

InterPride

International Association
of Pride Organizers

2015 Annual Report

COLOR
our world
with pride



InterPride Inc. – International Association of Lesbian, Gay, Bisexual, Transgender and Intersex Pride Organizers

Founded in 1982, InterPride is the world's largest organization for organizers of Pride events. InterPride is incorporated in the State of Texas in the USA and is a 501(c)(3) tax-exempt organization under US law. It is funded by membership dues, sponsorship, merchandise sales and donations from individuals and organizations.

VISION

A world where there is full cultural, social and legal equality for all.

MISSION

Empowering Pride Organizations Worldwide.

InterPride exists: To promote Lesbian, Gay, Bisexual and Transgender Pride on an international level, to increase networking and communication among Pride Organizations and to encourage diverse communities to hold and attend Pride events and to act as a source of education.

InterPride accomplishes its mission with Regional Conferences and an Annual General Meeting and World Conference. At the annual conference, InterPride members network and collaborate on an international scale and take care of the business of the organization.

InterPride is a voice for the LGBTI community around the world. We stand up for inequality and fight injustice everywhere. Our member organizations share the latest news so that can react internationally and make a difference.

Regional Director reports contained within this Annual Report are the words, personal accounts and opinions of the authors involved and do not necessarily reflect the views of InterPride as an organization.

InterPride accepts no responsibility for the accuracy or completeness of material contained within.

InterPride may be contacted via email info@interpride.org or via our website.

www.interpride.org

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Information in this Annual Report is known to be correct at the time of production October 3, 2015. This Annual Report is designed by Brett Hayhoe.



Front cover and this picture with the compliments of Fierté Montréal from Kyiv Pride, Ukraine

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Corporate Governance

InterPride is managed by nine Executive Committee members and a board of Regional Directors representing twenty regions of the world. Listed here is the 2015 Board, along with their city and country of residence.

Regions 2, 10, 11, 13, 15, 16, 17, 18 and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.

Executive Committee:

Sue Doster
Co-President
New York, NY, USA

Brett Hayhoe
Co-President
Melbourne, VIC, Australia

Ron deHarte
Secretary
Palm Springs, CA, USA

Linda DeMarco
Treasurer
Boston, MA, USA

Sherri Rase
Vice President Member Services
Edison, NJ, USA

Emilio Aguilera
Vice President Operations
Madrid, Spain

Cain Williamson
Vice President Operations
Atlanta, GA, USA

Shannon Lank
Vice President Operations
Phoenix, AZ, USA

Dallas Barnes
Vice President Operations
Calgary, AB, Canada

Regional Directors:

REGION 1 DIRECTORS
Ernie Yuen, Las Vegas, NV, USA
Rhonda Fuller, Long Beach, CA, USA
Alternate: Jaime Carrillo, San Diego, CA, USA

REGION 3 DIRECTORS
Richard Brethour-Bell, Santa Fe, NM, USA

REGION 4 DIRECTOR
Chris Morehead, Indianapolis, IN, USA

REGION 5 DIRECTORS
Dustin Brookshire, Atlanta, GA, USA
James Hermansen-Parker, Norfolk, VA, USA
Alternate: Craig Hopkins, Charlotte, NC, USA

REGION 6 DIRECTORS
Paul Sanders, Staten Island, NY, USA
Michele Irimia-Bernabe, Fairview, NJ, USA
Alternate: Chris Calvert, Jackson Heights, NY, USA

REGION 7 DIRECTORS
Chrissy Taylor, Vancouver, BC, Canada
Brice Field, Saskatoon, SK, Canada
Alternate: Dominique Lavergne, Montreal, QC, Canada

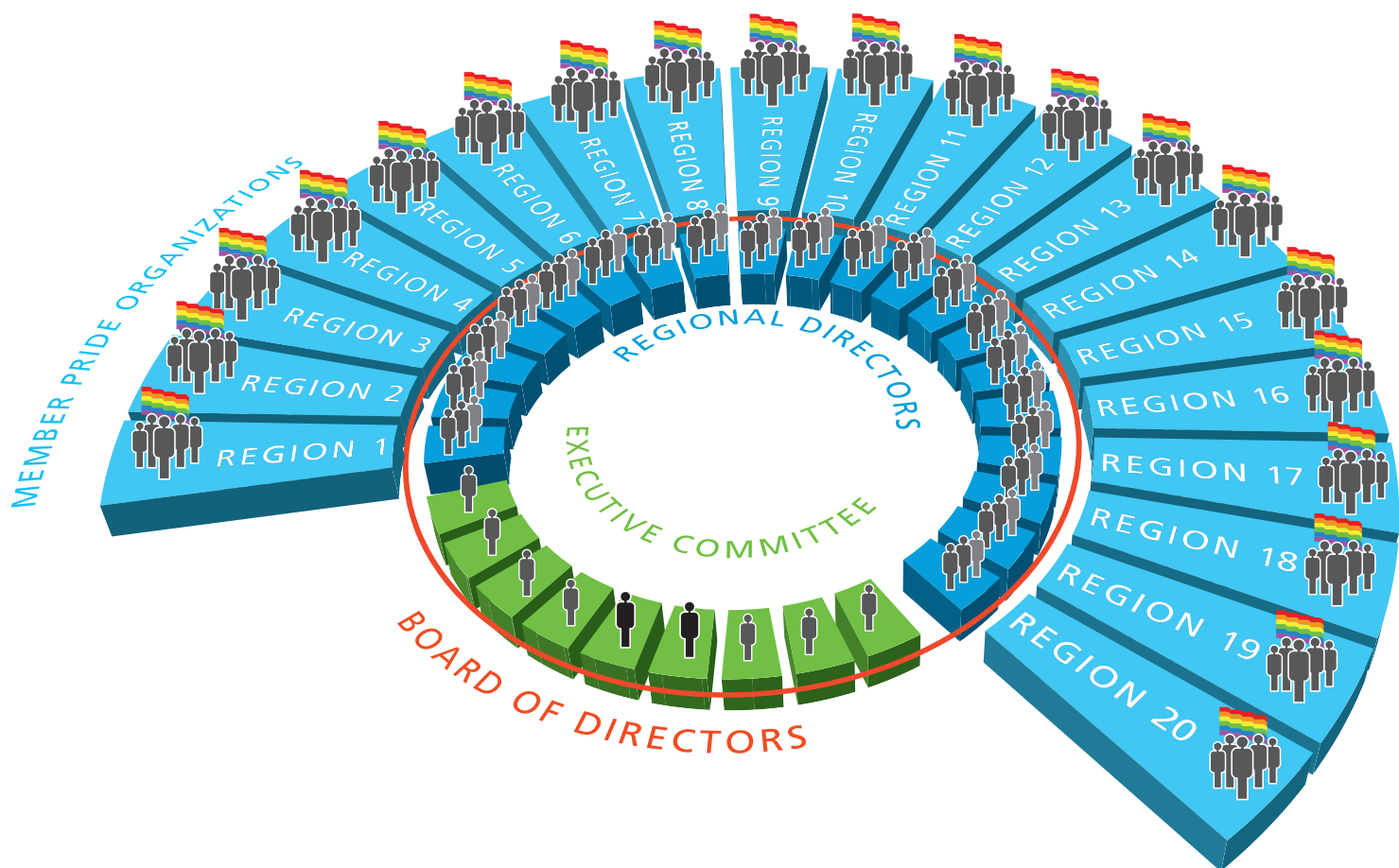
REGION 8 DIRECTORS
Stanislav Mishchenko, Kyiv, Ukraine

REGION 9
Luis Conti Rivera, San Juan, PR, USA

REGION 14 DIRECTORS
Juan Carlos Alonso Reguero, Madrid, Spain
Andrea Maccarrone, Rome, Italy

REGION 12 DIRECTORS
Stefan Baier, Konstanz, Germany
Uwe Hörner, Ludwigshafen, Germany

REGION 19 DIRECTORS
Sridhar Rangayan, Mumbai, India



EXECUTIVE COMMITTEE and the
REGIONAL DIRECTORS representing 20 world regions form the BOARD OF DIRECTORS

MEMBER PRIDE ORGANIZATIONS

in 20 world regions nominate and elect Regional Directors and Alternate Regional Directors for their region.

The members nominate and elect the Executive Committee members.

Co-Presidents' Report



We are pleased to present the 2015 InterPride Annual Report. As with many organizations, the past twelve months have seen both challenges and major achievements for InterPride.

The work of InterPride is driven by its many Committees and Regional Directors, all of which are vital to the organization's continued success. We encourage you to read this report to learn more about their work. Some of the highlights include, the CSIC Committee, working to revise and clarify many of the rules and procedures around our Conferences, Member Services working to maintain our membership, and Communications pro-actively reacting to events affecting our members across the globe through letters of support and media releases. We are also looking forward to a new draft of the Pride Radar, and its insights into the Pride around the globe.

The Solidarity Committee worked to reinvent our grant making process from the ground up, setting the stage for 2015, our most successful year yet. We were able to make 5 grants that impact Prides in hostiles climates globally. Thanks to Human Rights Campaign (HRC), we already have the largest single donation to the Solidarity Fund to date to use this coming year. We look forward to a long and mutually beneficial relationship with HRC – along with all of our affiliate members.

One focus of the past year has been to foster a closer working relationship with our Pride Partners – The European Pride Organisers Association (EPOA) and Fierté Canada Pride (FCP). To this end, Sue attended and addressed the FCP Conference in the early part of 2015 and Brett instigated high level talks with the then EPOA President, Hans De Meyer and the newly elected EPOA President, Kristine Garina during a visit to the south of France. Together we will continue these conversations at this year's conference to ensure we maintain a close and amicable working environment between the three organizations.

As we move closer to our 2017 WorldPride in Madrid, Spain, work will start in earnest with the host organization to ensure InterPride provides AEGAL with all the necessary support they require to continue the successful legacy created by Toronto of our WorldPride brand. We will ensure that our WorldPride Committee are armed with all the support in order to do this effectively.

This year's AGM and World Conference will see some fairly major Bylaw and Standing Rule changes proposed for InterPride (including a new way to vote from our newly formed Governance Committee and the re-introduction of the Trans* Vice President Board position), voting on the 2017 conference, and WorldPride 2019 and the release of Pride Radar. Suffice to say it will be an exciting time for InterPride – both at this conference and for the years ahead.

We have immensely enjoyed the opportunity to work together as your Co-Presidents and look forward to seeing you in Las Vegas and the 2015 InterPride AGM and World Conference!

We'd also like to thank Southern Nevada Association of Pride, Inc. (a.k.a. Vegas Pride) and CAPI for their hard work to bring us this conference.

In Pride,

A handwritten signature in black ink, appearing to read "Sue Doster".

Sue Doster

A handwritten signature in black ink, appearing to read "Brett Hayhoe".

Brett Hayhoe

InterPride Regions

Region 1: Mexico, United States (Arizona, California, Hawaii, Nevada, Utah)

Region 2: United States (Alaska, Idaho, Montana, Oregon, Washington, Wyoming)

Region 3: United States (Colorado, Kansas, New Mexico, Oklahoma, Texas)

Region 4: United States (Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin)

Region 5: United States (Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia)

Region 6: United States (Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington D.C.)

