

InterPride

International Association
of Pride Organizers



InterPride
PRIDE RADAR

2016 Annual Report

SOLIDARITY
THROUGH

PRIDE



InterPride Inc. – International Association of 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.

OUR VISION

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

OUR MISSION

Empowering Pride Organizations Worldwide.

OUR WORK

We 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 September 30, 2016. This Annual Report is designed by Brett Hayhoe.



Front cover picture is from Fierté Montpellier, 2015 and this picture is from Kyiv Pride, Ukraine, 2016 - the word is Ukrainian for Security or Safety. The back cover is an advertisement for Fierté Montpellier Pride - the first ever Pride held at an InterPride AGM & World Conference.

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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.

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

Frank van Dalen

Vice President Operations

Amsterdam, the Netherlands

Jaime Carrillo

Vice President Operations

San Diego, CA, USA

Marsha H. Levine

Vice President Operations

San Francisco, CA, USA

Dallas Barnes

Vice President Operations

Calgary, AB, Canada

Regions 8, 10, 11, 15, 16, 17, 18, 19 and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.

Regional Directors:

REGION 1 DIRECTORS

Ernie Yuen, Las Vegas, NV, USA

Rhonda Fuller, Long Beach, CA, USA

REGION 2 DIRECTOR

Michael Goodnow, Bremerton, WA, USA

REGION 3 DIRECTORS

Richard Brethour-Bell, Santa Fe, NM, USA

Miranda Sedillo, Albuquerque, NM, USA

Alternate: Paul Huddleston, Austin, TX, USA

REGION 4 DIRECTOR

Chris Morehead, Indianapolis, IN, USA

Dave Wait, Whitmore Lake, MI, USA

REGION 5 DIRECTORS

James Hermansen-Parker, Norfolk, VA, USA

Kevin Calhoun, Atlanta, GA, USA

Alternate: Jason Gilmore, Roanoke, VA, USA

REGION 6 DIRECTORS

Michele Irimia-Bernabe, Fairview, NJ, USA

Sylvain Bruni, Boston, MA, USA

Alternate: Marcy Carr, Staten Island, NY, USA

REGION 7 DIRECTORS

Chrissy Taylor, Vancouver, BC, Canada

Brice Field, Saskatoon, SK, Canada

Alternate: Dominique Lavergne, Montreal, QC, Canada

REGION 9

Luis Conti Rivera, San Juan, PR, USA

REGION 12 DIRECTORS

Stefan Baier, Konstanz, Germany

Uwe Hörner, Ludwigshafen, Germany

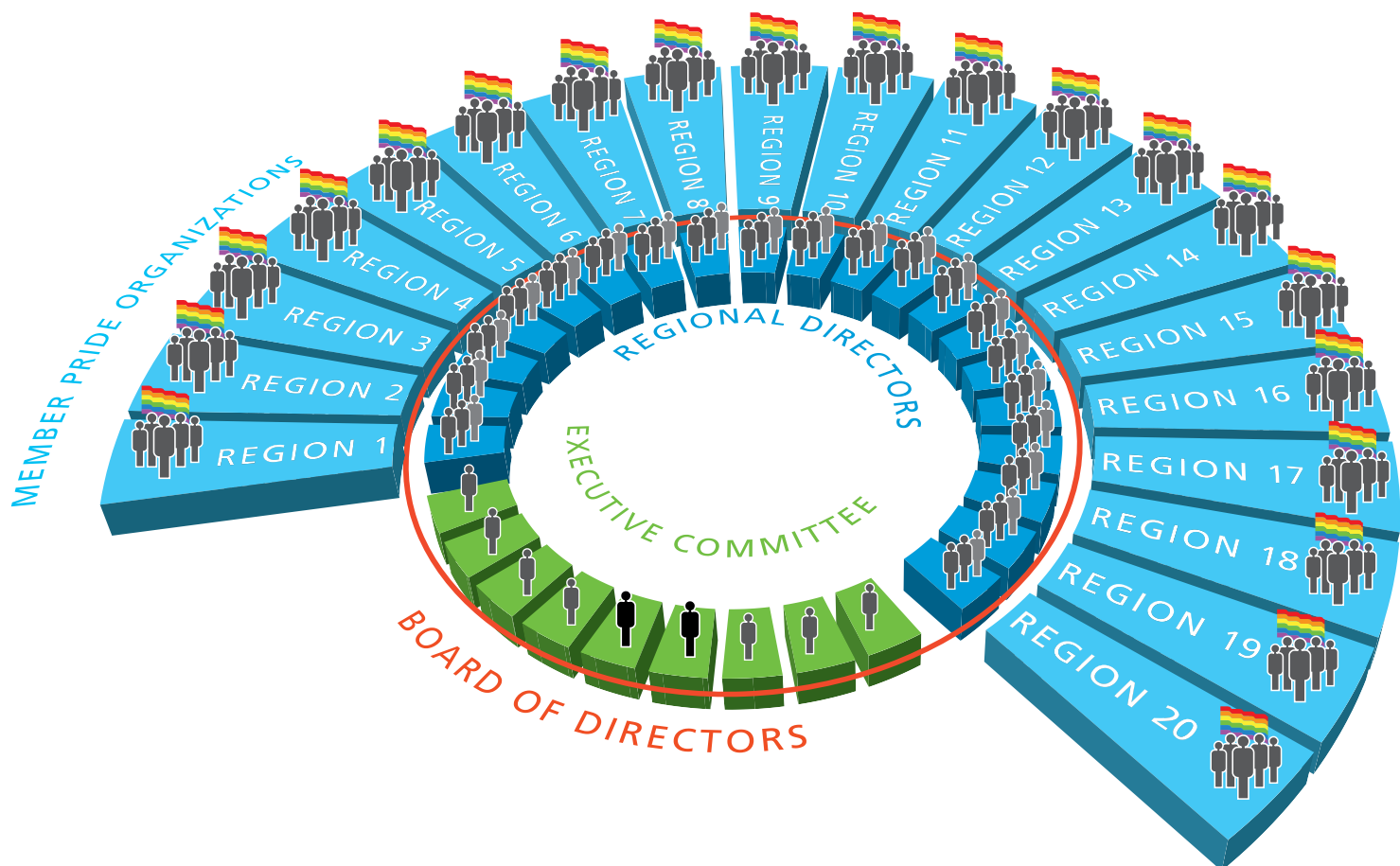
REGION 13 DIRECTOR

Vincent Boileau-Autin, Montpellier, France

REGION 14 DIRECTORS

Juan Carlos Alonso Reguero, Madrid, Spain

Terry Costa, Madalena, Azores, Portugal



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 2016 InterPride Annual Report. Our Executive, our many Committees and our Regional Directors, who are vital to the organization's continued success, drive the work of InterPride. We invite you to read this report to learn more about their work.

Although there have been many achievements over the past twelve months, we would like to highlight just a few:

- The production of PrideRadar, which will be presented at this year's AGM & World Conference. The report has grown considerably since inception with this year's list exceeding 950 prides. It's our intent that this will become an international reference tool for Governments and Human Rights organizations alike.
- Our Solidarity Fund Grants having allocated their largest number to date, awarding 16 grants to Pride and projects in hostile environments across 6 continents.
- The strengthening of our relationship with PrideLife — the official magazine of InterPride. Plans are now in place to take the publication to another level and we are excited about the direction and the prospects moving forward.

Adding to these, this year's AGM and World Conference will see some fairly major Bylaw and Standing Rule proposed changes for InterPride including the second vote on the addition of a Trans* Vice-President Board position.



InterPride, as the International Association of Pride Organizers, is only as strong as the members we represent and support. We would like to thank Fierté Canada Pride (FCP) and the European Pride Organisers Association (EPOA) for their continued solidarity as our International Pride Partners.

