InterPride Board and Activities
Mid-Year Report
April 20, 2015
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Co-Presidents’ Report
By Sue Doster and Brett Hayhoe

Committee List: Both Co-Presidents are members of all committees and work to attend as many Committee meetings as possible. The primary responsibility of guidance and oversight for each committee has been split between the Co-Presidents as follows:
Sue: CSIC, Member Services, Fund Development, Human Rights, Finance, Scholarship, and Solidarity.

Regional Conferences attended:
This year Sue was able to attend FCP (Region 7), NERP (Region 6), and CAPI (Primarily Region 1).

Report:
As with all “changing of the guards”, a large amount of time initially was spent getting to know each other and our leadership styles. Fortunately, we were able to do this in person, due to Brett’s extended stay in NYC following the 2014 Annual General Meeting and World Conference. During this we focused on the necessary administration required at the start of a new board term. Completed task include, the appointment of Committee Chair(s), updating the website with the new board members and committee chairs, and the considerable task of updating every level of InterPride’s email lists. We were also both able to attend key conversations in person with Heritage of Pride and it’s Stonewall 50 Committee regarding their potential bid for WorldPride 2019.

One of the biggest challenges that we face as an international organization is the regional distance between some of our Board members. This is obviously the case with us. So far however, we have been able to “close the gap” between Australia and New York City with our communication being often and fruitful.

As Co-Presidents we have worked to define areas of responsibility, and have demonstrated the ability to work well together, even given what some would call a considerable geographic challenge. We are confident that we can continue to move InterPride forward and work to provide increased levels of support for all of our members.

In the area of building current and new relationships, solid outreach has already been done with EPOA (European Pride Organisers Association), FCP (Fierte Canada Pride), CAPI (Consolidated Association of Pride, Inc.) and Stuart Milk (Harvey Milk Foundation). We are
delighted to report that all of these organizational relationships are definitely moving in the right direction and will only grow stronger over time.

InterPride, as an organization is also growing. This year we have undertaken one of our most ambitious projects so far – an expanded Pride Radar report, the Human Rights committee is collaborating with Pride United to have it ready for the AGM and World Conference in Las Vegas. We’ll need your help to succeed with this, so look for more information about the Pride Radar in the coming months.

We look forward to seeing you at the 2015 Annual General Meeting and World Conference in Las Vegas, Nevada, USA in October.

Sue and Brett want to sincerely and wholeheartedly thank all of you for your amazing work for InterPride and the Pride movement worldwide.

Without you, we could not do what we do.
Secretary’s Report
By Ron deHarte
(Secretary and Co-Chair of Scholarship Committee)

Committees Served On List: Scholarship

Report:
During the first six months of my term as Secretary we enjoyed a smooth transition from the immediate past Secretary. This allowed me to start fulfilling my duties from the very first day in office. My appreciation goes out to Brett Hayhoe for his mentorship throughout the transition.

I’ve had perfect attendance at all board meetings, attended the Region 1 / CAPI conference in March and will attend the Mid-year meeting in Las Vegas. I will volunteer at, or participate in, several Pride events in the region including Phoenix Pride, Long Beach Pride, and San Diego Pride.

In addition to serving you as Secretary, I’ve actively participated as the Co-Chair of the Scholarship Committee.

I look forward to continuing my service to the Pride movement and InterPride in the months ahead.

Treasurer’s Report
By Linda DeMarco
(Treasurer and Co-Chair Finance Committee)

Committees Served On List: Member Services, Methods and Standards, Scholarship, Finance

Report:
The overall financial picture for InterPride is positive.

The past fiscal year of 2014 for InterPride worked out of 2 bank accounts. We chose First Commonwealth to do our domestic banking and we maintain our relationship with Bank of America to maintain our international banking needs. In addition to our Bank accounts, the Finance Committee manages an Investment account with Calvert Investments.

At the time of this writing for our mid-year report, the cash on hand for InterPride is:

- First Commonwealth: $10,706.96
- Bank of America: $18,964.18
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- Calvert Investments: $172,557.80

At the Annual General Meeting, (AGM) in Pittsburgh, the membership approved the budget presented for fiscal year 2015.

At the AGM pledges were made from the membership for both Scholarship and Solidarity. In total $17,325.00 were pledged. Scholarship $10,025.- Solidarity, $7,300. Of these pledges 85% have been received and it is anticipated we will receive 100% payment. A silent auction was held for Scholarship and received a total of $2,960. An additional pledge was made of $2,000.00 to go towards the funding of Pride Radar

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. My Co-Chair if Finance, Gary Van Horn has been instrumental in working with me on the Investments of InterPrides funds. I have worked closely with our Co-Presidents throughout the year to ensure transparency in any transfers of funds.

Our CPA Julia A. Siska, has completed and filed our taxes for 2013. These documents will be uploaded to the Google Docs at the mid-year meeting with the help of our co-presidents

The tax filings for year end 2014 are underway and are anticipated to be files on schedule.

Vice President of Operations Report
By Cain Williamson
(Vice President, Operations and Human Rights Committee Co-Chair)

Vice President, Operations
As a Vice President of Operations, I have accomplished the following in the first half of 2015.

Regional Conference Participation
I attended the Fierte Canada Pride Conference. It was a successful event and offered good networking and capacity building opportunities. Additionally, I was able to assist the Co-President in attendance with facilitating a discussion on the Pride Radar which was quite well received.

By the time of the Mid-Year Board meeting, I also will have attended the Pride of the Southeast annual conference. To date I have supported this conference by connecting the organizers with the HRC national staff for the purpose of planning session content. As a result, there are now two sessions planed for the POSE confernece in which HRC will participate. This is a result of the goal set by membership at the 2013 Annual General Meeting to have InterPride develop a stronger relationship with HRC. Additionally, I plan to give the assembled participants a presentation on the on the status of the InterPride and its programs.
Regional Director Support
I have responded to several requests from regional directors for information about membership lists for their respective regions - providing those lists which enable the RD to communicate relevant information to his members. I have also followed up with RDs on requests that have been made by members or potential members to ensure that responses were made.

Membership Development
I recently met with and began recruiting as members the leadership of Costa Rica Pride. With the strong support of Emilio Aguilera, VP Ops and RD for the region in which Costa Rica is located, it is highly likely that our efforts will result in Costa Rica becoming a member of InterPride.

Human Rights Committee Report
The Human Rights Committee has met routinely over the first half of 2015 for the purpose of keeping members engaged and informed on the status of the committee’s work. The primary focus of the Committee’s efforts to date has been to negotiate and execute a project agreement with Pride United for the completion of the Pride Radar. The agreement is signed by both parties and work on the Pride Radar is underway. The document is anticipated to be complete and available for distribution by the time of the Annual General Meeting in October 2015.