Region 7: Canada, St. Pierre et Miquelon

Region 8: Belarus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, Russian Federation, Slovakia, Ukraine

Region 9: Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Belize, Bermuda, Cayman Islands, Costa Rica, Cuba, Dominica, Dominican Republic, El Salvador, Grenada, Guadeloupe, Guatemala, Haiti, Honduras, Jamaica, Martinique, Montserrat, Navassa Island, Netherlands Antilles, Nicaragua, Panama, Puerto Rico, St. Kitts-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, Virgin Islands (U.K.), Virgin Islands (U.S.)

Region 10: Guernsey, Jersey, Ireland, Isle of Man, United Kingdom of Great Britain and Northern Ireland (including England, Northern Ireland, Scotland and Wales)

Region 11: Åland, Denmark, Faroe Islands, Finland, Greenland, Iceland, Jan Mayen, Norway, Svalbard, Sweden

Region 12: Austria, Germany, Liechtenstein, Switzerland

Region 13: Belgium, France, Luxembourg, Monaco, The Netherlands



Region 14: Andorra, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Gibraltar, Guyana, Israel, Italy, Malta, Palestine, Paraguay, Peru, Portugal, San Marino, South Georgia and the Sandwich Islands, Spain, Suriname, Uruguay, Vatican City, Venezuela

Region 15: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Greece, Former Yugoslav Republic of Macedonia, Montenegro, Serbia, Slovenia, Turkey

Region 16: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Cote d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mayotte, Morocco, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Réunion, Rwanda, St. Helena, Sao Tomé and Príncipe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, Zimbabwe

Region 17: reserved for future use

Region 18: Afghanistan, Armenia, Azerbaijan, Bahrain, Georgia, Iran, Iraq, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, Tajikistan, Turkmenistan, United Arab Emirates, Uzbekistan, Yemen

Region 19: Bangladesh, Bhutan, British Indian Ocean Territory, Brunei, Cambodia, Democratic People's Republic of Korea, Hong Kong, India, Indonesia, Japan, Laos, Macau, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Papua New Guinea, People's Republic of China, Philippines, Republic of China, Republic of Korea, Seychelles, Singapore, Sri Lanka, Thailand, Timor-Leste, Vietnam

Region 20: American Samoa, Australia, Baker Island, Bouvet Island, Christmas Island, Cocos (Keeling) Islands, Fiji, French Polynesia, French Southern Territories, Guam, Heard Island and McDonald Islands, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Kiribati, Marshall Islands, Micronesia, Midway Atoll, Nauru, New Caledonia, New Zealand, Niue, Norfolk Island, Northern Mariana Islands, Palau, Palmyra Atoll, Pitcairn Island, Samoa, Solomon Islands, Tahiti, Timor-Leste, Tokelau, Tonga, Tuvalu, Vanuatu, Wake Island, Wallis and Futuna Islands

Executive Committee Reports

VICE PRESIDENTS' REPORTS

Cain Williamson

Vice President Operations

Regional Conference Participation:

I attended the Fierté 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.

I also attended the Pride of the Southeast annual regional conference. 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 were two sessions at the POSE conference in which HRC participated. 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 updated the assembled participants on the on the status of the InterPride and its programs.

Regional Director Support:

I 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 members. I 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 met and recruited as members the leadership of Costa Rica Pride. With the strong support of Emilio Aguilera and Luis Conti, VP Ops and RD respectively for the region in which Costa Rica is located. Not only has Costa Rica Pride joined a members, but they received a scholarship to attend the AGM. This furthers the goal of expanding membership numbers as well as the diversity of the membership.

Committee Participation

Additionally, I actively participated in the Human Rights and Solidarity Committees. Both Committees had very successful years which are described in their respective sections of the annual report.

Dallas Barnes

Vice President Operations

Committee Listing:

I serve as Co-Chair for the Solidarity Committee with Doug Kerr (Pride Toronto), and am a member of the Communications Committee as the Twitter handler.

Report:

As this was my inaugural year as Vice President Operations, this year allowed me to really gain an understanding of the inner-workings of InterPride as well as an understanding of the communities that we serve.

During the 2014 AGM in Pittsburgh where I was first elected, I was involved with improving a long-standing concern with the InterPride organization. Our lack of commitment to the Trans community, and the lack of representation of non-binary folks in our membership. Myself, along with the InterPride board were dedicated to introducing a VP Operations position for Trans-identified folks and the final vote was held at the final plenary in Pittsburgh. It did not pass, and I believe this is where my belief in our entire community took the lead in my tenure as VP Ops.

This year my focus has been doing my part to make ourselves (InterPride) as representative of the Global LGBTTIQQ2S as possible, taking into consideration our limitations as a growing, non-profit organization.

In addition to my work as Co-Chair of the Solidarity Committee, I have also headed up a Trans Bylaw group determined to get the VP Ops, Trans-identified position passed.

I have had a few challenges getting in contact with my Regions. Region 7 (Canada) and I have consistent communication, and I have attended two Pride's from this Region, volunteering for both (Calgary and Vancouver). My other regions have been reached out to, but I have received no response from.

Goals for the Coming Year:

Goal: To advocate for a VP Operations, Trans-identified

Responsibility: To continue to work with our committee to ensure that the final vote passes. Active search for a good candidate for the position.

Measure: The position passes the final vote

Status: Advocating for the first round of votes.

Emilio Aguilera
Vice President Operations

This was my last year of my second term as VP Operations for InterPride.

Since the AGM I focused myself on creating awareness in Spain and Europe about InterPride and its role as organization.

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

Since the AGM I have sent out emails to 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 on 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 Operations I am in regular communications with the regions I am in charge of.

During the International Fair of tourism in Madrid I made a presentation about InterPride, its mission, vision and structure. I created this presentation in 2013 and have used since.

In the last three years InterPride has been trying to increase membership South America and Central America.

I am very pleased to have contributed to this in collaboration with Cain Williamson. This year Costa Rica Pride has joined as a member if InterPride and I hope this to be the first one of many from the region..

We are currently speaking with Chile and Buenos Aires Pride in order to enroll them as well.

Regarding my duties as an executive committee member I have regularly attended InterPride board calls and actively participated actively on them.

This year also I had the honor of being CSIC Co Chair.

I really enjoyed my two terms as VO Operations. I want to give all my gratitude to all my fellow board members for their support.

SECRETARY'S REPORT

By Ron deHarte

Formal Duties of Secretary:

I have not been called on to issue meeting notices for the Board and Executive Committee as this is handled by the Co-Presidents.

I have attended, recorded and retained minutes of the Board and Executive Committee. The first AGM and World Conference plenary session where I will record the minutes will be in Las Vegas.

I maintain a current roster of all Directors, Officers and Committee Chairs. Up to this point in my term, I'm not aware of a need and I have not been called on to create a roster of committee members.

The duty of maintaining a database of the organization's data regarding all current and former Member organizations is currently managed by the Vice President Member Services.

The process of archiving records of the organization is ongoing and the primary documents up to this point relate to meeting notes and minutes which are distributed and posted on Google Drive. As the year comes to an end, I will work with the Treasurer and ensure records of all contributions are in order for financial records.

Prepare and submit all reports as may be required by law, the Board, the Executive Committee or other governing documents of the Organization.

As required, I serve on at least one committee of the Board – the Scholarship Committee.

In March 2015, I attend the Region 1 / CAPI conference in Flagstaff, Arizona, however, I was unable to participate in a conference outside my region of residence.

I regularly monitor the association info@interpride.org email and respond or forward emails to the appropriate person within the InterPride organization.

I make myself available to support the Co-Presidents and the Board in any capacity as may be required.

FINANCE REPORT

Report by Linda DeMarco, Treasurer

Finance Co-Chairs: Linda DeMarco and Gary Van Horn

The anticipated Income and Expenses for the last 4 months of the year, of which our AGM is held, is projected as indicated in the approved budget for 2015. See Budget vs. Actual (year to date 8/31/15) in the following pages.

For accounting purposes and ease of operations, Budget items for income and expense were created and approved for working Committees. These include: Finance, Human Rights, WorldPride, Fund Development, CSIC/Conference, and Communications. Pride Radar, a program of InterPride, also has a budget line for 2015.

Scholarship and Solidarity budget items are classified as restricted funds and expenses as indicated.

There have been no line item changes to the budget by the Board for 2015. It is anticipated that each Committee will stay within its budget for the year.

InterPride holds two checking accounts (Bank of America and First Commonwealth Bank). InterPride also has two Investment accounts; a money Market Account with First Commonwealth Bank and an Investment Account with Calvert Investments. As the Balance Sheet indicates (Calvert Investments) has a balance of \$163,156.74.

The tax returns and filing for 2014 was submitted and filed by InterPride's CPA, Julie Siska.

The proposed budget for 2015 will be produced at the last Finance Meeting of the year at the AGM. This proposed budget will be presented to the membership at the scheduled Plenary for approval. A call for budget items has been sent to committee chairs to be discussing at this Finance meeting. It is anticipated that the proposed budget for 2016 will not deviate much from this past 2015 budget.

Committees Served On:

Finance, Member Services, Methods and Standards, Governance and Scholarship. I have tried my best to participate on monthly calls and help when I can if the Chairs have asked.