With this in mind, over the northern summer we, the InterPride Co-Presidents, Sue Doster and Brett Hayhoe; the Co-Chairs of the WorldPride Committee, Alan Reiff and Dallas Barnes; the President of EPOA, Kristine Garina and several European-based Board members of both InterPride and EPOA, traveled to Madrid to support the work the committee is doing for next year's WorldPride. After an intense week of official engagements, site inspections and participating in Madrid Pride, we feel confident that WorldPride 2017 is going to be nothing short of spectacular. We would like to thank AEGAL, Juan Carlos, Carlos and Juan, and the associated Government and Tourism groups, who made the visit possible and extended us such a warm welcome.

We have enjoyed, immensely, the opportunity to work together as your Co-Presidents. We look forward to seeing you at the 2016 InterPride AGM and World Conference and thank Fierté Montpellier-Tignes Pride for their hard work in bringing it all to fruition.

Yours in Pride,

Sue Doster

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. (District of Columbia)]

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, Gibraltar, Israel, Italy, Malta, Palestine, Portugal, Paraguay, Peru, San Marino, Spain, Vatican City



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: Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, South Georgia and the South Sandwich Islands, Surinam, Uruguay, Venezuela

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



Executive Committee Reports

VICE PRESIDENTS' REPORTS

Frank van Dalen

Vice President Operations

As Vice-President Operations – International (VP Ops), the focus is on the following geographical areas: Europe, Africa, Middle East and Asia, next to human rights in general. Within the Human Rights Committee, in collaboration with PrideUnited, efforts are continuing to strengthen the pride movement in Africa. This is a lengthy process where results are expected in three to four years. Especially after the setback when the police raided the transgender night during Uganda Pride after which other planned festivities had to be canceled. Some of the Pride Radar ambassadors and PrideUnited volunteers are investigating the possibilities to establish pride platforms in South America and Asia. Special interest is paid to the rise of national pride platforms like the examples in Germany and the United Kingdom. Furthermore, the impact that these platforms can have on the strategy of InterPride and other international pride organizations will be measured in the near future.

On a monthly base InterPride was discussed from an operational-strategic viewpoint together with the other VP Ops in order to strengthen the organization further. An example of such is the introduction of action plans for the upcoming year, that will be discussed during the AGM.

For the Human Rights and the Solidarity Committees, they decided to run a survey to collect input from the membership to write the action plan.

Strategic documents that were written for the board are:

- Webinars – based on the suggestion of Sue Doster a test-webinar was run together with Michele Irimia. A strategy document to proceed was presented to the board. The board decided to invest in a webinar system. A manual for webinars has been written.
- Membership development – an analysis of the membership development in last five years has been made and presented to membership services and the board to develop strategies for membership growth. A European version was presented to the board of EPOA.
- After the Orlando attack and the increase of terror attacks, especially in Europe, a strategic document for the board how to deal with this new topic has been developed together with Sue Doster and presented to the board.

The following conferences were visited:

- The regional conferences of NERP (2 workshops delivered),
- Region 12 (German Pride Conference - key-note delivered),
- Region 10 (UK Prides Conference – key-note delivered)
- Region 14 (Israel – strategy session future of Tel Aviv Pride a.o. delivered)

Pride visits have been paid to:

- Sofia (Bulgaria, mainstage presence),
- Kiev (Ukraine, panel debate),
- London (United Kingdom, mainstage with EPOA president Kristine Garina),

- EuroPride (Amsterdam, panels and interviews),
- Tel Aviv (Israel, mainstage presence)
- St. Pat's day for All Parade (with Queens Pride, NYC Heritage Pride, Brooklyn Pride and Chutney Pride).