Additionally, the committee develop a presentation on the current status of the Pride Radar that could be delivered at the annual regional conferences.

Finally, InterPride was again contacted by the Milk Foundation to participate in their work with Pride organizations that need international support as well as with events that promote LGBT rights and visibility. The Milk Foundation (an NGO) acts as a representative for the U.S.A. as well as for the State Department at many events around the world. Recently, InterPride was represented at a Panel Discussion and Networking event in Washington, D.C. where the 7 out Gay U.S. Ambassadors participated in a discussion on their role in global politics and advancing LGBT political roles as well. It was invitation only event made to LGBT leaders and organizations in the U.S.A. Alan Reiff volunteered to attend this event on behalf of InterPride due to his professional and personal relationship with Stuart Milk: the CEO of the Milk Foundation. The Milk Foundation has again asked if InterPride would like to pursue better cooperation on joint ventures. Up to now there seems to be a perceived delay in trying to foster this partnership. An introduction email has been sent to open a clear channel between the Co-Presidents of InterPride and Stuart Milk. Alan has volunteered to act as liaison (with the direction and input from all InterPride directors involved) to try to advance this partnership.

Solidarity Committee Report
The Solidarity Committee has accomplished the following to date in 2015:

- Established a timeline and procedure for managing the 2015 Solidarity Fund grant cycle.
- Created an external advisory and recruited members.
- Revised the grant application form.
- Revised the content on the Solidarity Committee page on the InterPride website.
- Maintained a list of potential applicants that have expressed interest in the Fund.
The committee is currently working with the external advisory committee for the purpose of reviewing the proposed grant cycle procedures and will revise its approach based on feedback from the advisors. It is anticipated that the grant application form will be released during the week of April 6 that grant awards will be made by the end of May, and that fund disbursements will be made by early June.

Additionally, it is important to note that the Committee has been approached by the HRC with a sizeable potential donation to the fund providing that the HRC can participate in the grant selection process. The Committee is still working with HRC as well as InterPride leadership to define how such a relationship would function.

Vice President of Operations Report
By Emilio Aguilera
(Vice President, Operations and CSIC Co-Chair)

Committees Served On List: CSIC, WorldPride

Report:
This is my last year of my second term as VP for InterPride.

Since the AGM I focused myself on create awareness in Spain and Europe about what InterPride is and its role as an organization.

“Interpride is, for the Europeans, an organization that only serves US interests and doesn’t represent European needs at all because to Europe it’s a big stranger”. This is the thought that many people in Europe have about the organization and this year I challenge myself to change their minds.

Since the AGM I send out emails to the member organizations I am in charge of as VP in order to encourage them to be more active with InterPride and to share information about what’s going on in their countries, cities etc. Particularly in Spain, I held meetings with the Spanish Prides in order to encourage them to join EPOA and InterPride.

As VP I am in charge of my regions which I communicate with regularly.

During the International Fair of Tourism in Madrid, I made a presentation about IntePride – it’s Mission, Vision, and structure. The same one I have made year after year since 2013.

For at least three years we have been trying to get some new members from South America and Central America. I am very pleased to contribute to this in collaboration with Cain Williamson. Finally we have Costa Rica Pride on board and I hope this to be the first one of many of them.

We are also speaking with Chile and Buenos Aires Pride in order to enrol them as well.
Regarding my duties as an EX-COMM member, I regularly attend the board calls and participate actively on them.

Vice Presidents of Operations
By Shannon Lank
(Vice President, Operations and Scholarship Committee Co-Chair)

This year I was unfortunately only able to attend 1 regional conference instead of the required two due to conflicting dates with my own home organization. I attended the CAPI/Regional One which was held in beautiful Flagstaff Arizona. Next year’s conference will be held in El Paso, Texas. This year’s conference attendees are excited to have the AGM within easy traveling distance and should be attending in large numbers. While at the conference I was able to confer with Regional Directors from regions 1 and 3. We will be reaching out to past members of Interpride in order to bring them back to the organization and/or to find out why they left.

Unfortunately with the resignation of Frank Leonzal Region 2 no longer has a Director. I am working with Member Services to obtain a list of current and past members from this region so that I can reach out to them. I have a solution to this issue which I will discuss at the Mid-Year meeting.

As the co-chair of Scholarship I have been working the committee on a number of things, please refer to the scholarship report for further information.

Vice President of Operations Report
By Dallas Barnes
(Vice President, Operations and Solidarity Sub-Committee Co-Chair)

The first half of year has been very busy. I have attended the Region 7 Conference (FCP) in February of this year. It was a fantastic conference and I was able to network with the Canadian Pride organizations as well as introduce and discuss the correlation and work of both InterPride and Fierte Canada Pride. I was also successful in facilitating a workshop on women in the Pride movement.

I have been successful in maintaining consistent contact with many RD’s in my jurisdiction. I have found it challenging, however to reach out to all RD’s in certain regions regardless of the effort on my behalf.
I have also had success in navigating communication from member organizations and various committees and Board Members in regards to concerns and accolades. This has been about such matters as Scholarship applications, AGM information, and Board makeup and outreach.

**Member Service Committee Report**

*By Sherri Rase and James Hermansen-Parker (Co-Chairs)*

**Committees Served On List:** SLR Member Services, JHP Member Services, Methods and Standards

**Report:**
Elected to VPMS in October, we continue to work as the team we've been. We've just exchanged places. We began our work on YourMembership.com, not an easy database. Additionally, early this Spring there is a new user-interface. Daunting at first, it is more direct to get where we need to go.

Queries remain a challenge. YM has more features than we use now, so we’re still working with just the very large tip of the iceberg. Reports for Regional Teams may be a DIY for RDs when IP grants tiered rights, so Member Services to provides reports for the time being.

We have an active committee! Special thanks to Mark Monk who is our faithful note taker, turning minutes around quickly and well. We’re well represented from the East Coast of the US as well as the West Coast with Stefan Baier in from Europe. We’d like to see more involvement from EPOA, and we look forward to working toward that now through the AGM.

**Progress on Goals:**

*Goal: Benefits Assessment*
Responsibility: Committee
Measure: Working on survey for general member release, collate results, develop action plan
Status: In process
Update/Notes: Mark Monk and Tom Wible spearheaded this process. Getting refinements from the committee has been tough.

*Goal: Expanding benefits*
Responsibility: Committee
Measure: Sheer numbers, and greater depth
Status: In Process
Update/Notes: Number and type of benefits expanded need to fit global goals as well as local. Need to Regional Teams to provide info about interactions, needs and resources that may be rolled out to other regional audiences.