RESTRICTED FUNDS

2015

SCHOLARSHIP		
Current fund (2014 end)	\$	2,451.00
InterPride pledge match	\$	2,500.00
2014 Pledge Actual	\$	12,185.00
Total 2015 start fund	\$	17,136.00
Exp. 2015 disbursement	\$	1,500.00
Total 2015 end fund	\$	15,636.00

SOLIDARITY		
Current fund (2014 end)	\$	3,950.00
InterPride pledge match	\$	2,500.00
2014 Pledge Actual	\$	6,800.00
Total 2015 start fund	\$	13,250.00
Exp. 2015 disbursement	\$	9,500.00
Total 2015 end fund	\$	3,750.00

PRIDE RADAR		
Current fund (2014 end)	\$	3,500.00
Total 2015 start fund	\$	3,500.00
Exp. 2015 disbursement	\$	-
Total 2015 end fund	\$	3,500.00

INTERPRIDE		APPROVED	2015	ACTUALS THRU
INCOME		BUDGET		AUG 31
Operations (committees)				
Member Services				
	Membership	\$ 26,000.00	\$	20,062.50
	Affiliates	\$ 500.00	\$	-
	Amazon Smiles	\$ -	\$	23.30
	App sponsorship	\$ 250.00	\$	-
		\$ 26,750.00	\$	20,085.80
Methods & Standards		\$ -	\$	-
CSIC / Conference		\$ -	\$	-
Communications		\$ -	\$	-
Finance				
	Interest income	\$ 50.00	\$	1.31
	Investment income	\$ 3,500.00	\$	(1,813.47)
		\$ 3,550.00	\$	(1,812.16)
Human Rights				
	Donations	\$ -	\$	-
WorldPride				
	License fee 2017	\$ 2,500.00	\$	-
Fund Development				
	Fundraising	\$ 1,500.00	\$	30.00
	Sponsorship/showclix	\$ 2,500.00	\$	-
	Merch.	\$ 350.00	\$	-
	IP magazine fee	\$ 17,200.00	\$	-
		\$ 21,550.00	\$	30.00
Scholarship		\$ -	\$	-
TOTAL INCOME		\$ 54,350.00	\$	18,303.64

EXPENSES			
Operations			
Board reimbursement	\$	8,000.00	\$ 2,779.45
Regional conferences	\$	8,000.00	\$ 6,000.00
RD outreach	\$	1,500.00	\$ -
Board Development	\$	1,500.00	\$ 1,750.00
Insurance	\$	925.00	\$ -
Postage / ship.	\$	250.00	\$ -
	\$	20,175.00	\$ 10,529.45
Member Services			
Misc.	\$	500.00	\$ -
Membership Kit	\$	750.00	\$ -
Website	\$	2,000.00	\$ -
	\$	3,250.00	\$ -
Methods & Standards			
	\$	-	\$ -
CSIC / Conference			
Registration	\$	500.00	\$ -
Alumni	\$	500.00	\$ 159.50
Conf. misc. exp	\$	10,000.00	\$ 31.75
	\$	11,000.00	\$ 191.25
Communications			
Social Media	\$	300.00	\$ 440.08
Website	\$	6,000.00	\$ 7,995.00
Conference calls	\$	250.00	\$ 260.38
	\$	6,550.00	\$ 8,695.46
Finances			
Bank fees	\$	425.00	\$ 326.52
CC fees	\$	900.00	\$ 990.33
Accounting CPA	\$	1,000.00	\$ 675.00
	\$	2,325.00	\$ 1,991.85
Human Rights			
Programming	\$	5,000.00	\$ -
WorldPride			
	\$	-	\$ -
Fund Development			
Misc.	\$	1,000.00	\$ -
Scholarship/Solidarity			
Pledge match	\$	5,000.00	\$ -
TOTAL EXPENSES	\$	54,300.00	\$ 21,408.01
TOTAL INCOME	\$	54,350.00	\$ 18,303.64
TOTAL EXPENSES	\$	54,300.00	\$ 21,408.01
NET INCOME	\$	50.00	\$ (3,104.37)

INTERPRIDE INC BALANCE SHEET AS OF 08/31/2015

	Aug 31, 2015
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash & Bank Accounts	
1020 - ComWth Investments 4863	1,752.77
1040 - ComWth Checking 2872	1,387.12
1030 · Operating Bank	3,781.41
Total Checking/Savings	6,921.30
Other Current Assets	
1250 - Calvert Investments	163,156.74
1600 · Deposits & Prepaid Expenses	
1690 · Other Prepaid Expenses	7,995.00
Total Other Current Assets	171,151.74
Total Current Assets	178,073.04
Other Assets	
1900 · Intangeables	
1910 · Internet Domain Property	3,900.00
Total Other Assets	3,900.00
TOTAL ASSETS	181,973.04
LIABILITIES & EQUITY	
Equity	
32000 · Net Assets	191,210.80
Net Income	-9,237.76
Total Equity	181,973.04
TOTAL LIABILITIES & EQUITY	181,973.04

InterPride PRIDE RADAR



Committee Reports



CONFERENCE STRUCTURE AND INTEGRITY (CSIC)

Co-Chairs: Emilio Aguilera and Dave Wait

Active Committee Members:

Emilio Aguilera, Co-Chair
 Dave Wait, Co-Chair
 Sue Doster, Co-President
 Brett Hayhoe, Co-President
 Sylvain Bruni
 Dustin Brookshire
 Scott Feldman
 James Hermansen-Parker
 Perin Hurewitz
 Frank Leronzal
 Chris Morehead
 Mark Monk
 Glen Paul Freeman
 Ernie Yuen

Committee 2015 Achievements:

The committee reviewed the 2014 AGM and World Conference evaluation to offer suggestions for future conferences.

The committee has received updates on the 2015 AGM and World Conference and offering our assistance as needed.

The committee has been reviewing the different documents that detail the requirements to host an AGM and World Conference. These requirements are being compiled into one document to make it easier for those bidding and hosting the conference.

The committee received and reviewed one bid for the 2017 AGM and World Conference, from Indy Pride, Indianapolis, IN, USA.

The bid has been vetted by CSIC and will be presented to membership at the 2015 conference for approval.

The committee has been working with the host for the 2016 AGM and World Conference so that they are ready to give an update and registration information at the 2015 AGM and World Conference.

The committee reviewed the Standing Rules pertaining to the AGM and has proposed suggestions that will be finalized in October.

Progress on Goals:

Goal: To work with the 2015 AGM and World Conference host to hold a conference that meets the standards set by the Board while providing educational workshops and networking opportunities for the members attending
 Responsibility: Entire Committee
 Measure: review of the 2015 Conference Evaluation
 Status: In Process

Goal: To compile all of the conference standards into one document to use to review bids, and to assist bidders for the 2017 AGM World Conference.

Responsibility: Entire Committee

Measure: Proposals that contain all of the information needed for the delegates to decide on the host for the 2017 AGM and World Conference.

Status: Completed

Goal: 2015 AGM and World Conference Evaluation

Responsibility: Committee

Measure: Have the evaluation ready to be distributed at the close of the conference

Status: Evaluation is under committees review

Goal: Review conference standards and requirements and make recommendations for any changes to the board for their October 2015 meeting.

Responsibility: Committee

Measure: Submit final copy by October 1st to the committee to review.

Status: The proposed changes are under the committees review. The plan is to finish the changes at our October 14, 2015 meeting in Las Vegas.

Documents Completed:

Summary of the 2014 AGM and World Conference Evaluation

Conference Bid Checklist

Conference Implementation Checklist

Revisions to the M&S Standing Rules

Contract with Host Organizations

2015 Conference Evaluation



COMMUNICATIONS

Chair: Brice Field with Dallas Barnes taking care of our Twitter account.

Active Committee Members:

Patrick French, Brett Hayhoe, Caryl Dolinko, Alan Reiff, Brice Field, Sue Doster, Mark Monk, Sherri Rase, Stefan Baier, Dallas Barnes

Report:

Unfortunately, this July the Chair of the Communications committee had to step down for personal reasons. Since this time the role of Chair has been taken over by Brice Field.

Over the course of the year the Communications Committee was able to send out three newsletters. They were distributed to the membership in the months of March, September and October. Three letters of support were created. One in support of Mozaika, the organizers of this year's EuroPride, another in support of the Rainbow Action and Korea Queer Culture Festival organizing committee and the last in support of the Verona Pride organizing committee. Two media releases were created and distributed. The first condemning the violent attacks that occurred during Pride Parade in Jerusalem, where participants were stabbed by a religious extremist as the procession marched peacefully through the streets of the holy city. The second media release was in regards to the 2015 Solidarity grant recipients. This work of the Communications Committee is vital in assisting the Co-Presidents (the mandated authors of all outward official correspondence for InterPride) to disseminate the organization's responses to world events of importance and interest in a timely and accurate manner.

InterPride's social media presence consists of a Facebook, Twitter and Instagram account. The Facebook account as of September 15th had 7180 likes, Twitter had 4143 followers and our Instagram account had 191 followers. Increasing our social media reach and improving overall engagement has been, once again, discussed in the Communications Committee meetings. One way that is being investigated is the creation of original content. The creation and distribution of original content will be a continued conversation taking place at this year's AGM & World Conference.

As the year came to a close the Communications Committee met to review, edit and assemble the 2015 InterPride Annual Report. This year the Communications Committee took on the task of editing submissions to the annual report. The intent of the editing processes was to insure that the annual report highlighted the work of the organization in a professional manner. Edits to submissions were only made in an effort to improve grammar, spelling and consistent formatting. The intent of the process was not to change the spirit of any submissions.

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: 14 submissions were distributed during the year.

The newsletter@interpride.org email address has been reactivated and will be used in the future to help facilitate content from.



FUND DEVELOPMENT

Co-Chairs: Paul D. Sanders and Wil Coleman

Active Committee Members:

Stefan Baier, Brett Hayhoe, Ron deHarte, Sue Doster, Linda DeMarco, Sherri Rase, Marsha H. Levine, James Hermansen-Parker & Paul Sanders

Report:

The tasks of the Fund Development Committee is always a work in progress. We are happy to say that in 2014-2015 we have had many more conversations and opened dialogue with many companies and organizations, and while not all of those have resulted in funds being delivered to the organization, but we have gotten our name, our brand and our potential impact to those who have looked and found InterPride to be an organization of much significance in the LGBTI community both in the United States, North America and Globally.

We are still in talks with some potential funding sources at the time of this report and hope that we will have some more information to share at the Annual General Meeting in Las Vegas, Nevada, USA the week of October 14-18th, 2015.

The committee would like to acknowledge Sherri Rase, Vice President of Member Services has been especially helpful in working with potential partners through the lens of the Member Services Committee that she Co-Chairs. This cross-committee work is close to developing a potential partnership that will not only be a possible revenue source, but also a benefit for our members. Sherri is working with a filmmaker and working with their production company about screening opportunities. This kind of work is a "win-win opportunity" and we should look at this as a model for other committees to follow where applicable.

Additionally the committee would like to recognize Region 12 Director, Stefan Baier, who is the longest serving member of this committee and has been helpful each year trying to have our Committee apply for funding through his employment's "LUSH Fund" – With new rules and application process in place for 2015, Stefan once again has been fantastic in getting this information to the Chair of this committee and will be reviewed at the in-person meeting at the AGM in Las Vegas.

Marsha H. Levine, Founder of InterPride and Parade Manager from San Francisco Pride is working on establishing a dialogue with Hard Rock Café for future fundraising opportunities. Former InterPride Co-President Gary Van Horn, Co-President Sue Doster and Treasurer Linda DeMarco have been in contact with American Eagle Clothing as well about funding sources.

The committee is presently working on a Sponsorship Package that will be appealing to a wider variety of funders and partners globally that taps into the very large network of local communities that InterPride has through its member organizations. This is very important work and is taking longer than we would have liked, but the work continues and is being done slowly to ensure that we don't rush something that won't have the maximum impact.

The Chair of this Committee, Paul Sanders has also updated the InterPride store at <http://interpride.spreadshirt.com/>. The site now has almost 50 different items from tote bags to glassware to tablet/cellphone cases as well as shirts and sweatshirts in sizes up to 5XL so that there is something available for even greater amounts of members. Prices have also been reduced where they could be to also allow for more of our branding to be out in the world while hopefully selling more this year due to the lower prices. In the past years the store has not been very successful in terms of raising funds. The store also have this year's theme logo in American English, UK English, French and Spanish available on products. Also presently NERP – Northeast Regional Prides (Region 6) has their logo tee-shirt available for purchase, with other regions and events coming soon.