During EuroPride in Amsterdam I organized and hosted a private brunch as network event for key stakeholders of InterPride, WorldPride Madrid, WorldPride New York, EPOA and Amsterdam Gay Pride together with some representatives of other individual Prides who were in Amsterdam at the time.

Together with the mid-year in Montpellier eleven trips have been made for InterPride. Later this year, a visit to the ILGA World Conference will take place. For Montpellier three workshops will be given. Two people willing to deliver workshops about Pixel Pride and about the EuroPride App got introduced to the Montpellier team for consideration. During the AGM one or more workshops will be streamed live as a test, following the earlier test to run an online webinar.

In collaboration with Communications (and for Germany with Regional Director Uwe Hörner) articles about InterPride's work from the perspective of LGBTI Human Rights and Pride have been published in PrideLife Magazine, Boston Pride Magazine, German Pride magazines, Financial Times and Alturi Magazine. Together with Jaime Carrillo, initiatives are being undertaken to develop proposals to get projects funded.

With WorldPride Madrid, collaboration has been established to support the programming and organization of the Human Rights Conference during WorldPride. With WorldPride 2019 exploring discussions take place about a possible global project in collaboration with pride organizers around the world.

Progress on Goals:

Goal: Global LGBTI human rights collaborations

Responsibility: Frank van Dalen

Measure: Launching event

Status: Ongoing

Update/Notes: In recent months' contacts with LGBTI-officers of relevant international operation bodies have been established. This includes the UN (UN Free and Equal), USAid Africa and Asia, USAid International and the LGBTI advisor of the USA administration. Building mutual understanding and exploring opportunities need to lead to collaboration between InterPride and relevant global operating bodies. In November a visit to the ILGA Conference will be paid.

Goal: Build strong Human Rights Program

Responsibility: Co-chairing the Human Rights Committee together with Michele Irimia

Measure: see specific Human Rights year report.

Status: Ongoing

Update/Notes: Key priorities: Pride Radar, Africa Pride Platform, visibility of InterPride Human Rights Work and Webinars. See Human Rights year report for details.

Goal: Membership development

Responsibility: together with Regional Directors (RD) and EPOA

Measure: number of new members in the next two years;

Status: Ongoing

Update/Notes: A marketing leaflet for Europe was developed with the input of EPOA building on EuroPride 2016, World Pride Conference 2016 and World Pride 2017. Both EPOA and InterPride's regional directors can use this. Uwe Hörner actively did so resulting in at least two new prides joining the organization. In the Middle-East only Israel gives opportunities for membership growth. A commitment from Tel Aviv to become member was given.

Goal: Regional and national pride platforms

Responsibility: together with Regional Directors (RDs) and Vice-Presidents of Operations.

Measure: 1) Pride platforms in Asia, Africa and South America; 2) Discussion about national, regional and international pride platforms

Status: Ongoing

Update/Notes: More and more countries get national pride platforms. It is key to connect with these platforms. For InterPride these platforms give opportunities to connect, but also demands a discussion how to structure national, regional and international pride platforms when it comes to collaboration and membership structures. Visits have been paid to United Kingdom, Germany and Israel to increase understanding of national pride platforms.

An Africa Pride Platform (see year Human Rights Committee) should structure Region 16. In Asia RDs are absent and establishing relationship with pride organizers is a priority for the next two years. The same is true for South America. In both areas, persons have been identified, who are now reaching out to individual prides and connect with them while establishing a pride network.

Dallas Barnes

Vice-President of Operations

As Vice President Operations for InterPride, I have been working cohesively with the board and more extensively with the other Vice Presidents of Operations to ensure that our mission is adhered to. In order to achieve the mission of the organization, the group of Vice President's made the conscious decision that a greater concentration on InterPride's mission could only be achieved if we as VPs worked together. We have meet monthly as a VP team to create a work plan based on our needs and gaps as an organization.

This year was, in reflection, a transitional year in terms of Board focus, and forward planning. Being in the role of Vice-President of Operations has aided in being a driving force in this change. Much of the change includes discussion on staff planning, Board structure, Solidarity fund expansion, and Vice President focus.

As this will be the end of my term, I will be focussing on my projects for this year, as well as leaving a structure for the new VP Ops.

The Fierté Canada Pride (FCP)/Region 7 Conference in London, Ontario in February of this year with this Vice-President in attendance. FCP is a leader in exceptional conference structure/workshops. I honestly feel that FCP provided myself, as an InterPride representative with some inspiration for the InterPride team.

For Regional Directors/VP Operations

Outreach in my Regions have been both a challenge and honestly quite simple. As a Canadian, interacting with Region 7 is no short of easy. We are constantly in contact about anything from Annual General Meeting planning, regional concerns, and Pride issues. It can be a challenge to chat with other Regions for many reasons, including time difference, distant, and language issues.

Again, Region 7 is leading the way in membership for InterPride.



Marsha H. Levine
Vice President Operations

It's been a work-filled first year for me, as VP Ops-Female Identified; and I've enjoyed quite a proactive relationship with associate Operations Vice Presidents Dallas Barnes, Jaime Carrillo, and Frank Van Dalen; and Member Services Vice President Sherri Rase. As I also Co-Chair the Governance Committee, much of my final quarter of 2015 was spent mediating a serious grievance, though during that time, the VPs did set up some parameters and goals. Some of those are:

- Offering more support to RDs
- Assessing our liaison lapsed memberships (survey results needed from Member Services)
- Work with fund development
- Encourage growth in under-represented regions
- Participating in the (moving forward of the) strategic plan

This is, at the least, a two-year guideline, as the majority of those are not small projects — hence the need for consistency and mentoring in leadership. It's important to note that the description for the Vice President Operations' role is extremely vague, and we are giving it some more definition, so as to make the office (and those serving) more productive.