**Goal: Mentor Program**
Responsibility: Committee
Measure: Pairing, List Maintenance of Candidate Pride Organizations
Status: In process
Update/Notes: Early in 2015, the Prides of varying sizes on the committee discussed the benefits of being in a mentor relationship with Prides that have either specific or general expertise. For example, if someone is expert in festivals and can assist a new group in planning and establishing one then that’s a specific need. When a group is coalescing as a Pride organization, they need something different.

Membership is currently at 109, from 179 at the end of 2014. We should have EPOA numbers by Mid-year. Membership dues help fund scholarships and the needs of the organization. We need you to help continue locating new prides and support existing prides around the world.

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**WorldPride Committee Report**
By Alan Reiff and Richard Brethour-Bell
(Co-Chairs)

The focus up to July 2014 for this committee was WorldPride 2014- Toronto. By all accounts this event was a major success. The collaboration and cooperation between Pride Toronto and InterPride should be the model and example for all further world pride venues in the future. A full report on World Pride was previously submitted and can be viewed by contacting the Co-Presidents as it was previously submitted to them.

With the Co-Presidents election in Pittsburgh, and Brett’s moving into that position, this committee was assigned a new Co-Chair: Richard Brethour-Bell. The entire committee wishes Brett much success in his new position and welcomes Richard in his new position as well. Alan has remained on as Co-Chair and looks forward to working with Richard.

Discussions and collaboration continues with Madrid for WorldPride 2017. They are extremely easy to work with, forthcoming, and transparent with all work and preparations involved in producing WorldPride Madrid 2017. They are very active with global promotion at the moment. Their full report is accessible along with the minutes from the last World Pride Committee minutes.
The committee continues to hold monthly meetings to keep everyone up to date on our responsibilities. The work for this committee this year will be:

1) being a liaison between Madrid and InterPride and
2) assisting NYCPride with their bid for a WorldPride in 2019 “Stonewall 50” should they ask for assistance. This committee will have to proof read their bid and then vote in favor or against it coming to the whole membership for approval.

We look forward to another year of positive and production work.

Methods and Standards Committee Report
By Dustin Brookshire and James Hermansen-Parker
(Co-Chairs)

Active Committee Members List: Dustin Brookshire, Linda Demarco, Sue Doster, Glen Paul Freedman, Brett Hayhoe, James Hermansen-Parker, and Mark Monk

Report:
The Methods & Standards (M&S) Committee meets via webinar and teleconference at 6:00pm (EST) on the second Sunday of each month. To date, the M&S Committee has been working on the following:

• **Standing Rule 09.02, Section 1.** (Reference pages 58-59 of the *Methods and Standards Guide.*) Standing Rule 09.02 pertains to the Annual Goals Process. Section 1-Membership Dialogue does not outline specifics on how annual goals should be collected from the membership. Also, the current process does not allow for the InterPride Board of Directors to ascertain if suggested goals are from the individuals or member organizations. The M&S Committee is working on formalizing the process by creating a form that will be submitted by member organizations, given that InterPride is an organization of organizations. The form will allow the submitting organization to (1) Identify the goal; (2) Suggest a metric to measure the goal; (3) Suggest the committee(s) for goal oversight; (4) Allow for more than one member organization to note support for the goal. The suggested Standing Rule change will be presented to the InterPride Board of Directors at the 2015 Mid-Year Board Meeting.

• **Article IX, Section 4.** (Reference pages 13-14 of the *Methods and Standards Guide.*) Article IX pertains to the Annual World Conference and Annual General Meeting.
Section 4- Voting, as it stands, requires member organizations to be present to cast its vote at the Annual General Meeting. Feedback received from the last conference survey expressed frustration that InterPride bylaws did not provide a process for member organizations to cast a vote if the member attended the Annual World Conference and Annual General Meeting but had to leave early. The M&S Committee will submit a bylaw amendment on this matter at the 2015 Annual World Conference and Annual General Meeting.

• **Article V, Section 7.** (Reference pages 7-8 of the *Methods and Standards Guide*.) Section 7- Vice President of Operations, Duties and Responsibilities, as it stands, does not require any of the Vice Presidents to co-chair a committee. It has been an unofficial standard that each Vice President do so; however, the M&S Committee will submit a bylaw amendment at the 2015 Annual World Conference and Annual General Meeting that amends item F of Article V, Section 7 so that each Vice President is required to co-chair a committee and actively serve on at least one other committee.

• **Vice President of Operations, Trans Identified.** James Hermansen-Parker, on behalf of the M&S Committee, drafted a bylaw amendment based on past amendments. The amendment seeks to amend Article V- The Executive Committee. A working group consisting of the M&S Co-Chairs, Co-Presidents, and Regional Directors from Regions 5 and 6 will have a call in April (prior to the Mid-Year Board Meeting) to discuss the amendment and identify a promotion plan for the amendment.

• **Article V, Section 11.** The M&S Committee is slated to discuss Article V, Section 11- Elections- Nominations to Office on its next call. This report was submitted prior to the April call. For that reason, an update will be submitted in the 2015 Annual Report; however, any member wanting an update prior to the publication of the Annual Report may participate in a M&S Committee Meeting or email the committee at methods.standards@interpride.org.

• **Governance Subcommittee.** An update will be provided in a separate report on this topic.

We have a great committee of dedicated volunteers, and we are excited about our work and welcome feedback and questions. Please do not hesitate to contact us via email. You may email us directly at dustin.brookshire@interpride.org and james.hermansen-parker@interpride.org, or email the entire committee at methods.standards@interpride.org.
Governance Committee Report
By James Hermansen-Parker and Dustin Brookshire

Active Committee Members List: Dustin Brookshire, Linda Demarco, Sue Doster, Brett Hayhoe, James Hermansen-Parker, Mark Monk, Marsha Levine, Caryl Dolinko, Sylvain Bruni

Report:
The Governance Sub-Committee meets via webinar and teleconference on an as-needed basis, working out the concept of creating a Governance Committee for InterPride. After some meetings to determine the expectations of those involved, a draft committee charter was created and will be submitted to the Board for review at the Mid-Year meeting. Once reviewed, the Board will determine the plan going forward.

Governance Committee Draft Charter:
Standing Rule 01.11

Purpose
To establish and fix the mandate and membership requirements for the Governance Committee and its related subcommittees.

This committee is responsible for the health and functioning of the board. It recruits new members, conducts orientation, produces board materials, and evaluates the performance of the board itself. It is responsible for ensuring the effectiveness of the current board and for recruiting future leaders.

Section 1 – Committee Establishment
The Board of Directors hereby establishes the Governance Committee.