Finally working with the Communications Committee we have featured "Amazon Smile" through our newsletters and Facebook page throughout the year. Amazon Smile is the philanthropic arm of online retail giant, Amazon. Amazon Smile donates .5 % of every purchase before taxes to designated charities. The prices are the same on Smile as on the standard Amazon website. InterPride is one of the charities you can select from over 1 million of them. You can find Amazon Smile at smile.amazon.com and InterPride is listed under our corporate name: The International Association of Lesbian & Gay Pride Organizers. We encourage anyone reading this report to utilize this fantastic and easy method of fundraising for us.

The work of this committee still has a long way to go, but the foundation that has been laid in the past two years is paving the way for success in the near future.

MEMBER SERVICES

Co-Chairs: Sherri Rase (Vice President Member Services) and James Hermansen-Parker

Active Committee Members:

Stefan Baier, Rhonda Fuller, Mickey Heller, Perin Hurewitz, Mark Monk, Chris Morehead, Mary Paradise, Tom Wible, Sue Doster, Brett Hayhoe, Linda DeMarco

Report:

The Member Services Committee faced some challenges this year. The Member Tracking System InterPride uses underwent a significant upgrade which initially affected our ability to generate reports! FCP (Region 7) extended view access to their database, making updates for the Pride Calendar much easier. We're hoping EPOA (The European Pride Organisers Association) can give us that same access for their members, since they have a similar agreement with InterPride. Database refinement is starting to gain traction and some interesting new potential Member Benefits are being negotiated in conjunction with Fund Development.

Progress on Goals:

Goal: Benefits Assessment (Survey)

Responsibility: Committee

Measure: Survey is due to rollout immediately after the Annual Report to permit time to collect data immediately prior to Annual General Meeting (AGM)

Status: In progress

Update/Notes: Finalizing cover text in September MemSvc meeting, hoping to

include a hot link to survey in Reminders from the Host Committee as well as under separate email posting.

Goal: Alumni Member Status Discussion

Responsibility: Sub-committee consisting of SDoster, CDolinko, PHurewitz and the MemSvc Co-Chairs

Measure: Discussed alumni status situation and developed language to create a standing rule to be voted on by the Board that is both fair to the contribution of the individual as well as to InterPride and its Member groups.

Status: Standing Rule Draft language is created, awaits consideration by Board.

Goal: Database Cleanup

Responsibility: Co-Chairs and Regional Directors

Measure: Regional Directors receive a copy of the database to make corrections/additions.

Status: In progress.

Update/Notes: Region 4's Chris Morehead took the first round, Michelle Irimia of Region 6 and Ron DeHarte and Rhonda Fuller of Region 1 each have a portion they're working on. Ultimately, the goal is to refine the database for easier queries and faster reporting. The work of the Regions is essential to the process.

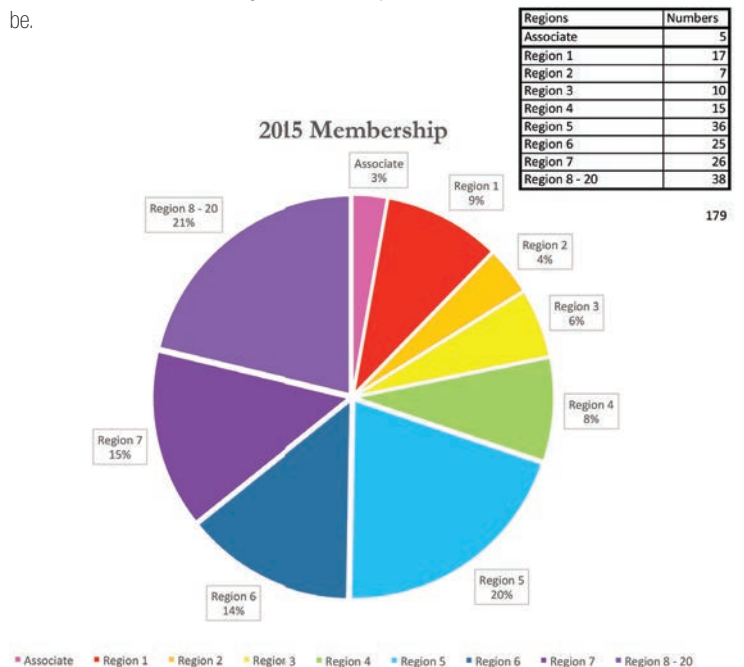
Goal: Fund Development

Responsibility: Co-Chairs

Measure: We responded to queries to negotiate benefits, procedures and products of interest to Member organizations.

Status: Film makers, personal lubricant manufacturers and insurance companies have approached Member Services and Fund Development via the info line.

Currently MemSvc is working with DigiNext for distribution fund raising opportunities with new films of LGBTIQTS interests as well as Good Clean Love, a vegan-friendly manufacturer of personal products. New York Life has also done a bit of outreach, we're chasing down what they would like their participation to be.



OUR MEMBERS

Current Member Listing as of October 3, 2015

Acadiana Pride Festival, Lafayette, Louisiana, United States
 Albuquerque Pride Inc., Albuquerque, New Mexico, United States
 Amsterdam Pride, Amsterdam, The Netherlands
 Arcigay Milano, Milan, Italy
 Athens Pride, Athens, Greece
 Atlanta Pride Committee, Inc., Atlanta, Georgia, United States
 Augusta Pride, Augusta, Georgia, United States
 Austin Pride Austin, Texas, United States
 Barcelona Pride / ACEGAL Barcelona, Barcelona, Spain
 Belgian Lesbian and Gay Pride vzw, Brussels, Belgium
 Belgrade Pride Parade/Parada Ponosa Beograd, Belgrade, Serbia
 Berliner CSD e.V. / Berlin Pride, Berlin, Germany
 Bilitis Resource Center Foundation, Sofia, Bulgaria
 Bisbee Pride, Bisbee, Arizona, United States
 Blue Ridge Pride, Inc., Asheville, North Carolina, United States
 Boston Pride, Boston, Massachusetts, United States
 Braunschweig Pride, Braunschweig, Germany
 Brockville Pride, Brockville, Ontario, Canada
 Bronx LGBTQ Center, Bronx, New York, United States
 Brooklyn Pride Inc, Brooklyn, New York, United States
 Budapest Pride, Budapest, Hungary
 Capital City Pride, Olympia, Washington, United States
 Capital Pride Alliance, Washington, District of Columbia, United States
 Capitol Pride, Salem, Oregon, United States
 Casswood Insurance Agency, Clifton Park, New York, United States
 Central Arkansas Pride, Little Rock, Arkansas, United States
 Charleston Pride Festival, North Charleston, South Carolina, United States
 Charlotte Black Gay Pride, Charlotte, North Carolina, United States
 Charlotte Pride, Charlotte, North Carolina, United States
 Cincinnati Pride, Cincinnati, Ohio, United States
 CNY Pride, Syracuse, New York, United States
 Coalicion Orgullo Arcoiris Inc., Toa Baja, San Juan, Puerto Rico
 Cologne Pride, Cologne, Germany
 Copenhagen Pride, Copenhagen, Denmark
 Cranbrook Pride Society, Cranbrook, British Columbia, Canada
 CSD in Konstanz e.V. / Konstanz Pride, Konstanz, Germany
 CSD Rhein-Neckar, Mannheim, Germany
 CSW / LA Pride, West Hollywood, California, United States
 Dallas Tavern Guild, Dallas, Texas, United States
 Delaware Pride, Inc., Newark, Delaware, United States
 Delta Foundation of Pittsburgh, Pittsburgh, Pennsylvania, United States
 Destiny Foundation/ Pride New Orleans Celebration, New Orleans, Louisiana, United States
 Dublin L.G.B.T.Q. Pride Ltd., Dublin, Ireland
 Edmonton Pride Festival Society, Edmonton, Alberta, Canada
 Enid LGBT Coalition, Enid, Oklahoma, United States
 EQUAL GROUND, Colombo, Sri Lanka
 Fierté Montréal, Montréal, Quebec, Canada
 Fort Wayne Pride, Fort Wayne, Indiana, United States
 Fundacja Rownosci (Equality Foundation, Poland), Warsaw, Poland
 Gallup Pride, Inc., Gallup, New Mexico, United States
 Garden of Peace Project (provisional member), Pittsburgh, Pennsylvania, United States
 Gay Alliance - Rochester Pride, Rochester, New York, United States

Gaysi Family, Mumbai, Maharashtra, India
 Gender Dynamix, Athlone, South Africa
 Genderdoc-M, Chisinau, Moldova
 GLAY (Gays y Lesbianas Asociados del Yumbo), Ingles, Gran Canaria, Spain
 GLSO, Lexington, Kentucky, United States
 Goulburn Valley Pride Inc., Shepparton, Victoria, Australia
 Greater Fort Lauderdale Pride, Fort Lauderdale, Florida, United States
 Hagerstown Hopes, Hagerstown, Maryland, United States
 Halifax Pride, Halifax, Nova Scotia, Canada
 Hamburg pride e.V., Hamburg, Germany
 Hampton Roads Pride, Norfolk, Virginia, United States
 Heritage of Pride, Inc., New York, New York, United States
 Hong Kong Pride Parade Committee, Kowloon, Hong Kong
 Hosi Wien / Vienna Pride - Regenbogenparade, Vienna, Germany
 Hudson Pride Foundation, Hudson, New York, United States
 Human Rights Campaign, Washington, District of Columbia, United States
 Identity, Inc. Anchorage, Alaska, United States
 IDK EVENTS, LLC, San Francisco, California, United States
 Indy Pride Inc., Indianapolis, Indiana, United States
 Ishtar-MSM Nairobi, Kenya
 Jasper Pride Festival Society, Jasper, Alberta, Canada
 Jersey City Pride, Jersey City, New Jersey, United States
 Jersey Pride, Inc., Princeton, New Jersey, United States
 JULA LLC, Los Angeles, California, United States
 Kansas City Diversity Coalition, Kansas City, Missouri, United States
 KASHISH Mumbai International Queer Film Festival, Mumbai, India
 Kentuckiana Pride Foundation, Inc., Louisville, Kentucky, United States
 Kitsap Pride Network, Bremerton, Washington, United States
 Lesbian and Gay Pride Montpellier, Montpellier, France
 LGBT Center of Mongolia, Ulaanbaator, Mongolia
 LGBT Faroe Islands, Faroe Islands, Denmark
 Lithuanian Gay League - Vilnius Pride, Vilnius, Lithuania
 Long Beach Lesbian & Gay Pride Inc., Long Beach, California, United States
 Los Angeles Leather Coalition, Los Angeles, California, United States
 Los Ranchos Pride, Los Ranchos, New Mexico, United States
 Louisville Pride Foundation, Louisville, Kentucky, United States
 Madrid Pride / Aegal Madrid, Madrid, Spain
 Mid-South Pride, Memphis, Tennessee, United States
 Moncton River of Pride, Moncton, New Brunswick, Canada
 Moose Jaw Pride Inc., Moose Jaw, Saskatchewan, Canada
 Motor City Pride, Detroit, Michigan, Canada
 Mozaika - LGBT and their friends Alliance, Riga, Latvia
 Muskoka Pride Community, Bracebridge, Ontario, Canada
 Nashville Pride, Nashville, Tennessee, United States
 Nazariya Foundation, New Delhi, Delhi, India
 New Hope Celebrates, New Hope, Pennsylvania, United States
 New West Pride Society New Westminster, British Columbia, Canada
 North Jersey Pride, Maplewood, New Jersey, United States
 North Shore Pride, Inc., Manchester, Massachusetts, United States
 Northern VA (NOVA) Pride, McLean, Virginia, United States
 Northwest Museum of Legends and Lore, Seattle, Washington, United States
 NW PA Pride Alliance, Inc., Erie, Pennsylvania, United States
 OBX Pride, Manteo, North Carolina, United States
 Ocala Pride Incorporated, Ocala, Florida, United States
 Okanagan Pride Society, Kelowna, British Columbia, Canada
 Oklahomans for Equality/Tulsa Pride, Tulsa, Oklahoma, United States

