARD FOR ALL THE GREAT WORK!