I've been working on a fund development and merchandising deal with Hard Rock Café, for international major metropolitan markets (not including their franchises). A similar deal with San Francisco Pride has raised almost \$14,000 in a 6-week period. With our theme and logo for 2017 now set, we can finalize this partnership.

As liaison to Regions 2, 6, and 20; my support to them varied from very hands-off (Region 6 is quite self-sufficient) to closely advising. I attended the CAPI Annual General Meeting (my residence region — Region 1), where myself, Jaime Carrillo, InterPride Secretary Ron deHarte, with Regional Directors Ernie Yuen and Richard Brethour-Bell did two state-of-InterPride updates. This was primarily a good platform to communicate some of the upcoming changes proposed for voting on at the 2016 InterPride AGM in Montpellier (reduction of RDs seated on the BOD, for example). This venue allowed me to also spend some time mentoring Regional Director Michael Goodnow of Region 2. Unfortunately, I became extremely ill at the end of February, then experienced a relapse during March, which precluded travel to another regional gathering before Pride season hit hard. I do believe that this has been a most active year for all the Vice Presidents, and would like to especially thank Dallas for all of her work.

FINANCE REPORT

Report by Linda DeMarco, Treasurer & Finance Committee Chair

The anticipated Income and Expenses of the last 4 months of this year is projected as indicated in the approved budget for 2016. During the AGM, we anticipate membership dues to increase, however it is worth noting that the Membership revenue is slightly down from past years. There has been ongoing discussion throughout the year with the ExCom and the Fund Development Committee to find other means of income. See attached Budget vs. Actual (year to date 8/31/16)

Approved at the last AGM an administrative fee line has been included in the restricted fund budget. This fee is limited to 3 percent of the total fund available for distribution. See: Restricted Funds.

There have been no line item changes or requests made to the budget by the Board as of August 31 for 2016. It is anticipated that each Committee will stay within its budget for the year.

InterPride has 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. In March, InterPride was approved for a line of credit of \$50,000.00 with First Commonwealth Bank. This line of credit is guaranteed against our investment account with Calvert. In April Calvert Investments changed over to Infinex Investments. As the Balance Sheet indicates, (Infinex Investments) has a balance of \$166,903.07. (See attached balance sheet year to date 8/31/16)

The tax returns and filing for 2015 was submitted and filed by InterPride's CPA, Julie Siska.

The proposed budget for 2017 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 schedule Plenary for approval. A call for budget items has been sent to committee chairs for discussion at this Finance meeting. It is anticipated that the proposed budget for 2017 will not deviate much from the past 2016 budget

Committees Served On:

Finance, Member Services, Governance and Scholarship.

I have tried my best to participate on monthly calls and help when I can if the Chairs have asked.



InterPride RESTRICTED FUNDS 2016

SCHOLARSHIP

Current fund (2015 end)	\$	5,126.00
InterPride pledge match	\$	2,500.00
2016 Pledge Actual	\$	9,884.19
Total 2016 start fund	\$	17,510.19
<i>3% admin fee</i>	<i>\$</i>	<i>525.31</i>
	\$	16,984.88
Expected. 2016 disbursement	<i>\$</i>	<i>15,000.00</i>
Projected 2016 year-end fund balance	\$	1,984.88

SOLIDARITY

Current fund (2015 end)	\$	3,750.00
InterPride pledge match	\$	2,500.00
2016 Pledge Actual	\$	11,842.02
Total 2016 start fund	\$	18,092.02
<i>3% admin fee</i>	<i>\$</i>	<i>542.76</i>
	\$	17,549.26
Expected. 2016 disbursement	<i>\$</i>	<i>17,000.00</i>
Projected 2016 year-end fund balance	\$	549.26

PRIDE RADAR

Current fund (2015 end)	\$	3,500.00
Total 2016 start fund	\$	3,500.00
Exp. 2016 disbursement	<i>\$</i>	<i>3,500.00</i>
Projected 2016 year-end fund balance	\$	-

InterPride 2016 - Budget and Actuals

	2016 PROPOSED BUDGET	ACTUALS THRU AUG 31
INCOME		
Member Services		
Membership	\$ 24,000.00	\$ 16,762.50
Showclix revenue	\$ -	\$ 1,049.00
Other revenue	\$ -	\$ 40.00
	\$ 24,000.00	\$ 17,851.50
Methods & Standards	\$ -	\$ -
CSIC / Conference	\$ -	\$ -
Communications	\$ -	\$ -
Finance		
Interest income	\$ 50.00	\$ 2.00
Investment income	\$ 2,000.00	\$ 4,998.00
	\$ 2,050.00	\$ 5,000.00
WorldPride		
License fee /Commission	\$ 7,500.00	\$ 5,000.00
	\$ 7,500.00	\$ 5,000.00
Fund Development		
Fundraising	\$ -	\$ -
Sponsorship	\$ -	\$ -
Merchandise	\$ -	\$ 15.00
IP magazine fee	\$ 17,300.00	\$ 8,650.00
	\$ 17,300.00	\$ 8,665.00
TOTAL INCOME	\$ 50,850.00	\$ 36,516.50