Orange County LGBT Pride, Santa Ana, United States
Oslo Pride, Oslo, Norway
Out Astoria, Astoria, New York, United States
OutSpokane, Spokane Valley, Washington, United States
Palm Springs Pride, Palm Springs, California, United States
PFLAG Holland/Lakeshore, Holland, Michigan, United States
Phoenix Pride, Phoenix, Arizona, United States
Portugal gay Porto, Porto, Portugal
Prague Pride, Prague, Czech Republic
Pride Azores, Ponta Delgada, Azores
Pride Calgary Planning Committee, Calgary, Alberta, Canada
Pride Center of Staten Island - Staten Island PrideFest, Staten Island, New York, USA
Pride Center of Vermont Burlington, Vermont, United States
Pride Committee of NC Durham, North Carolina, United States
Pride Community Center of North Central Florida Gainesville, Florida, United States
Pride Costa Rica, San Jose, Costa Rica
Pride Day Equality Project, Eugene, Oregon, United States
Pride Festival of Central PA, Harrisburg, Pennsylvania, United States
Pride Houston, Inc., Houston, Texas, United States
Pride London, London, Ontario, Canada
Pride North of 55, Thompson, Manitoba, Canada
Pride PEI, Charlottetown, Prince Edward Island, Canada
Pride Services Services Organization, Lexington, Kentucky, United States
Pride St. Louis, Inc., St. Louis, Missouri, United States
Pride Toronto, Toronto, Ontario, Canada
Pride United, Amsterdam, The Netherlands
Pride Winnipeg Festival Inc., Winnipeg, Manitoba, Canada
Pride Winston-Salem, Winston-Salem, North Carolina, United States
PRIDEChicago, Chicago, Illinois, United States
Pride-SWFL, Cape Coral, Florida, United States
Prince Albert Q-network, Inc., Prince Albert, Saskatchewan, Canada
Queens Lesbian & Gay Pride Committee, Jackson Heights, New York, United States
Regina Pride Inc., Regina, Saskatchewan, Canada
Reno Gay Pride, Reno, Nevada, United States
Reykjavik Gay Pride, Reykjavik, Iceland
Rhode Island Pride, Providence, Rhode Island, United States
Roanoke Pride, Roanoke, Virginia, United States
Roma Pride / Circolo di cultura omosessuale Mario Mieli, Rome, Italy
Roze Zaterdag Nederland, Rotterdam, The Netherlands
Salisbury Pride Inc., Salisbury, North Carolina, United States
San Diego Pride, San Diego, California, United States
San Francisco Pride, San Francisco, California, United States
San Gabriel Valley Pride, inc., Pasadena, California, United States
Santa Fe Human Rights Alliance / Santa Fe Pride, Santa Fe, New Mexico, USA
Sarasota Pride, Inc., Sarasota, Florida, United States
Saskatoon Diversity Network, Saskatoon, Saskatchewan, Canada
Savannah Pride, Inc., Savannah, Georgia, United States
SC Pride, Columbia, South Carolina, United States
Simcoe Pride, Waubesa, Ontario, Canada
SMMILE dba Folsom Street Events, San Francisco, California, United States
South Central MN Pride, Mankato, Minnesota, United States
South Georgia Pride, Inc., Valdosta, Georgia, United States
Southern Nevada Association Of PRIDE, Inc., Las Vegas, Nevada, United States
Southwest Saskatchewan Pride, Regina, Saskatchewan, Canada
Spencer Pride, Inc., Spencer, Indiana, United States
St Pete Pride, St. Petersburg, Florida, United States
St. Cloud Pride, St. Cloud, Minnesota, United States

St. John's Pride, St. John's, Newfoundland and Labrador, Canada
St. Louis Black Gay & Lesbian Pride Committee, Inc., Saint Louis, Missouri, USA
Stockholm Pride, Stockholm, Sweden
Stonewall Columbus Inc., Columbus, Ohio, United States
Surrey Pride Society, Surrey, British Columbia, Canada
Tampa Pride, Inc., Tampa, Florida, United States
Taos Pride, Taos, New Mexico, United States
The Family Tree / Tallahassee PRIDEFEST, Tallahassee, Florida, United States
The Frederick Center, Frederick, Maryland, United States
Thessaloniki Pride, Thessaloniki, Greece
Tidewater LGBT Pagans, Norfolk, Virginia, United States
TIJUANA GLBTI PRIDE MEXICO, Tijuana, Baja California, Mexico
Transgender Victoria, Melbourne, Victoria, Australia
Tri-Pride Community Association Inc. Kitchener, Ontario, Canada
Twin Cities Pride, Minneapolis, Minnesota, United States
Upper Cumberland Pride, Cookeville, Tennessee, United States
Upstate Pride SC, Spartanburg, South Carolina, United States
Utah Pride Center, Salt Lake City, Utah, United States
Vancouver Pride Society, Vancouver, British Columbia, Canada
VIA MEDIA San Francisco, California, United States
WestPride/Gothenburg, Gothenburg, Sweden
Winnipeg Gay and Lesbian Pride Inc., Winnipeg, Manitoba, Canada
Women, Prades, India
Zurich Pride Festival, Zurich, Switzerland

METHODS AND STANDARDS

Co-Chairs: James Hermansen-Parker and Dustin Brookshire

Active Committee Members:

Dustin Brookshire, Jessie DeStefano, 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 formalized 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. This Standing Rule change was presented to the InterPride Board of Directors at the 2015 Mid-Year Board Meeting and passed. The Methods and Standards Guide has been updated to reflect the change. The Co-Presidents disseminate all forms prior to each Annual General Meeting and World Conference.
- Article IX, Section 4. (Reference pages 13-14 of the Methods and Standards Guide.) Article IX pertains to the Annual General Meeting and World Conference. Section 4- Voting, as it stands, requires member organizations to be present to

cast its vote at the Annual General Meeting and World Conference. 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 AGM & World Conference but had to leave early. This topic was discussed at the 2015 Mid-Year by the Board of Directors; however, no action was taken because proposed bylaw amendments are voted upon by the InterPride membership. It is the understanding of the M&S Committee Co-Chairs that someone will submit a bylaw amendment on this matter at the 2015 AGM & World Conference.

- 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 General Meeting and World Conference 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. (Please note that this update has not changed since the 2015 Mid-Year Report.)

- 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. Dallas Barnes has chaired a subcommittee to work on a promotion/education plan for this proposed bylaw amendment. Two calls have been held since the 2015 Mid-Year Board meeting. A final call of the subcommittee is scheduled for 10/3/15.

- Article V, Section 11. It was noted in the 2015 Mid-Year Report that the M&S Committee was slated to discuss Article V, Section 11- Elections- Nominations to Office and that an update would be provided in the Annual Report. Please note this item was transferred to the Governance Committee.

GOVERNANCE

Co-Chairs: James Hermansen-Parker and Marsha H. Levine

Active Committee Members:

James Hermansen-Parker, Marsha H. Levine, Sue Doster, Brett Hayhoe, Caryl Dolinko, Linda DeMarco, Sylvain Bruni, Mark Monk, Dustin Brookshire, Sherri Rase

Report:

The committee was formed this year at the Mid-Year meeting of the Board of Directors. It was tasked with board education and executive committee nominee review. The committee worked on the concept of nominee profiles for all executive committee nominees. A proposed change to the nomination process was also discussed and will be put forward at the AGM & World Conference this year. The committee has done a good amount of work in a short time and we look forward to continuing the work going forward.

Progress on Goals:

Goal: Nominee Profile

Responsibility: Governance Committee

Measure: Rough Draft of Nominee Profile

Status: In Process

Update/Notes: Will be reviewed further at the AGM & World Conference

HUMAN RIGHTS

Co-Chairs: Cain Williamson and Michele Irimia-Bernabe

The Human Rights Committee's focus has been Pride Radar. Cain and I have worked closely with Pride United to ensure that this project remains current and ongoing. A survey created by Pride United and the Human Rights committee has been distributed to over 750 prides worldwide in order to collect valuable information that will send the Pride Radar project into its next phase. Along with the survey, work continues on identifying new pride events worldwide.

Additionally, the committee develop a presentation on the current status of the Pride Radar that was delivered at a number the annual regional conferences. The committee will hold a workshop at our Annual General Meeting in which attendees will be once again given the most up to date information and discuss the potential this document has for the growth of InterPride.

Progress on Goals:

Goal: Pride Radar

Responsibility: Human Rights Co-Chair

Measure: Continuous

Status: Ongoing

WORLDPRIDE

Co-Chairs: Richard Brethour-Bell and Alan Reiff

After WorldPride Toronto 2014, the focus of the committee has been to:

- 1 - Identify what worked and what may be improved at future WorldPride events

- 2 - Supporting AEGAL / Madrid Pride on their production of WorldPride 2017

- 3 - The fine-tuning of the NYCPride WorldPride 2019 "Stonewall 50" Bid.

This has been a year of learning, reviewing, and improving on all past practices. Once the AGM in Las Vegas has concluded, and we know if NYCPride wins the bid for a WorldPride 2019, the focus will change to include:

- In addition to the goals assigned by the membership, the goals will be first to support and assist Madrid in any way possible
- based on their requests - Assuming the bid is successful, finalize the content and get the Co-Presidents to sign the WorldPride 2019 contract
- To develop a plan and support NYCPride in their production of WorldPride 2019 "Stonewall 50."
- To hold monthly committee meetings and maintain transparent and productive business



SCHOLARSHIP

Co-Chairs — Shannon Lank and Ron deHarte

Active Committee Members:

Shannon Lank, Ron DeHarte, Sue Doster, Linda DeMarco, Marsha Levine, Dustin Brookshire, Michelle Irimia-Bernabe, Brett Hayhoe, Cain Williamson

Report:

The Scholarship Committee received 26 applications for scholarship monies in 2015, totaling \$62,837.20. In the first round of applications, \$5435 in scholarship monies were awarded and accepted to 6 organizations. In the final round, \$7575 in scholarship monies were awarded to 6 additional organizations. The total monies allotted this year for scholarship were \$13,010. All of the monies from the scholarship fund were awarded this year.