Section 2 – Governance Committee Mandate
The Governance Committee is tasked with the following areas of specific responsibility and/or oversight:
  A. Board Education Programming
     1. New Board Member Orientations
     2. Coordinating mentors for board members
  B. Board member accountability
     1. Board Member and Committee Co-Chairs Agreement
     2. Track Board Compliance
  C. Finding future Board Members and Committee Co-Chairs / Recruitment
1. Executive Committee Nominee Review
   D. Leadership succession Planning
   E. Organizational Structure
   F. Work with Co-Presidents to Recruit, Hire, and Manage any paid staff
   G. Acting as the Organization’s committee of inquiry in matters related to ethics or otherwise requiring formal arbitration.

Section 3 – Governance Committee Membership
   A. Governance Committee membership shall be open to all individuals from Full Member organizations.
   B. The Governance Committee Co-Chairs shall be subject to approval by a majority vote of the Board of Directors present and voting on such an appointment.
   C. The list of the membership for the Governance Committee shall be maintained by the Co-Chairs of the Governance Committee and transmitted to the Secretary as members join or depart.

Fund Development Report
By Paul Sanders and Wil Coleman
(Co-Chairs)

Active Committee Members List: Paul Sanders, Wil Coleman, Linda DeMarco, Stefan Baier, Brett Hayhoe, Jaime Carrillo

Report:
We are pleased to report that the Fund Development Committee has been actively perusing funding and has been in contact each month since the AGM with some kind of funders or funding source. While we do not meet as a committee monthly the committee members have all had input into getting more finances into the organization. We have been meeting/working with the both other non-profit, governmental and private sector companies to secure funding for InterPride. While at the present we have not had any financial success, we have a few promising leads.

We are please to have had Wil Coleman from Pride New Orleans Celebration join the committee as Co-Chair after the past Co-Chair, Rocky Bowell resigned from InterPride. We thank Rocky for his service and wish him well in all future endeavors.
Scholarship Committee Report
By Shannon Lank and Ron deHarte
(Co-Chairs)

The Scholarship Committee met to award the first round of Scholarships April 19. There were 12 applications submitted. Seven organizations have been awarded Scholarships in the first round. The organizations that were awarded Scholarships were from Latvia, Canada, Poland, Mexico, California, North Carolina, and New York.

The Scholarship Committee will be working with the Solidarity Sub-Committee as there are a number of international prides that are applying this year and scholarship funding can only go so far. We will be working to find solutions to any funding that may be needed in order to ensure that we have a diverse amount of awardees for the 2015 AGM and World Conference.

In between now and the next round of awards the Scholarship Committee will be working on continuing outreach to international prides as requested by the membership at the last AGM and World Conference. We will also be working on forms and guidelines in order to continue to streamline the Scholarship process, yet ensuring safeguards for the monies of the membership. This includes but is not limited to creating a ‘passport’ of sorts to ensure that the Scholarship awardees are getting everything that they need from the conference, while ensuring that they are attending the conference in its entirety (which was a concern at the last AGM and World Conference that was brought up).

Communications Committee Report
By Patrick French
(Chair)

Active Committee Members List: Patrick French, Brett Hayhoe, Caryl Dolinko, Dallas Barnes, Alan Reiff

Report:
• Newsletter is back up and running.
• 1st Qtr newsletter went out in March
• 2nd Qtr newsletter scheduled to be out by May 1
• Letters of Support drafted for Jerusalem Open House, and EuroPride in Riga (two letters).
• Facebook and Twitter active and focusing on a more global / less N. American view.

Progress on Goals:
Goal: Continue to produce robust and consistently scheduled newsletters. Simplify the submission process for newsletter information.
Responsibility: Committee
Measure: Measurable success should be quantifiable in the number of submissions received.
Status: currently looking to activate Newsletter@interpride.org address for submissions.
Update/Notes: None currently

Goal: Comm Chair Newsletter System Proficiency
Responsibility: Comm Chair
Measure: Comm Chair sending out May Newsletter (not relying on Sue to generate)
Status: In Progress
Update/Notes: Chair collecting info for newsletter, will have Sue proofread, chair will send out.

Region 1 Report
By Rhonda Fuller & Ernie Yuen – Regional Directors & Jaime Carrillo – Alternate RD

Report:
Accomplishments
Currently we are encouraging the members of CAPI to use the InterPride logo and theme within their marketing to bring awareness of the InterPride organization to the LGBT community.

Rhonda, Ernie, and Jaime attended the 2015 CAPI conference. Ernie was voted by the membership as Person of The Year. The Person of The Year is that member of CAPI that has gone above and beyond not only for their individual pride, but for other prides and the greater pride movement. Rhonda was voted by the membership for her second term as Region 1 Director, and Vice President of CAPI.

Due to outreach efforts in 2014 with Orange Country Pride they are currently members of InterPride.
Progress on Goals:

**Goal: To have one hundred Region 1 members in attendance of the 2015 InterPride AGM**

**Responsibility:** Rhonda and Ernie will contact current CAPI members to discuss the benefits of InterPride and encourage the members to attend our 2015 InterPride event. The communication methods will include email notifications as well as telephone calls.

**Measure:** We will obtain the final totals no later than September 4, 2015

**Status:** San Diego Pride has committed and budgeted to bringing their entire board (approximately 18 people) and emeriti to the InterPride AGM, and Jaime has the Spanish language skills and proximity to Mexico to outreach there as well.

**Complete**
Begin our recruiting efforts at the March 2015 annual CAPI Conference.
Sent a welcome email to the Region 1 members that attended the 2015 CAPI Conference

**Progress**
Preparing to send a bi-weekly communication to our current CAPI members that highlights the benefits of becoming a members of InterPride.

**Ongoing**
Rhonda Ernie, and Jaime will meet monthly to discuss Region 1 business

**Goal: In addition continue our outreach efforts to increase InterPride membership throughout year.**

**Responsibility:** Ernie, Rhonda, and Jaime will lead the effort to recruit throughout the year those Region 1 Prides that are not a member of InterPride.

**Measure:** We will activate membership in InterPride for at least two new pride organizations in Region 1.

**Status:** Ongoing

**Update/Notes:** We plan to meet and identify those potential pride organizations and schedule our recruiting efforts the year.