EXPENSES
Operations

Board reimbursement	\$	10,000.00	\$	1,170.00
Regional conferences	\$	8,000.00	\$	3,296.00
RD outreach	\$	500.00	\$	100.00
Board Development	\$	2,000.00	\$	-
Insurance	\$	925.00	\$	481.00
Office Supplies	\$	100.00	\$	26.00
Postage / ship.	\$	250.00	\$	266.00
	\$	21,775.00	\$	5,339.00

Member Services

Misc.	\$	500.00	\$	-
Membership Kit	\$	500.00	\$	-
Member Mangmt Servs.	\$	8,000.00	\$	-
	\$	9,000.00	\$	-

Methods & Standards

	\$	-		
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CSIC / Conference

Registration	\$	500.00	\$	-
Alumni	\$	500.00	\$	-
Conf. misc. exp	\$	10,000.00	\$	-
	\$	11,000.00	\$	-

Communications

Newsletter/Social Media	\$	500.00	\$	14.00
Brochures	\$		\$	-
Conference calls	\$	250.00	\$	250.00
	\$	750.00	\$	264.00

Finances

Bank fees	\$	500.00	\$	923.00
CC fees	\$	900.00	\$	979.00
Accounting CPA	\$	800.00	\$	-
	\$	2,200.00	\$	1,902.00

Human Rights/Solidarity

Programming	\$	-		
Pledge match	\$	2,500.00	\$	2,500.00
	\$	2,500.00	\$	2,500.00

WorldPride

WP Participation	\$	-	\$	-
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Fund Development

Misc.	\$	-	\$	-
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Scholarship

Pledge match	\$	2,500.00	\$	2,500.00
	\$	2,500.00	\$	2,500.00

TOTAL EXPENSES	\$	49,725.00	\$	12,505.00
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NET INCOME	\$	1,125.00	\$	24,011.50
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InterPride BALANCE SHEET AS OF 08/31/2016

ASSETS

Current Assets

Checking/Savings

1000 · Cash & Bank Accounts

1020 - ComWth Investments 4863	\$	1,753.13
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1040 - ComWth Checking 2872	\$	17,075.18
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1030 · Operating Bank	\$	24,401.69
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Total Checking/Savings	\$	43,230.00
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Other Current Assets

1260 · INFINEX Investments	\$	166,903.07
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Total Current Assets	\$	210,133.07
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Other Assets

1900 · Intangeables

1910 · Internet Domain Property	\$	3,900.00
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Total Other Assets	\$	3,900.00
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TOTAL ASSETS	\$	214,033.07
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LIABILITIES & EQUITY

Equity

32000 · Net Assets	\$	206,241.21
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Net Income	\$	7,791.86
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Total Equity	\$	214,033.07
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TOTAL LIABILITIES & EQUITY	\$	214,033.07
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SECRETARY'S REPORT

By Ron deHarte

It's been a full year for secretarial duties and I've proudly attended all but one board meeting including the Mid-Year meetings in Montpellier. It's been an honor to fulfill the duties of Secretary during my term which ends at the 2016 AGM & World Conference. The Secretary empowers our member organizations by providing information and documenting the actions of the board.

Duties of Secretary:

A. It is a stated duty of the Secretary, however, we've learned through past experience that it is a more efficient process for the Co-Presidents to issue meeting notices for the Board and Executive Committee meetings. This practice continued through the year;

B. I have attended, recorded and retained minutes of the Board and Executive Committee. I was proud to record minutes of the AGM & World Conference plenary session in Las Vegas, for the four board meetings in Montpellier at the Mid-Year meeting and I'm looking forward to being an active participant in the Montpellier AGM & World Conference;

C. 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;

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

E. The process of archiving records of the organization is ongoing and the primary documents relate to meeting notes and minutes which are distributed and posted on Google Drive. Notes are taken for each meeting and a draft is submitted to the Co-Presidents for review. Once the review is completed all documents are distributed as required and archived in the online file. I will work with the Treasurer and ensure records of all contributions are in order for financial records;

F. To my knowledge the duty of preparing and submitting all reports as may be required by law, the Board, the Executive Committee or other governing documents of the Organization applies to the annual 990 filing which the Treasurer oversees;

G. As required, I serve on at least one committee of the Board – the Scholarship Committee. I enjoy the work of the Scholarship Committee and take pride in introducing organizations around the world to InterPride and to our members;

H. In February 2016, I attended the Region 1 / CAPI conference in El Paso, Texas, and participated in a number of member Pride events, however, I was unable to attend a conference outside my region of residence;

I. Nearly around the clock, I monitor the association's info@interpride.org email and respond or forward emails to the appropriate person within the InterPride organization. During the night hours in my timezone, Co-President Brett Hayhoe assists with email inquiries so that we are able to respond to any request on a near immediate basis.

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



Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY (CSIC)

Co-Chairs: Dave Wait and Ernie Yuen

Active Committee Members:

Members who have been able to attend calls: Chris Morehead, James Hermansen-Parker, Sue Doster, Brett Hayhoe, Sylvain Bruni, Mark Monk, Perin Hurewitz and Brice Field

Committee work this year:

- Reviewed the 2015 AGM and World Conference evaluation to offer suggestions for future conferences.
- Received updates on the 2016 AGM and World Conference and offering our assistance as needed. The committee also worked with the host to coordinate the venue for the Mid-Year meeting.
- Developed the presenter submission form so a uniform form can be available each year.
- Assisted the 2018 conference bidder with their proposals for the 2018 AGM and World Conference. Work in progress.
- Coordinated with the host for the 2017 AGM and World Conference so that they are ready to give an update and registration information at the 2016 AGM and World Conference.
- Assisted the 2016 Hosts to develop the breakout schedule.
- Served as the liaison between the board and the AGM hosts.