The Scholarship Committee is pleased to announce the following organizations were awarded scholarships;

Muskoka Pride Community
Pride Center of Staten Island
Tijuana GLBT Pride Mexico
OC LGBT Pride
Mozaika Association of LGBT and their friends
Charloette Black Gay Pride
Pride Costa Rica
North Jersey Pride

Kitsap Pride Network
Charelston Pride Festival Inc
Korea Queer Culture Festival
Pride London Festival.

There will be 12 organizations with 19 delegates that will be able to attend the 2015 InterPride AGM and World Conference in Las Vegas this year thanks to the generous donations from the InterPride membership.

Progress on Goals:

Goal: Bring in more international organizations outside of North America

Measure: This year we were able to bring in 3 organization from outside North America including 2 that have never attended previously

Status: Ongoing

Goal: Tracking all scholarship awardees once they arrive at the AGM

Measure: We are creating a 'passport' to the AGM which will need to be signed off on as attendees go to workshops throughout the weekend

Status: Ongoing

PAM O'BRIEN MEMORIAL SCHOLARSHIP

The Pam O'Brien Memorial Scholarship Fund was established many years ago to help financially challenged organizations attend the Annual World Conference. Over the years dozen of Pride organizations have received the benefit of networking and learning from seasoned Pride organizers from around the world.



This opportunity is only made possible only through the generosity of individuals and member organizations. We are very grateful to the donations that are received every year. It is an important benefit of membership in InterPride.

Pam O'Brien was on the Board of InterPride and Cape Cod Pride and a former Chair of the Interpride's Scholarship Committee. She was renown in Cape Cod and a recipient of the David Norrie Award from Heritage of Pride of New York City. Pam was a passionate champion of the Scholarship fund and was instrumental in helping get it more attention

and keeping it relevant. Pam passed away on June 3, 2008 and later that year, the Scholarship fund was named in her honor and memory. Pam will be forever remembered and always missed.



SOLIDARITY FUND

Co-Chairs: Dallas Barnes and Doug Kerr

Active Committee Members:

Cain Williamson (Co-Chair Assistant), Heather Hay, Michele Irimia-Bernabe, Alan Reiff, Jaime Carrillo, and J. Andrew Baker

Report:

Currently, injustice and inequality exist around the world for many LGBTI people and communities. In much of the world, accessing funding support for even the smallest public actions and events is an enormous challenge. InterPride's Solidarity Fund is designed to address this gap.

The mission of InterPride's Solidarity Committee is to distribute the voluntarily collected funds from our membership and sponsors, to organizations that are helping to create change and promote a better understanding of the LGBTI communities. The committee does this by awarding grants to community-based events around the world, with a focus on places where public LGBTQ events face challenges and hostility.

Since the fund was launched in 2013, grants have been awarded to help produce an LGBTI film festival in Macedonia, a mass LGBTI wedding in the Philippines, and Pride gatherings in Uganda and The Bahamas.

2015 Solidarity Fund: Funding Criteria and Process:

This year the Solidarity Fund developed the following granting criteria:

- Projects must take place in the 2015 calendar year.
- Projects in the global south and east (outside the USA/Canada, western Europe and Australia/NZ) would be a priority for the fund.
- Projects must support specific local events and activities that support LGBTI communities, including Pride events.
- Projects must be time-limited, such as political marches, parades, community gatherings, film festivals, special events, and celebrations.
- Project funding is allowed to cover costs such as staff time, advertising, space or equipment rentals, registration fees, purchase of materials.

What we will not fund:

- Individuals not connected to an organization
- Ongoing operating costs for organizations
- Ongoing program costs
- Capacity building or training
- Paying off organizational debt

These criteria were developed by the leadership of the Solidarity Fund Committee and reviewed by members of our Advisory Committee. Criteria were publicized on InterPride's website throughout the application period.

All applicants were required to submit two letters of reference in addition to their online proposal.

Applicants are also required to submit a brief completion report to InterPride within 30 days after completion of the event or project. We will be reporting out on the outcomes of these grants in 2016 once all events have occurred.

Application Results:

Through our online application system, InterPride received the following applications by region:

South Asia – 11
Africa – 9
East Asia – 6
Eastern Europe – 4
Latin America – 3
USA – 3
Caribbean – 1

Total: 37 applications

An initial review of the applications screened out all those who had incomplete applications including those without references.

The final number of applications reviewed by the review committee was 26. The committee was given the task of choosing 8-10 applicants and keeping the total grant amount under \$12,000.

The final recommended number of applicants was 9 with a total grant amount of \$12,000.

The successful grantees are listed below:

Billitis Resource Centre (Sofia, Bulgaria)
Hong Kong Pride (Hong Kong, China)
Women's Initiative (Tirupati, India)
Nazariya Foundation (New Delhi, India)
Ishtar MSM (Nairobi, Kenya)
Mozaika Europride (Riga, Latvia)
LGBT Centre Mongolia (Ulaan Baatar, Mongolia)
Health Development Initiative (Kigali, Rwanda)
Gender Dynamix (Cape Town, South Africa)

Goals for Next Year:

Increase Solidarity Fund to \$24,000 (from \$12,000)

Create a concrete plan of action in late 2015 to iron out any issues that arose this year.

Create more roles for our Solidarity team (ie, admin, communication, etc.)

Regional Reports

REGION 3

Regional Director: Richard Brethour-Bell

Committees Served On: WorldPride

Progress on Goals

Goal: We have a goal to contact the Prides in Region 3 that are not members of InterPride. We will start with the Prides in NM. The first one will be Deming Pride

Responsibility: Richard Brethour Bell and Matt Bunkowski will initiate the contact

Measure: Deming Pride would be InterPride members.

Status: We have yet to initiate contact.

Update/Notes:

Goal: We are going to contact former InterPride members to see if we can convince them to come back.

Responsibility: This will be initiated by Richard Bell and Matt Bunkowski

Measure: These former InterPride members will return.

Status: Not started

REGION 4

Regional Director: Chris Morehead

Committees Served On: CSIC

Report:

Since my election this past AGM in Pittsburgh, I have continued to reach out and connect with each Member Pride in our Region to offer assistance and support. I have also communicated all updates and important information passed along from InterPride's Leadership to the Region. Locally, Indiana was thrust into the World spotlight due to the Religious Freedom Restoration Act (RFRA) that was pushed through legislation that sought to dismantle any protections the LGBTQ+ 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 LGBTQ+ Community, business leaders both locally and nationally, as well as many organizations around the World. This bill made its way through local government 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 met with local leaders to discuss how to fix this situation. This resulted in an amendment that was eventually signed into law by Governor Pence. Though this amendment prohibits the use of this bill to discriminate against LGBTQ+ 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 the RFRA were immense and will be long lasting partnerships I hope to continue to foster long into the future.

Keeping the 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 last year. 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 us and I look forward to continuing the process of partnering with other Regions for guidance and support. I look forward to discussing this further at the AGM with the rest of our 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 chris.morehead@interpride.org.

12 Organizations are members of InterPride:

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

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 in the future.

Highlights in my region:

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 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
 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.

Progress on Goals:

Goal: Outreach
 Responsibility: Regional Director
 Measure: Increase Size of Region by 4 Member Prides
 Status: Ongoing
 Update/Notes: N/A

Goal: Attend Pride Celebrations in Region 4
 Responsibility: Regional Director
 Measure: N/A
 Status: Not Started
 Update/Notes: N/A

Goal: Regional Conference
 Responsibility: Region 4
 Measure: Successfully hold a Regional Conference
 Status: Ongoing
 Update/Notes: N/A

REGION 5 (POSE)

Regional Directors: Dustin Brookshire, James Hermansen-Parker and Craig Hopkins

Committees Served On: Dustin serves on the Scholarship Committee, Human Rights Committee, Governance Committee, and is also a Co-Chair of the Methods & Standards Committee. James is Co-Chair of Methods & Standards, Governance, and Member Services and serves on Scholarship, CSIG, World Pride and Fund Development.

Report:

2015 Regional Conference Update

The 2015 Prides of the Southeast (POSE) Conference took place in the Queen City (AKA Charlotte, North Carolina) from Thursday, April 16, 2015 through Sunday, April 19, 2015 at the gorgeous Foundation for The Carolinas. The Regional Director team extends a heartfelt thank you to Charlotte Pride and the 2015 POSE Planning Committee: Craig Hopkins, Kimberley Brent, Matt Comer, Jamie Hildreth, Douglas Lowe, Gwen Pearson, and Marshall Varner.

Twenty different Pride organizations attended the conference. The conference officially kicked off with a welcome from Charlotte Mayor Daniel Clodfelter and three members of the Charlotte City Council. During the weekend, 45+ attendees attended various workshops. Some of these workshops included InterPride 101, Insurance Risk Management for Prides, Non-Profit Accounting & Tax Compliance, Effectively Engaging LGBTQ+ Youth as Leaders, History is a

Weapon: Incorporating Queer History into Pride Celebrations, Governing Through Transition, Event Planning- A City/County Perspective, Creating a Diverse Fundraising Plan, and more. Elections were held. Craig Hopkins accepted a nomination for the position of Alternate Regional Director (ARD); for that reason, he resigned as Regional Director (RD). Craig will serve a one-year term in this position. James Hermansen-Parker was nominated to serve the remainder of the vacated RD seat, which will be up for election at the 2016 POSE Conference. Dustin Brookshire was nominated & reelected as RD; he will serve a two-year term. On the closing day of the conference, the attendees were treated to a passionate keynote address from Corine Mack, the newly elected Charlotte Chapter NAACP President.

2016 Regional Conference – Save the Date

Pride Fort Lauderdale will host the 2016 POSE Conference (4/14/16 - 4/17/16). The host hotel is the Embassy Suites- Fort Lauderdale with a room cost of \$209 per night (+11% tax); the rate of \$209 is good through 3/21/16. The cost of the room includes Internet, breakfast, open bar (5:30pm to 7:30pm), and airport/beach shuttle service. Registration is live at pose2016.org. The pre early bird registration rate (\$150) has been extended through Saturday, October 31, 2015. The early bird registration rate (\$175) will begin on November 1, 2015 and end on February 14, 2016. Pride Fort Lauderdale looks forward to giving a conference update at the POSE plenary session at the 2015 AGM.

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 36 members. While we have not retained all of our members from 2014, we have increased our membership compared to last year.

Goal: Each member of the POSE Regional Director team will attend at least four Pride events.

Responsibility: RD Team

Measure: Each Regional Director will provide a list of Prides that he/she has attended. A Regional Director Team member cannot include his/her home organization's event toward this goal.

Status: In-Progress

Update/Notes: James Hermansen-Parker attended Charleston Pride Festival, Richmond Pride, and Roanoke Pride; he plans to attend OBX Pride. Dustin Brookshire attended Charleston Pride Festival, Charlotte Black Gay Pride, Charlotte Pride's Bear-B-Que Fundraiser, and Athens Pride. Craig Hopkins added Charlotte Black Gay Pride and Salisbury Pride.