**Goal:** To participate on the Conference Structure and Integrity Committee (CSIC)

**Responsibility:** As a committee member Ernie

- Review all material that pertains information before the to the committee meeting
- Attend committee meetings and raise opinion on issues discussed
- Be mindful of association activities that affect or are affected by the committee’s work
- Actively participate in the work of the committee while ensuring completion of assigned tasks
- Engage and provide thoughtful input to committee meetings, while ensuring to focus on the best interest of InterPride and the committee goals
Measure: A favorable feedback from committee chair on Ernie’s participation, engagement, and completion of assigned tasks.
Status: Ongoing

Goal: To participate on the Member Services Committee
Responsibility: As a committee member Rhonda.
• Review all material that pertains information before the to the committee meeting
• Attend committee meetings and raise opinion on issues discussed
• Be mindful of association activities that affect or are affected by the committee’s work
• Actively participate in the work of the committee while ensuring completion of assigned tasks
• Engage and provide thoughtful input to committee meetings, while ensuring to focus on the best interest of InterPride and the committee goals

Measure: A favorable feedback from committee chair on Rhonda’s participation, engagement, and completion of assigned tasks
Status: Ongoing

Region 4 Report
By Chris Morehead
(Regional Director)

Committees Served On List: CSIC

Report:
In your role within InterPride, how are you working to achieve InterPride's Mission?
Since my election this past AGM in Pittsburg I have connected with each Member Pride in our Region to offer assistance and support as well as to introduce myself. I continue to communicate to the Region all of the updates that are passed along from InterPride's Leadership Team. Locally, Indiana has been in the World spotlight due to the Religious Freedom Restoration Act (RFRA) that has been pushed through that sought to dismantle any protections the LGBT Community might have had from discrimination. This very dangerous bill was passed by both houses and signed into law by Governor Mike Pence despite the outcry from the LGBT Community, business leaders both locally and nationally, as well as many organizations around the World. This bill has been making its way through local government for months now and led to a negative reaction and view of Indiana as a whole. As the President of Indy Pride and the Regional Director for InterPride I have met with local leaders and been a part of the amendment
that was signed into law by Governor Pence recently. Though this amendment prohibits the use of this bill to discriminate against LGBT persons in the state, there is much more work that needs to be done to include protections for sexual orientation and gender identity statewide. The collaboration efforts both regionally and nationally that went into forcing the amendment of RFRA were immense and will be long lasting partnerships I hope to continue to foster long into the future.

**What are your biggest accomplishments this year?**
Keeping RFRA in the spotlight and not allowing its discriminatory and damning nature to be swept under the rug has taken a lot of my focus and time over the past months. The fact that we were able to force an amendment through our collaborative efforts is an amazing success. This is the first time that sexual orientation and gender identity have received any direct protection from discrimination in Indiana.

Another goal of our Region is to have a Regional Conference. I have gathered information and materials from other Regional Conferences in the hopes of relaunching the Region 4 Conference in the near future. This is a major move for our Region and I look forward to continuing the process of partnering with other Regions for guidance and support.

**What will you focus on for the rest of the year?**
Outreach. I plan on focusing my energy on educating non-member Prides about InterPride, the great work that we do, and the benefits of joining our ranks. I will continue to work with our Member Prides to ensure they are receiving all of the support they need. We have so much opportunity here in Region 4 and have only scratched the surface of our true potential.

**Did you attend regional conferences? If so, briefly touch on their successes/contributions to our mission.**
Unfortunately I have not had the opportunity to attend any Regional Conferences.

**How many Prides in your region?**
I am aware of 20 pride organizations in Region 4. I welcome contact by any pride organizer and am happy to provide information about InterPride or to simply offer support and networking opportunities. For information please contact cmorehead@interpride.org.

**How many of these are members of InterPride?**
12 Organizations

Fort Wayne Pride: Fort Wayne, IN, USA
Gay - Lesbian - Bisexual - Transgender Minneapolis, MN, USA Region
Pride/Twin Cities: Minneapolis, MN, USA
Indy Pride: Indianapolis, IN, USA
Motor City Pride: Detroit, MI, USA
PFLAGHolland/Lakeshore: Holland, MI, USA
Pride St Louis: Saint Louis, MO, USA
PRIDEChicago: Chicago, IL, USA
PrideFest: Milwaukee, WI, USA
South Central MN Pride: Mankato, MN, USA
Spencer Pride: Spencer, IN, USA
St. Cloud Pride: Sartell, MN, USA

Describe your efforts to outreach within your region?
I am currently compiling a list of Prides in Region 4 who are not members of InterPride so that I can focus outreach and member acquisition efforts over the next 6 months.

Highlight any of your region(s) success stories.
Fort Wayne Pride: Fort Wayne, IN, USA
Sunday, July 19th: Pride Family Picnic; TBA
Wednesday, July 22nd: Pride Comedy Night- Snickerz Comedy Club; 8pm
Headliner will be announced soon!
Friday, July 24th: Pride Festival Kickoff Party- Headwaters Park; all ages; 7p-midnight; $3/ person 12 & Under Free; Entertainment Stage, Beer Tent, Food, Vendors
Saturday, July 25th: Pride March- Begins in front of Headwaters with route extending through downtown; all ages; Begins at 11:30am; Free; open participation, no need to register, FW Pride Festival- Headwaters Park; all ages; noon-midnight; $5/ person 12 & Under Free; Entertainment Stage, Beer Tent, Food, Vendor Market, KidSpace, Cornhole Tournament, Workshops, Drag Show
Tuesday, July 28th: Pride Night @ the Tincaps- Parkview Field; all ages; 7pm; $5/ person for lawn seats; tickets can be purchased at festival's pride wear booth (limited supply); wear red & look for the PRIDE section

Pride/Twin Cities: Minneapolis, MN, USA
Family Picnic – June 21, 2015 @ Como Park in St. Paul
Festival in Loring Park – June 27 & 28, 2015
Ashley Rukes LGBT Pride Parade – June 28, 2015
Rainbow Run 5K Fun Run – June 28, 2015
Art Show & Grand Marshal Reception – May 21, 2015 @ Intermedia Arts

Indy Pride: Indianapolis, IN, USA
Saturday, June 6th – Rainbow 5K Run / Walk, Pride Bowl
Sunday, June 7th – Community Picnic, Bat N’ Rouge Charity Softball Game, Pride Skate
Monday, June 8th – Pet Pride
Tuesday, June 9th – LGBT Film Festival Movie Night
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Wednesday, June 10th – History Night w/ Indy Reads
Thursday, June 11th – Girl Pride and Bag Ladies Loud & Proud
Friday, June 12th – Diversity Night w/ the Indiana Fever and Bianca del Rio Show
Saturday, June 13th – Cadillac Barbie IN Pride Parade and Circle City IN Pride Festival

Motor City Pride: Detroit, MI, USA
Saturday June 6th & Sunday, June 7th at the Hart Plaza, Detroit

Pride St Louis: Saint Louis, MO, USA
The 2015 festival will be held on June 26-28, 2015 at Soldiers’ Memorial in Downtown St. Louis, Missouri
Friday, June 26 – 4:30pm to 11:30pm
Saturday, June 27 – 11am to 9:30pm
Sunday, June 28 – 11am to 7:30pm (Parade begins at 12 noon)

PRIDEChicago: Chicago, IL, USA
46th Annual Chicago Pride
Pride Festival June 20, 2015 - June 21, 2015
Pride Parade June 28, 2015