Progress on Goals:

Goal: To work with the 2016 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 2016 Conference Evaluation

Status: In Process

Goal: Develop a uniform Presenter Submission form, so each host committee does not have develop a new one each year.

Responsibility: Dave, Sue, Ernie, Chris

Measure: Completion of the form

Status: Completed

Goal: 2016 AGM and World Conference Evaluation

Responsibility: Committee

Measure: Have the evaluation ready distribution at the close of the conference

Status: Finalized at the September meeting (taking place September 24)

Goal: Hold a web meeting with past conference hosts to discuss Lessons Learned from hosting an AGM.

Responsibility: Dave Wait, All committee members invited to participate.

Measure: Completion of the web meeting.

Status: Meeting held Saturday, May 7, 2016.

Initial Plans for 2017

- Streamline the process to submit a proposal for a breakout session at the AGM.
- Develop a process for CSIC to coordinate the selection of AGM breakout sessions.
- Work with Indy Pride to hold an AGM that follows the conference standards approved at 2015 AGM.

COMMUNICATIONS

Co-Chairs: Brice Field and Sylvain Bruni with Dallas Barnes taking care of our Twitter account and Jessie DeStefano taking care of Instagram

Committee Listing (in alphabetical order)

Dallas Barnes (Calgary Pride), Sylvain Bruni (Boston Pride), Jessie DeStefano (Boston Pride), Sue Doster (Co-President InterPride), Brice Field (Saskatoon Diversity Network), Mitchell Hammonds (Charleston Pride), Heather Hay (Muskoka Pride), Brett Hayhoe (Co-President InterPride), Dominique Lavergne (Fierté Montreal), Mark Monk (Halifax Pride), Jack Shepler (Indy Pride)

Progress on Goals:

Goal: Create a list of important LGBT dates around the world

Responsibility: Sylvain Bruni + Brett Hayhoe

Measure: List of dates is available

Status: In progress

Update / notes: A list of important dates is almost complete and will be updated to InterPride's website in the near future

Goal: PrideLife magazine

Responsibility: Sylvain Bruni + Brett Hayhoe + Sue Doster

Measure: All information submitted to PrideLife + PrideLife remains as a sponsor

Update / notes: 2016 saw improved communications between InterPride & PrideLife.

Goal: Revise the information architecture of the InterPride website

Responsibility: Jake Shepler + Sylvain Bruni

Measure: A new IA is produced for InterPride.org

Status: In progress

Update / notes: Update not available

Goal: Conduct a communications review

Responsibility: Brice Field

Measure: A report will be created to be delivered at the 2016 AGM & World Conference reviewing the effectiveness of current methods of communication and new ways to improve.

Status: Ongoing

Update / notes: Instagram account is once again active with 502 followers. At InterPride's mid year meeting a decision was made to use single story communications vs the previous multi story newsletter format. Timing of outgoing communications would be based on when relevant content was available.

Goal: Improve content creation

Responsibility: Brice Field & Brett Hayoe

Measure: 2015/2016 original content creation vs 2014/2015

Status: Ongoing

Update / notes: Through the assistance of Frank van Dalen and the InterPride Human Rights Committee, original content did increase from the previous year. Once content is created the question is how to disseminate this content to the masses. 6 original opinion pieces were posted to InterPride's website. 8 original opinion articles were posted to InterPrides Facebook page, 2 in multiple languages.

Goal: Create social media posting policy and guidelines

Responsibility:

Brice Field & Dallas Barnes & Jessie DeStefano

Measure: A clear and precise document will be created in multiple languages by the 2017 AGM & World

Conference

Status: Ongoing

Update / notes: A social media posting policy has been started, but will not be complete by the 2016 AGM

Other work:

The Communications Committee has continued its work of posting relevant content to social media (Facebook, Twitter, and Instagram), and of supporting the issue of press releases under the direction of the co-presidents. The team has also produced newsletters and email blasts, based on content provided by other components of the organization. A total of 21 communications were sent out over the last year compared to 16 the year previous. Single story communications continue to have a higher view rate than multi story communications. At the mid year meeting in Montpellier it was decided that the best way to relay relevant information was to use a single story communication format and send out relevant information as it developed in rather than waiting for enough content for a multi story newsletter format.

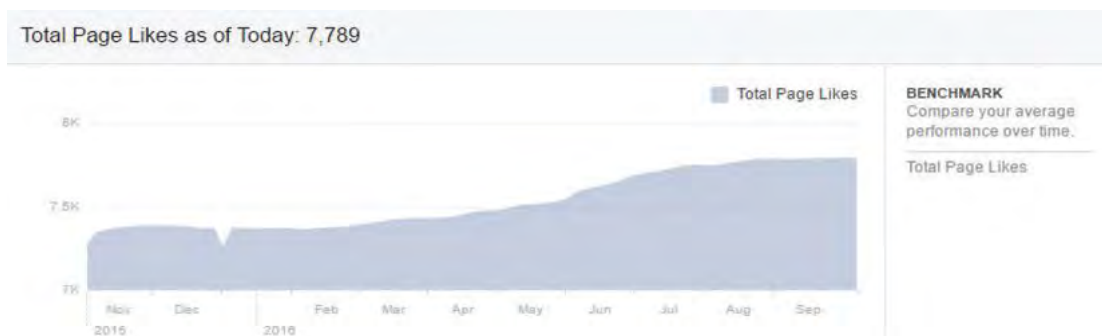
This past year saw a focus on resolidifying InterPride's partnership with PrideLife Magazine. Not only to secure this partnership is a continued and reliable source of

revenue for InterPride but to ensure that InterPride's unique voice and stories were being communicated with in the magazine.