Goal: Establish a regional scholarship committee & disperse funds raised in 2014.

Responsibility: RD Team

Measure: Verify committee by noting members; verify scholarship recipients

Status: Complete

Update/Notes: The following organizations received a scholarship to attend the

2015 POSE Conference: South Georgia Pride, Charleston Pride, South Carolina Black Pride, Charlotte Black Gay Pride, Roanoke Pride, and Salisbury Pride. All of the 2014-2015 POSE Scholarship funds were awarded. Once again the Regional Director team wants to extend a thank you to following donors who made the 2014-2015 POSE Scholarship a reality: Casswood Insurance Agency, Ltd (casswood.com), Charlotte Pride (charlottepride.org), James Hermansen-Parker, Rob Warrington, Ashley Arrington, Debbie Naylor, Sara Störne, 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 Regional Director Team purchased two registrations to be given away at the discretion of Charlotte Pride.

Goal: Scholarship program.

Responsibility: RD Team

Measure: Verification of money in the fund; production of a written sustainability plan

Status: In-Progress

Update/Notes: The agenda for the final plenary session at the 2015 POSE Conference included a call for pledges for the POSE Scholarship. The Regional Director team is excited to announce that Pride organizations and individuals pledged a total of \$2,000. The Regional Director team is working on collecting the pledges.

Goal: Develop procedural document for the region.

Responsibility: RD Team

Measure: If the production of a document occurs.

Status: In-Progress

Update/Notes: At the Mid-Year Board meeting, the Regional Director team announced a need for example documents. A couple of documents were received. The team is reviewing and should have a draft document ready by year-end.

Goal: Maintain social media activity.

Responsibility: RD Team

Measure: Activity on Facebook, Twitter, etc.

Status: In-Progress

Update/Notes: The POSE Facebook page is regularly maintained with relevant posts/articles; the number of likes for the page is at 909. A plan for the POSE Twitter account is under development.

REGION 6 (NERP)

Regional Directors: Paul Sanders and Michele Irimia-Bernabe

Michele: This year Paul and I continued to work on recruitment with Region 6. As a Regional Director, I continue to participate and visit prides in our region. I also visited potential prides who are interested in the connections and information that InterPride can provide them. This year I went to and volunteered at New Hope Pride, Boston Pride, Jersey Pride and of course NYC Pride. I also attended Jersey City Pride.

I found that each pride was in the middle of growth as are most prides in our

region. Attendance was great for all and sponsorship and grants are at an all-time high level. I am very proud to represent a region where there is a huge respect and regard for our community.

I want to speak a moment about the day Marriage Equality passed nationwide. I have volunteered with NYC Pride well over a decade. It has been an absolute honor to sit on their board and work with such an amazing group of people during this time. That moment made me realize, more and more, how much work individual prides have to do and how InterPride provides a clear pathway to allow all of us to assist each other and to improve our events. InterPride has huge responsibility both nationally and internationally. It creates a platform like no other and I can't wait to continue to create and learn from everyone in order to provide successful events to our communities which make a difference around the world.

Region 6 has a large InterPride presence and we continue to have room to grow. Our region is far from where it can be. Both directors have worked towards improving recruitment and communication with the region and will continue to do so.

Progress on Goals:

Goal: Recruitment
Responsibility: Regional Directors
Measure: Continuous
Status: Ongoing

Goal: Active Communication
Responsibility: Regional Directors
Measure: Continuous
Status: Ongoing

Paul: Full Members:

Delaware Pride, Newark, Delaware
Hagerstown Hopes, Hagerstown, Maryland**
The Frederick Center, Frederick, Maryland
Delta Foundation of Pittsburgh, Pittsburgh, Pennsylvania
Garden of Peace Project, Pittsburgh, Pennsylvania**
NW PA Pride Alliance, Erie, Pennsylvania
New Hope Celebrates, New Hope, Pennsylvania/Lamberville, New Jersey
Pride Festival of Central PA, Harrisburg, Pennsylvania
Jersey Pride Inc, Asbury Park, New Jersey
Jersey City Pride, Jersey City, New Jersey
North Jersey Pride, Maplewood, New Jersey
Out Astoria, Astoria, New York City, New York
Pride Center of Staten Island, Staten Island, New York City, New York
Queens Lesbian & Gay Pride Committee, Jackson Heights, New York City, New York
Bronx LGBTQ Center, Bronx, New York City, New York
Brooklyn Pride, Brooklyn, New York City, New York
CNY Pride, Syracuse, New York
Heritage of Pride (NYC Pride), New York, New York
Gay Alliance – Rochester Pride, Rochester, New York

Hudson Pride Foundation, Hudson, New York
Boston Pride, Boston, Massachusetts
North Shore Pride, Manchester, Massachusetts
Rhode Island Pride, Providence, Rhode Island
Vermont Pride, Burlington, Vermont
Capital Pride Alliance, Washington DC
Affiliate Members
Casswood Insurance Agency, Clifton Park, New York
Human Rights Campaign, Washington DC
**new members

I am pleased to be able to once again report on the work of Region 6; the geographically smallest region of InterPride, but once again one of the largest in terms of members and organizational leadership.



Last year at the Annual General Meeting in Pittsburgh, we were honored as one of the regions with significant growth. We are happy to have not only sustained the membership level of the past year but had 3 organizations join us this year – 2 Full Members – Hagerstown Hopes and Garden of Peace Project and one affiliate member that is based in the region, Human Rights Campaign. The Regional Director team has

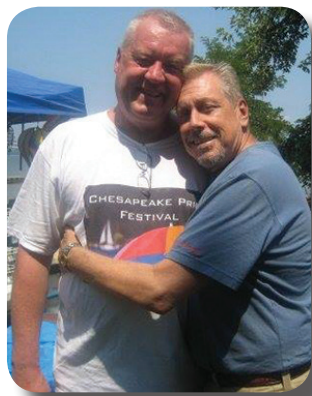
been diligent in making sure that we keep our membership levels up.

The Region has been very vocal in supporting the rights of our Transgender members of the community. Philly Pride Presents, a longtime member of Region 6 and InterPride raised the awareness to higher levels after a very contentious battle to add a Vice President of Operations – Trans Identified to the InterPride executive committee. While myself and the Regional Director Team disagreed with some of the ways the discussion took place it is without question opened up a greater dialogue in our region and the organization about equal representation for not only Transgender individuals, but how we operate our organization overall. This ongoing conversation has created a minor rift in our region and while I understand both sides, I hope that the leaders of all organizations can work together in the coming year to create more positive change rather than division.

To that end our 2015 Regional Conference, hosted by Queens Lesbian & Gay Pride Committee made Trans Issues and Rights the overall theme and focus in educational programming to much success. We were pleased to be joined by two dynamic out Transwomen speakers, Kim Watson, Executive Director of CKLife in Bronx, New York and Melissa Sklarz, the Board Co-Chair at Empire State Pride Agenda, based out of Albany, New York.

At our 2014 regional conference no organization bid to be the host of the 2016 regional conference. With that happening it fell upon the Regional Director Team to find a host or to put together the conference themselves. Since I am a member of the RD Team, I convinced my home organization, Pride Center of Staten Island to bid in Pittsburgh for the opportunity to host in 2016. While the vote was close, the Pride Center is excited and honored to be hosting the next

regional, March 4-6, 2016. Information on the conference can be found at pridecentersi.org/nerp.



Presently there is also no organization chosen to be the host of NERP 2017. It is my hope that some organization steps forward at the AGM instead of waiting until Staten Island in March. This will allow that organization the much-needed extra time to plan and create and then execute on a successful conference.

This past year I was able to attend a few different Pride events and represent InterPride. I ran Staten Island PrideFest and attended Queens Pride, Brooklyn Pride, NYC Pride, North Jersey Pride, Rhode Island Pride and Chesapeake Pride Festival's founder, Rev. Dr. Wayne Schwardt's memorial service, after his sudden death earlier this year.

I had been talking with members of Chesapeake Pride Festival about rejoining in 2015 and how they wanted to reinvigorate their event. They decided to put the event on hiatus only days before Wayne's passing, but they promise to be back in 2016 with a new and brighter event, one that will be a loving tribute to Wayne and to reflect his passion, desire and commitment to our LGBT community. I personally would like to use this space to reflect on my interactions with Wayne as one filled with joy, compassion, energy and warmth. I will miss him and on behalf of all of the members of Region 6 send our continued condolences and best wishes to his beloved husband, Chuck Riley and all of their family and friends.

The membership of this region has elected me four times to be part of the Regional Director team, once as Alternate Regional Director (2005-2007), and thrice as Regional Director (2007-2009, 2012-2014 and 2014-Present). I am proud of the work that I have done in this role and look forward to supporting the

region and InterPride in the future after my term is up in March 2016. I thank all of the member organizations and their delegates for the trust and faith that they have put in me. I hope that I have not disappointed them in any way and know that if I ever did it was never with intent. I am honored to be part of this Board of Directors and to be part of the work InterPride does.

REGION 7 (FCP)

Regional Directors: Chrissy Taylor, Brice Field and Dominique Lavergne

Through discussions with our InterPride and Fierté Canada Pride (FCP) colleagues, three topics were identified after the AGM in Pittsburgh to be a focus at the FCP/Region 7 conference that took place February 19 - 22 in Saskatoon, Saskatchewan. 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.

Both Friday and Saturday of the conference 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 three 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."

Our 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 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 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.

In May of this year, FCP announced the launch of a national campaign #Stand4Trans. The campaign was created to support and raise awareness of trans communities across Canada. The FCP board of directors created this as

their theme for 2015/2016 leading up to the next annual conference being held in London, Ontario in February 2016. "Many trans people are invisible in their communities, isolated, discriminated against and lack the support of family, friends, co-workers, and even healthcare workers. It's time for our trans friends to be visible, welcomed and accepted everywhere," says Wilbur Turner, President of FCP. "This is about human dignity. It is time for hearts and minds to be opened and for inclusion. No one should be denied access to housing, healthcare and jobs because of who they are. Everyone should feel safe to leave their homes and enjoy public spaces regardless of their gender identity." He adds. "The #Stand4Trans Campaign sends an important message to trans people that they are included in Pride celebrations and it sends a message to others inclusion is essential." said Susan Gapka, FCP's Central Region Representative. "If you meet a trans person please let them know they are supported and that they are loved."

Another great campaign that emerged out of Region 7 is the Trans Equality Now (TEN) campaign. As part of the 2015 Vancouver Pride Parade and Festival, the Vancouver Pride Society (VPS) required entries in the 2015 Vancouver Pride Parade to pledge public support for Transgender Equality legislation in Canada. The pledge supports the creation of legislation at both the federal and provincial level to amend current laws to include explicit protection for Gender Identity and Gender Expression. This would extend human rights to Transgender and Gender-Variant Canadians. TEN was intentionally created to be external to VPS so that other prides could join the campaign and together have a larger collective voice. So far Victoria Pride has signed on and Calgary Pride has had similar requirements. The TEN campaign will continue until Transgender and Gender-Variant Canadians are included in the Canadian Human Rights Act and the Criminal Code of Canada. TEN currently has roughly 2500 signatures and is growing as more prides sign onto the initiative. For more information go to transequitynow.ca.