PrideFest: Milwaukee, WI, USA
Friday June 5
3:00 P.M. - Midnight
Saturday June 6
Noon - Midnight
Sunday June 7
Noon - 10:00 P.M. (Grounds)
Noon - Midnight (Dance Pavilion)
Box office closes at 11 P.M. daily

Spencer Pride: Spencer, IN, USA
The Spencer Pride Festival is an admission-free rural LGBTQI pride festival that takes place on the square of the Owen County Courthouse in Spencer, Indiana. The 2015 Spencer Pride Festival takes place on Saturday, June 6 from 10 AM until 5 PM. This year marks the 9th Spencer Pride Festival and the 8th one to take place in the heart of downtown Spencer right on the Owen County Courthouse Square. The event includes all-day live entertainment, a HUGE array of diverse festival foods, an awesome marketplace featuring more than 75 businesses and organizations, and MUCH, MUCH MORE. The Spencer Pride Festival is a family-focused event and there are activities for all ages. This festival is known for it’s inclusive atmosphere.

InterPride
Color your world with pride
Progress on Goals:

Goal: Outreach  
Responsibility: Regional Director  
Measure: Increase Size of Region by 4 Member Prides  
Status: Ongoing

Goal: Attend Pride Celebrations in Region 4  
Responsibility: Regional Director  
Status: Not Started

Goal: Regional Conference  
Responsibility: Region 4  
Measure: Successfully hold a Regional Conference  
Status: Ongoing

Region 5 Report (POSE)  
By Dustin Brookshire and Craig Hopkins  
(Regional Directors)

Committees Served On List: Dustin serves on the Scholarship Committee, Human Rights Committee, Governance Subcommittee, and is also a Co-Chair of the Methods & Standards Committee. Craig was the Chair of POSE Conference Planning Committee.

Report:

Regional Conference Update  
The 2015 POSE Conference will take place in the Queen City (AKA Charlotte, North Carolina) from Thursday, April 16, 2015 through Sunday, April 19, 2015. The RD team looks forward to providing a conference update in the 2015 Annual Report.

POSE Team  
Rocky Bowell resigned from his position as Regional Director (RD). Craig Hopkins transitioned from Alternate Regional Director (ARD) to RD. A new ARD will be elected at the 2015 POSE Conference. Also, one of the RD positions is up for election at the upcoming conference.

Goals  
The POSE RD team established goals that were approved by the POSE membership at the 2014 Annual General Meeting and World Conference in Pittsburgh. Currently, regional goals are on schedule with InterPride’s Annual General Meetings and World Conferences, but the RD
Progress on Goals:

Goal: Retain 2014 members who were in good standing.
Responsibility: Regional Director (RD) Team
Measure: Compare 2014 membership roster against the 2015 roster.
Status: In-Progress
Update/Notes: Currently, POSE has 21 members. POSE membership is down; POSE had 28 members at the end of September 2014. (A positive note: One member organization is a previous member from 2013 that did not renew in 2014 but is back for 2015.)

Goal: Recruit five new members.
Responsibility: Regional Director Team
Measure: A new member is defined as any organization that has never been a member of InterPride or has not been a member for three years.
Status: In-Progress
Update/Notes: Currently, POSE has two new members. A third Pride organization expressed interest in joining InterPride; the RD team hoped the Pride organization would have joined by the submission of this report. The RD team will remain in contact with the organization.

Goal: Each member of the POSE Regional Director team will attend at least four Pride events.
Responsibility: RD Team
Measure: Each member of the RD Team will provide a list of Prides that he/she has attended. A RD Team member cannot include his/her home organization’s event toward this goal.
Status: On-Going
Update/Notes: To date, only one POSE member organization has held a Pride festival. Tallahassee Pridefest celebrates from 4/12/15 through 4/18/15. The RD Team will not be able to attend Tallahassee Pridefest’s Pride in the Plaza because it conflicts with the 2015 POSE Regional Conference. The RD Team looks forward to attending future POSE Pride events.

Goal: Establish a regional scholarship committee & disperse funds raised in 2014.
Responsibility: RD Team
Measure: Verify committee by noting members; verify scholarship recipients
Status: In-Progress
Update/Notes: The RD Team extends a heartfelt thank you to following donors who made the 2014 - 2015 POSE Scholarship possible:

Casswood Insurance Agency, Ltd (www.casswood.com), Charlotte Pride (www.charlottepride.org)
James Hermansen-Parker, Rob Warrington, Ashley Arrington, Debbie Naylor, Sara Stirne, John Cowley, Gary Van Horn, Isaac Kelly, Max Corwell, Zobair Nagamia, and Dustin Brookshire. POSE raised $1,500 thanks to the generosity of our donors. In addition to the POSE Scholarship, the RD Team purchased two registrations to be given away at the discretion of Charlotte Pride. It must be noted that this goal took a slight a deviation from the original plan. Instead of a Regional Scholarship Committee, Charlotte Pride stepped up to the challenge and managed the 2015 scholarship fund. The POSE Scholarship played a role in the expected attendance of seven POSE members at the 2015 Conference. (This information will be verified in the 2015 Annual Report.)

**Goal:** Continue to raise funds for the regional scholarship and develop sustainability plan for the scholarship program.
**Responsibility:** RD Team
**Measure:** Verification of money in the fund; production of a written sustainability plan
**Status:** In-Progress
**Update/Notes:** The region will experiment with a 50-50 raffle at its 2015 Conference. The RD Team will call for pledges at its 2015 conference. A draft of a sustainability plan will be available by year-end.

**Goal:** Develop procedural document for the region.
**Responsibility:** RD Team
**Measure:** If the production of a document occurs.
**Status:** In-Progress
**Update/Notes:** The RD Team is conferring with other regions to seek internal best practices. A draft document should be ready by year-end.

**Goal:** Maintain social media activity.
**Responsibility:** RD Team
**Measure:** Activity on Facebook, Twitter, etc.
**Status:** On-Going
**Update/Notes:** The POSE Facebook page is regularly maintained with relevant posts/articles; the number of likes for the page continues to increase. The POSE Twitter account still needs to be revitalized.
Region 6 Report
By Paul Sanders, Michele Irimia-Bernabe and Chris Calvert
(Regional Directors)

Committees Served On List: Paul – Fund Development, Michele – Human Rights

Report:
We are proud to have a strong region that presently has one of the largest memberships in InterPride. At the 2014 AGM in Pittsburgh we were honored with one of the biggest growth awards and have made it our mission to have the largest region at the end of 2015. This year we had an outstanding regional conference in Queens, New York – hosted by Queens Lesbian & Gay Pride. They chose to highlight the Transgender Community throughout the conference, from speakers to workshop content. We chose our 2016 conference as well and will be in Staten Island, New York, hosted by Pride Center of Staten Island. We have continued to outreach to the region and have attended many of our member events throughout the year. Michele was up for re-election this year and was re-elected to another two year term through NERP 2017.