The human rights committee, in particular, needs to be commended for their willingness to produce stories for InterPride. A new focus over the last 12 months has been spent having InterPride communications translated into multiple languages. While improvements have been made on this front, there is still much improvement to be made to have InterPride's multilingual communications strategy in the upcoming year.

Over the past year all of InterPride's social media accounts experience growth. InterPride's Instagram account was reactivated and now has 502 followers. The Facebook page had 7789 likes as of September 20th of this year compared to 7187 likes at the same time last year.

As of September 20th of this year InterPride's Twitter account had 4761 followers. Each of InterPride's social media platforms has unique individuals managing the



accounts to avoid cross-posting. With the assistance from Frank van Dalen InterPride's Vice President Operations/Humans Rights Committee Co-Chair the activation of Facebook Notes took place. Facebook Notes allowed the original content created by InterPride to be shared in a new and exciting avenue via Facebook for InterPride.

In the upcoming year InterPride's Communications Committee will continue the process of evaluation what content is relevant and has value for our members and how to publicize this content to the masses.

METHODS & STANDARDS

Co-Chairs: James Hermansen-Parker and J. Andrew Baker

Active Committee Members:

James Hermansen-Parker, J. Andrew Baker, Sue Doster, Brett Hayhoe, Jessie DeStefano, Marsha H. Levine, Jaime Carrillo, Mark Monk, Linda DeMarco, Sherri Rase, Chris Morehead, Perin Hurewitz, Dot Belstler.

The Methods & Standards Committee spent the year reviewing suggested

changes to the By-laws, which were either recommended by the Board of Directors or discussed during committee calls. A complete list will be prepared for presentation at the AGM, which includes:

- Expectations that a Bylaws change will have an implementation plan.
- Allowing any credentialed Delegate at the conference sign By-law changes.
- Changing the number of Alternate Regional Directors from one to no more than three.
- Changing the title of Alternate Regional Director to Deputy Regional Director.
- Allowing more than one member of the Regional Team to be from the same member Pride organization.

The committee would like to thank Dustin Brookshire for his work with us during his time involved. He was helpful in vetting and writing several of the changes being voted upon for their second vote at the AGM in Montpellier.

Objectives for the year:

Objective 1: to implement a call for resolutions prior to AGM.

Objective 2: to create a framework for implementation plans.

Objective 3: to review the Methods and Standards for alignment with International LGBT organization standards.

Objective 4: to complete a call to member organizations for a copy of their bylaws, policies and procedures to conduct a review of best practices and challenges.

MEMBER SERVICES

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

Active Committee Members:

Stefan Baier, Rocky Howell, Linda DeMarco, Rhonda Fuller, Mickey Heller, Uwe Horner, Perin Hurewitz, Shawn Manning, Mark Monk (minutes), Mary Paradise, Thomas Wible.

The Member Services Committee continues benefit expansion as well as recruitment of more active members of InterPride. Collection of Members' event dates for the master scrolling calendar is continually improving with Mark Monk advocating and Wilbur Turner adding Member Services to the distribution list for Fierté Canada Pride's Region 7 renewals and Uwe Horner providing the European Pride Organizers Association information. New members are still being added, in part to Pride Fort Lauderdale's heroic outreach to so many new and existing Prides to make this year's POSE even more successful. Looking forward, protocol for the use of member data and increase of global benefits are continuing goals for the remainder of 2016 and into 2017.

Progress on Goals:

Goal: Development of Guidelines for Member Services Data Use

Responsibility: Sherri Rase, James Hermansen-Parker, Sue Doster

Measure: Establish one-sheet for guidance purposes

Status: In process

Update/Notes: Currently, requests from member organizations to access data directly are fielded 2-3 times per quarter. The team continues work toward timelines and guidelines to streamline process and raise awareness of the volume of work behind each request to improve customer satisfaction.

Goal: Global Pride Calendar

Responsibility: Sherri Rase, James Hermansen-Parker

Measure: Continual modification to calendar as new members and events are added.

Status: In process

Update/Notes: Member Services continues to update list as memberships are renewed and dates become available. Reminder that Membership renewal is on a calendar year and based on gross budget.

Goal: Member Engagement

Responsibility: Sherri Rase, Sue Doster

Measure: Member Services initiated Speed Networking at Regional Conferences

Status: In process

Update/Notes: Sherri Rase and Sue Doster hosted Speed Networking at NERP Region 6 conference to facilitate individual member engagement, membership renewal and expansion. In addition, Speed Networking has been offered for the Indianapolis AGM & World Conference, pending their approval, to roll out to the wider membership.

Goal: Fund Development

Responsibility: Sherri Rase — Fund Development Committee Member

Measure: Work collaboratively with Fund Development more officially than in the past.

Status: Fund Development and Member Services' Affiliate Members have always gone hand in hand. We are teasing out the different responsibilities of each now that there is a strong Fund Development presence in process.



This is the front cover of our new Member Guide - designed by Mark Monk of Halifax Pride.