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

There are approximately 60 prides in Region 7, 27 currently active with InterPride. 7 Band new to the InterPride/FCP family this year.

They are:

Cranbrook Pride Society,
Jasper Pride Festival Society,
New West Pride (New Westminster, BC),
Pride PEI,
Southwest Saskatchewan Pride,
Space (Kenora Ontario),
St. John's Pride Inc., and the Surrey Pride Society

In 2015 FCP scholarship funds were handed out to 9 individuals totaling \$5,000, 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 \$5,000 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 second motion was to award the inaugural Fierté Canada Pride Festival to Fierté Montreal. Both motions were unanimously passed at the AGM on February 21. Montreal will host the first 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 Fierté Canada Pride Festival will be a human rights conference, 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, strides towards the Pride movement being Trans* inclusive and new Prides forming across the country; Region 7 had an outstanding year.



REGION 12

Regional Directors: Stefan Baier and Uwe Hörner

Since the last AGM and World Conference, 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 fixed half-year rhythm now in which the conferences take place.

One of the 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&WC is mentioned at our regional conferences.

The next regional conference will take place on October 24 in Oldenburg right



after the InterPride AGM & World Conference in Las Vegas. Of course, we will join this one in person and will tell the attendees all of the news and experiences from Las Vegas. The Austrian and Swiss Prides are invited as well.

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 no 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 Montpellier, France in 2016.

We think by now InterPride is well-known by the Region 12 Prides.

There are 75 Prides (67 in Germany, 5 in Switzerland, 3 in Austria and no Pride in Lichtenstein) in Region 12. – InterPride members are 6 of them: Hamburg, 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.

There are three new Prides in Germany since last year: Mönchengladbach, Aurich and Pirna. One Pride organization is not existing anymore: that's Heilbronn

This year Uwe was visiting the following prides: Karlsruhe, Köln, Berlin, München, Hamburg, Frankfurt, Stuttgart, Darmstadt, and of course at his own Pride: Mannheim

Stefan was only able to visit Zurich and was at his own Pride: Konstanz/ Kreuzlingen



Uwe was also joining the EPOA AGM this year in Amsterdam, and spoke to the organizers of Europride 2016 - looks like we can have space somewhere on a wall/tower where we can advertise our region 12 prides.

We will talk to Madrid Pride as well if it is possible to do something similar at WorldPride 2017.

REGION 14

Regional Directors: Juan Carlos Alonso Reguero and Andrea Maccarrone

Andrea: As Regional Director of Region 14, I established relations with the Italian Pride Organizations and held in Rome (March 15), the first meeting of Italian Pride Organizers. The meeting was quite a success with the participation of 6 Pride Organizers over 12 (Bologna, Milan, Perugia, Rome, Turin, Verona) plus other LGBTQ+ organizations.

During the meeting, we had a Pride Radar presentation and decided to have a joint Italian Prides communication campaign that had finally involve all 13 Italian prides 2015 (Pavia pride was fixed after the meeting in Rome).

I also reported to the Co-Presidents about a security alert on Verona Pride raised to InterPride by the United States Secretary of State.

PROMOTION OF THE ASSOCIATION & WORLDPRIDE SPONSOR

Juan Carlos: 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 part in several meetings and a workshop to Exchange experiences. The objective of these actions, was to promote Madrid Pride, Madrid WorldPride 2017 and InterPride.

Also a special promotional action is taken: two members of the WorldPride team traveled throughout the fair, inviting visitors to take some pictures with some promotional posters from Madrid WorldPride 2017. With this material a photo album was shared on the official Facebook of Madrid WorldPride, social networks and on the website: visitchueca.com.

The same action took place during the last edition of the "Regenbogen Ball" in Vienna (31 January of 2015). We also do other promotional actions for the Madrid WorldPride 2017.

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

Since I occupied the position of Regional Director (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 of these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism. WorldPride Madrid 2017 has sponsored the selection for Diversity. 106 athletes who participated with great success in the last edition of the Eurogames in Stockholm during the second week of August.

MEETINGS

Nationals

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.

During the election campaign last may, I also have hold meetings with all candidates for the Madrid City Council and the Regional Government, in order to seek support for Madrid WorldPride 2017.

Once formed the new City Hall and Regional Government, these meetings have become to produce again.

Also I have had many meetings with different companies, with the aim of achieving best private sponsors.

Internationals:

I have had meetings with different Prides in USA, Canadá, Latin América, Israel and especially in Europe.

SKYPE CALL

I participated in the Skype call of InterPride board from November 2014 to September 2015. (Also in the WorldPride Committee).

WORK PERFORMED AS A CONFERENCE COORDINATOR FROM EPOA BOARD OF DIRECTORS

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, our main goal for the year 2015 was 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 associate.

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)
Riga (18th to 21th June 2015)

Also I have participated in all monthly skype call of EPOA Board of Directors.

EPOA AGM 2015 (SEPTEMBER 3-6)

I worked together with Lucien Spee (Amsterdam Gay Pride) in the Organization of EPOA AGM. The EPOA AGM is a unique opportunity for authentic Regional Conference of all Prides in Europe.

It was attended by over 40 delegates from the following Prides: Amsterdam, Belgian Pride, Copenhagen, Hamburg, Helsinki, Madrid, Mannheim, Milan, Montpellier, Belgrade, Thessaloniki, Riga, West Pride (Gothenborg), Vienna, Warsaw, Stockholm, Prague, and Oslo.

During the Plenary Sessions, the following agenda was developed:

Annual Report

Financials: were submitted and approved finance 2014, 2015 and 2016 budget.

Europride 2016: Progress report

WorldPride Madrid 2017: Presentation & update.

Europride 2018 Stockholm/Göteborg Presentation and choice of this joint bid to host the Europride 2018.

Europride 2015: Riga Evaluation Report

Presentation Pride Radar Project

It was presented, discussed and approved the Strategic Plan for the period 2015-2017.

Presentation Communications Plan & Future ideas.

Election new Board of Directors:

For the first time in 25 years history of EPOA, a woman has been elected President!!!!

President: Kristine Garina (Riga, Latvia)

Secretary: Tereza Pelechová (Prague, Czech Republic)

Treasurer: Tomasz Baczkowski (Warsaw, Poland)

Outreach and Member Services Coordinator: Ruben De Keyser (Riga, Latvia)

Europride Coordinator: Stein Runar Ostigaard (Oslo, Norway)

Media and Internet Coordinator: Vincent Boileau-Autin (Montpellier, France)

Human Rights and Diversity Coordinator: Mattias Kristofferson (Stockholm, Sweden)

Conference Coordinator: Juan Carlos Alonso Reguero (Madrid, Spain).

Other important issues:

The EPOA Board of Directors approved the proposal of Madrid Pride of the WorldPride 2017 officially include the Europride 2017.

Madrid Pride will donate to EPOA 50% of Europride license fee for the year 2017.

I signed an agreement with Amsterdam Gay Pride, Stockholm Pride and West Pride, with the aim of increasing support for Madrid WorldPride 2017 and to strengthen collaboration between all of us.

Madrid Pride actively participate in the 2016 Europride Amsterdam. It will organize a handover ceremony during EP Amsterdam 2016 to recognize Madrid WorldPride as the largest Pride event to be held in Europe in 2017.

Also it will organize a official Europride handover ceremony during Madrid WorldPride

2017 to Stockholm and West Pride (Europride 2018).

PRIDES VISITED

During 2015, I visited, together with other members of the EPOA Board and InterPride, the following Prides:

"West Pride" Göteborg (12-14 June)

"Europride Riga 2015" (June 18-21)

We actively participate in all Europride Program. Especially in the Parade and the "Freedom Conference". My heartiest Congratulations to Mozaika and all the Europride 2015 team for one of the best Europrides in the history.

"Madrid Pride" (July 1-5)

-During the last edition of Madrid Pride, various promotional activities of the WorldPride took place:

Highlights:

The press Conference and all the coverage that took the event in the media
Official reception at Madrid City Hall

During the "Opening Ceremony" in "Plaza de Chueca" EPOA President, Hans De Meyer, received the international Madrid Pride award, which recognizes the work that makes EPOA, promoting Prides across Europe and especially, of course, the Europride.

On Thursday 2nd of July, Hans De Meyer, Ruben De Keyser and me, attended the official reception at the United States Embassy. The rest of the week we participate in all activities and, of course, in the Parade.

Closing ceremony.

All official buildings put the rainbow flag, even the Spanish Parliament.

Special lighting of buildings and fountains.

Special Program "El Orgullo de Chueca" (Chueca neighborhood Pride)

Visit Chueca Program

"Lesbian & Gay Pride" Montpellier. (July 10-12)

I actively participated in all Lesbian & Gay Pride Programs. Also I visit the hotel for the next 2016 InterPride & EPOA Conference in Montpellier (October 2016) and I had meetings with the team of the Conference and visit the city in order to prepare the program for this Conference.

"Benidorm Pride" (Spain). (September 10-13)

I have actively participated in all Benidorm Pride Program and in the Parade.

I performed a Conference presenting our Organizations: EPOA & InterPride.

I have participated in several and very interesting Conferences, highlighting one on the needs of older LGBTQ+.

I had a meeting with the Organizers of Benidorm Pride inviting them to become members of EPOA & InterPride. I invited them to participate actively in our next Conferences in Montpellier in October 2016.

I signed an agreement with the Organizers of Benidorm Pride for joint actions to promote our Prides.

EUROPRIDE RIGA 2015 WEEKEND IN MADRID" (May 29-31)

Different actions were taken to promote the Europride of Riga in Madrid and Spain:

Meeting between Kaspars Zalitis with the LGBT media in Spain.

Meeting between Mozaika and LGBT Associations from Madrid and Spain.

Different promotional actions from Europride Riga, focusing on different bars, clubs in the gay district and 600 pins and promotional materials were distributed in all the streets of Chueca neighborhood.

TRAE 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 "INBRA-TOURS".

"Trae tus colores" is developed in 3 phases:

Meeting between organizers, Federal Association LGBT of Brazilian State and INBRA-TOURS with the LGBT media in Spain.

Meeting between Federal Association LGBT of Brazilian State and LGBT Associations from Madrid and Valencia.

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 the AIDS victims in Puerta de Alcalá, Madrid.

REGION 20

By Brett Hayhoe, Co-President

Following on from my report last year, Pride March Victoria was dissolved as an independent organisation and is now part of Midsumma Festival.

However, I am extremely pleased that, following my return to Australia after the 2014 AGM & World Conference I was able to secure two new memberships for InterPride: GV (Goulburn Valley) Pride in Shepparton and Transgender Victoria (TGV) in Melbourne.

In addition to those organisations based in and around Melbourne, I have also been in negotiations with the Sydney Gay and Lesbian Mardi Gras - the end result I believe will be most beneficial for all concerned.