Progress on Goals:
Goal: Re-examine the Transgender VP Position on the Executive Committee
Status: Working with Co-President Sue and Region 7 to form a committee to work on this to bring it back to the membership in 2015 Las Vegas AGM.

Goal: ASCAP
Status: Tried to get someone to speak on this at NERP 2015, was unsuccessful, but we have spoken as a group many times. We will continue to evaluate this issue and try to get more definitive answers.

Region 7 Report
By Chrissy Taylor, Brice Field & Dominique Lavergne
(Regional Directors)

In your role within InterPride, how are you working to achieve InterPride’s Mission?
Through discussions with our InterPride and FCP colleagues 3 topics were identified after the AGM in Pittsburgh to be a focus at the Region 7 conference. We believed that these 3 topics would promote InterPride’s vision of a world where there is full cultural, social and legal equality
for all. The topics were Trans* inclusion, consent within the queer community and an introduction to the Two-Spirit community. To help ensure these workshops were well attended both Friday and Saturday had dedicated workshops. Friday provided a dedicated workshop titled “Historical and Contemporary Oppressions of Queer and Two-Spirit Peoples in Canada” followed by a First Nations cultural performance at Wanuskewin Heritage Park. Saturday afternoon we were fortunate enough to have 3 members of the 519 Outreach centre from Toronto facilitate a dedicated workshop titled “Fostering a Trans* Inclusive Environment”. The workshop on Consent was not dedicated but a first of its kind at a Region 7 conference. The title of the consent workshop was “Alcohol & Sexual Decision Making: Pride’s Responsibility”

What are your biggest accomplishments this year?
The 2015 FCP/Region 7 conference saw a major shift in the way the event was organized and delivered. In the past FCP/InterPride had little oversight in the structure and content that was being presented to delegates. To help bridge this gap between the host city and FCP/InterPride the 2015 FCP/InterPride Conference Committee was made up of a collaborative team of stakeholders. The committee consisted of 2 representatives from the host organization (Saskatoon Diversity Network), 2 representatives from Tourism Saskatoon and 2 representatives FCP. Because Brice was a FCP Regional Director and an InterPride RD he was able to represent both Region 7 and FCP on this committee. In past years 100% of the financial responsibility of hosting the conference would fall on the local Pride. Having the host city take of the financial risk was limiting the number of cities that were able to host the yearly conference. The 2015 conference saw FCP take on the financial responsibility of the conference in hopes that this would allow smaller Prides the opportunity to host the conference in the future. Having this financial structure was key in allowing Saskatoon, Saskatchewan to host the 2015 conference. This same conference structure is being kept for the 2016 conference to ensure all Prides, large and small have the opportunity to bid and host a Region 7 Conference. Going forward a permanent position has been created on the FCP/Region 7 conference planning committee for InterPride representation.

What will you focus on for the rest of the year?
Developing a fresh approach to outreach and collaborative communication strategy to promote the InterPride Conference in Las Vegas will the the main focus for the remainder of the year. The 2015 FCP/Region 7 saw a high turnover of board members elected to FCP. Teaching, sharing knowledge and helping out whenever possible with the FCP Board will be another focus for the remainder of the year.
Did you attend regional conferences?

Chrissy Taylor, Brice Field and Dominique Lavergne were all able to attend the 2015 FCP/Region 7 Conference in Saskatoon. Brice Field also attended the POSE Conference in Charlotte North Carolina.

How many Prides in your region? How many of these are members of InterPride? Describe your efforts to outreach within your region?

There are approximately 60 prides in Region 7, 21 currently active with InterPride. Also 3 new prides in Quebec and one in Saskatchewan in the last year (Sherbrooke, Gatineau and St-Raymond, Swift Current). During the first part of the year outreach in Region 7 centered on bringing people to Saskatoon for the FCP/Region 7 conference. This was done through the FCP website, facebook marketing, email blasts and direct emails from RD’s to pride organizers across Canada.

Highlight any of your region(s) success stories.

In 2015 FCP scholarship funds were handed out to 9 individuals totaling $5000 to attend the FCP/Region 7 conference. Based on the amazing amount of financial support pledge to next year's scholarship fund at this year’s conference, total scholarship funds should exceed the $5000 mark for the 2016 conference in London, Ontario. Two significant motions were passed at this year’s AGM. The first was on the creation of a national pride festival to take place in 2017. The 2nd motion was to award the inaugural Fierte Canada Pride Festival to Fierte Montreal. Both motions were unanimously passed at the AGM on Saturday February 21st. Montreal will host the 1st ever Fierté Canada Pride Festival over a 2 week period (one week longer than usual for Pride in Montreal). 2017 marks a number of significant milestones Canada with the 375th anniversary of Montreal, the 150th anniversary Confederation and 50 years since Montreal held “Expo 67”. Included in the Fierte Canada Pride Festival will be a human rights conferences, food fairs, celebration of Canadian culture and so much more.

In conclusion, with the success of the 2015 FCP/Region 7 Conference, the creation of a National Pride Festival and new Prides forming across the country each year Region 7 is posed to have another outstanding year.
Regional Overview
Region 9 is a vibrant, diverse and rich-of-cultures space. The Caribbean and Central America integrate this Region. At this moment Puerto Rico is the only country that is a member of InterPride, but this year Costa Rica will be participating in the 2015 AGM and World Conference as Las Vegas.

Since last year, our efforts were dedicated to knowing and contacting other prides in the region. We found a fantastic list of events in the whole region. At the moment Costa Rica and Dominican Republic are being contacted and I am keeping constant communication with them and sharing media strategies together.

Regional Composition of Prides:
- Puerto Rico Pride
- Boqueron Pride (PR)
- Caravana de Orgullo (Dominican Republic)
- Marcha de Orgullo (La Habana, Cuba)
- Curacao Pride
- Bahamas Pride
- Marcha por la Diversidad (Costa Rica)
- Gay Pride Panama
- Marcha de Orgullo Gay Guatemala
- Marcha de la Diversidad Sexual El Salvador

Progress on Goals:
Goal: Caribbean Pride Network
Responsibility: Coordinator
Measure: After Research, we identify at least 9 Prides in this Region. We’re contacting this Prides to stablish a regular communication network conference call every 2 months. Now were on our second conference call this month.
Status: IN PROGRESS
Update/Notes: Looking for Regional events in other themes as Human Rights, Health, Social Events and others were contacting and visiting their countries.
### Goal: IP representation in regional prides as Friendly support

**Responsibility:** RD  
**Measure:** Completed visits and representation in the Pride Events.  
**Status:** In Process  
**Update/Notes:** Dominican Republic will be part of Puerto Rico Pride March on June 7, 2015 and Puerto Rico will be at Caravana de Orgullo Dominicano (Dominican Republic Pride Rally) in July 5, 2015.

### Goal: Bring new organizations for IP in the region

**Responsibility:** RD  
**Measure:** with increasing numbers of Pride subscribed to IP during the year.  
**Status:** Ongoing  
**Update/Notes:** Our VP of Operations Cain Williamson recently visit Costa Rica and contact Marcha pro la Diversidad (Diversity March of Costa Rica in San Jose)

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**Region 12 Report**  
**By Stefan Baier and Uwe Hörner**  
**(Regional Directors)**

Since the last AGM we had two German regional conferences – one in Dresden and one in Mannheim. Again a meeting of the German Prides – the biggest part of Prides in Region 12. As always they are great for networking and talking about our experiences with our Prides and we are very proud that there is a fix half-year rhythm now in which the conferences take place. One of the new board members of CSD Deutschland e. V. (the German Prides association) is our new second region 12 director Uwe Hörner. So you can be sure InterPride and the InterPride AGM is mentioned at our regional conferences.

The next regional conference will take place on 24th of October in Oldenburg right after the Interpride AGM in Las Vegas. Of course we will join this one in person and will tell the attendees all the news and experiences from Vegas.

We think it is positive for the other Prides that we 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 expensive... We hope that we will have more Region 12 prides joining our AGM in Monpellier, France in 2016.
We think by now Interpride is well known by the Region 12 Prides.

There are 78 Prides (65 in Germany, 5 in Switzerland, 8 in Austria and no Pride in Lichtenstein) in Region 12. – Interpride members are 5 of them: Mannheim, Konstanz, Braunschweig, Vienna and Zurich). As soon as we notice that there are new Prides in our region we try to get in contact with them, offer them our help and try to visit them at their Pride.

Since our last InterPride AGM there where no Prides in our Region. They take place from May to September.

At the Pride events Stefan was attending since he is Regional Director there was only a bit presence from InterPride with former Co-President Mark F. Chapman speaking in 2011 and Alan Reiff, WorldPride Committee Co-Chair in 2013 at CSD Konstanz and the link on the homepage from CSD Konstanz.

Since a few years Stefan thinks this will be a great idea: 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. He thinks 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).

Region 14 Report
By Juan Carlos Alonso Reguero
(Regional Director)

Promotion of the Association and the World Pride SPONSOR
- During the last Madrid International fair of Tourism (FITUR) from 28th of January to 1st of February, I made a special promotion from InterPride at the stand AEGAL had in the LGBT area of the fair.
- Took place several meetings and a workshop to Exchange experiences. The objetive of these actions, was to promote Madrid Pride, Madrid World Pride 2017 and InterPride.
- Also a special promotional action is taken: two members of my team traveled throughout the fair, inviting visitors to take some pictures with some promotional posters from Madrid World Pride 2017. With this material a photo álbum was share on the oficial Facebook of Madrid World Pride, social networks and on the website: www.visitchueca.com.
- All this promotional events were performed with the collaboration of my team of volunteers and the support of AEGAL.
- Since I occupied the position of RD 14, all printed programs, brochures, and informative items of Madrid Pride, Madrid WorldPride 2017 are displaying the InterPride & EPOA logos following my instructions in order to promote the Associations.
- All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

MEETINGS
- I have met with the organizers of Pride Ibiza, which in July 2015 held its first edition, and invited them to join EPOA & InterPride. I keep in touch with them by offering help, information and any support they need.
- I signed an agreement with Pride Barcelona, with the aim of increasing support for Madrid WorldPride 2017 and to strengthen collaboration between Pride Barcelona & Madrid Pride.
- I have had meetings with the new Board of Directors from COGAM (LGBT Association from Madrid) & FELGTB (National Federation LGBT from Spain).

These meetings had two objectives:

- Continue to work together and strengthen support of both organizations to Madrid WorldPride 2017
- Contact and keep meetings with the 23 Prides registered in Spain.

I participated in the Skype call of InterPride Board from November 2014 to April 2015, in addition to the WorldPride Committee online meetings.

WORK PERFORMED AS CONFERENCE COORDINATOR FROM EPOA BOARD OF DIRECTORS
- I worked together with Lucien Spee (Amsterdam Pride) in the Organization of EPOA AGM (from 3rd to 6th of September in Amsterdam).

The EPOA AGM is a unique opportunity for authentic Regional Conference of all Prides in Europe. On Thursday September 3rd will be a meeting between the Prides of the Region 14 present at the EPOA AGM.

- In collaboration with Ruben De Keyser, (EPOA’s Outreach and Member Services Coordinator) we are inviting all our Associates to participate in the EPOA AGM and we aim to increase the participation of guest, not partners. Also in collaboration with Ruben De Keyser, another objective set for the year 2015 is to increase by at least 15% Prides associated to EPOA, and automatically InterPride. The result of this work is that they have achieved to date 7 new members:
Prague
Moldova
Azores Pride (Region 14)
Belgrade
Kiev
Copenhagen
Dublin

Also we have maintained contacts with Verona Pride (Italy, Region 14), which is a committee formed by different Prides. We are studying which is the way for them to be associated.

- I have attended all the “EPOA extra Board Meeting” that had taken place to date:

  Brussels (14th to 16th of November 2014)
  Vienna (30th of January to 1st of February 2015)
  Dublin (10th to 12th April 2015)
Also I have participated in all monthly skype call of EPOA Board of Directors.

“TRAEE TUS COLORES” PROJECT

We performed and coordinated by me a Project called “Trae tus Colores” (“Bring your colors”), with the aim of promoting different Prides of Brazil in Spain. This Project was conducted in December 2014, in the cities of Madrid and Valencia. It was conducted in collaboration with the “Asociación Federación LGBT de Brasil Estado” (Federal Association LGBT of Brazilian State) and “INBRATOURS”.

“Trae tus colores” is developed in 3 phases:
1. Meeting between organizers, Federal Association LGBT of Brazilian State and INBRATOURS with the LGBT media in Spain.
2. Meeting between Federal Association LGBT of Brazilian State and LGBT Associations from Madrid and Valencia.
3. Different promotional actions from Brazil Prides, focusing this time on 3 cities: Belo Horizonte, Brasilia and Rio de Janeiro.

WORLD AIDS DAY EVENTS

November 30, as every year, HELP (Solidarity Week) in collaboration with COGAM and FELGTB organized the tribute to de AIDS victims in Puerta de Alcalá, Madrid.