OUR MEMBERS

Current Member Listing as of September 22, 2016

ACEGAL - Barcelona, Catalunya, Spain
 Albuquerque Pride Inc. - Albuquerque, New Mexico, United States
 Amsterdam Pride - Amsterdam, North Holland, Netherlands
 Arcigay Milano - Milano, Italy
 Arco Iris Cabo Verde - Sao Vicente, Cape Verde
 Athens Pride - Athens, Greece
 Atlanta Pride Committee, Inc. - Atlanta, Georgia, United States
 Augusta Pride - Augusta, Georgia, United States
 Austin Black Pride - Austin, Texas, United States
 Austin Pride - Austin, Texas, United States
 Belgrade Pride Parade/Parada Ponosa Beograd - Belgrade, Serbia, Serbia
 Bergen Pride - Bergen, Norway
 Berliner CSD e.V. / Berlin Pride - Berlin, Germany
 Bisbee Pride - Bisbee, Arizona, United States
 Boston Pride - Boston, Massachusetts, United States
 Braunschweig Pride - Braunschweig, Germany
 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
 Capital Pride Festival (Pride Committee of Ottawa-Gatineau) - Ottawa, Ontario, Canada
 Caribbean Equality Project - South Ozone Park, New York, United States
 Casswood Insurance Agency - Clifton Park, New York, United States
 Cathedral City Downtown Foundation - Cathedral City, California, United States
 Central Alabama Pridefest - Birmingham, Alabama, United States
 Central Arkansas Pride - Little Rock, Arkansas, United States
 Charlotte County Pride, Inc - Port Charlotte, Florida, United States
 Charlotte Pride - Charlotte, North Carolina, United States
 Christopher Street West - LA Pride - West Hollywood, California, United States
 Chutney Pride Inc. - Brooklyn, New York, United States
 Cincinnati Pride - Cincinnati, Ohio, United States
 CNY Pride - Syracuse, New York, United States
 Colectivo Orgullo Arcoiris - Puerto Rico Pride - San Juan, Puerto Rico
 Collectif Arc En Ciel - Quatre Bornes, Mauritius
 Cologne Pride - Cologne, Germany
 Colombia Diversia - Colombia
 Come Out With Pride, Inc. - Orlando, Florida, United States
 Compass Community Center - Lake Worth, Florida, United States
 Copenhagen Pride - Copenhagen, Denmark
 Cranbrook Pride Society - N. Cranbrook, British Columbia, Canada
 CSD in Konstanz e.V. / Konstanz Pride - Konstanz, Baden-Wurtemberg, Germany
 CSD Moenchengladbach - Moenchengladbach, Germany
 CSD Rhein-Neckar - Mannheim, Germany
 Cumbria Pride - Carlisle, England, United Kingdom
 Dallas Tavern Guild - Dallas, Texas, United States
 Davis Phoenix Coalition - Davis, California, United States
 DC Leather Pride - Washington, District of Columbia, United States
 Delaware Pride, Inc. - Newark, Delaware, United States
 Dublin L.G.B.T.Q. Pride Ltd. - Dublin, Ireland
 Eastern Caribbean Alliance for Diversity and Equality - Gros Islet, Saint Lucia
 Edmonton Pride Festival Society - Edmonton, Alberta, Canada
 Enid LGBT Coalition - Enid, Oklahoma, United States
 FAIRNY - Dewitt, New York, United States
 Fierté Montpellier - Tignes Pride - Montpellier, France
 Fierté Montréal - Montréal, Québec, Canada
 Fierté Simcoe Pride - Waubesa, Ontario, Canada
 Fierté Timmins Pride - Timmins, Ontario, Canada
 FootprintID - Livingston, New Jersey, United States
 Fort Wayne Pride - Fort Wayne, Indiana, United States
 Fraser Valley Pride - Abbotsford, British Columbia, Canada
 Fundacion Iguales - Santiago, Chile
 Fundacja Rownosci (Equality Foundation, Poland) - Warszawa, Poland
 Gay Alliance - Rochester, New York, United States
 Gay Pride de Strasbourg - Strasbourg, France
 Gender Doc-M - Chisinau, Moldova
 Georgian Pride - Barrie, Ontario, Canada
 GLAY (Gays y Lesbianas Asociados del Yumbo y Maspalomas) - Playa Del Ingles, Gran Canaria, Spain
 Goulburn Valley Pride Inc - Shepparton, Victoria, Australia
 Greater Fort Lauderdale Pride - Fort Lauderdale, Florida, United States
 Guadalajara Pride - Guadalajara, Jalisco, Mexico
 Halifax Pride Committee - Halifax, Nova Scotia, Canada
 Hamburg Pride - Hamburg, Germany
 Hampton Roads Pride - Norfolk, Virginia, United States
 Harmless Hugs - New Delhi, India
 Hartford Capital City Pride - Hartford, Connecticut, United States
 Helsinki Pride - Helsinki, Finland
 Heritage of Pride, Inc. - New York, New York, United States
 Hong Kong Pride Parade Committee - Hong Kong, Hong Kong, China
 Hosi Wien / Vienna Pride - Regenbogenparade - Vienna, Austria
 Hull Pride - Hull, Massachusetts, United States
 IChange CI - Côte d'Ivoire
 Identity, Inc. - Anchorage, Alaska, United States
 Indy Pride, Inc. - Indianapolis, Indiana, United States
 Jasper Pride Festival Society - Jasper, Alberta, Canada
 Jersey Pride, Inc. - Edison, New Jersey, United States
 JFLAG - Kingston, Jamaica
 Jinsangu - Nairobi, Kenya
 Kansas City Diversity Coalition - Kansas City, Missouri, United States
 Kentuckiana Pride Foundation, Inc. - Louisville, Kentucky, United States
 Kitsap Pride Network - Bremerton, Washington, United States
 Korea Queer Culture Festival - Seoul, Korea, South
 Kouraj Pou Pwoteje Dwa Moun - Haiti
 Las Vegas Trans Pride - Las Vegas, Nevada, United States
 Lexington Pride Festival / Pride Services Services Organization - Lexington, Kentucky, United States
 Lithuanian Gay League - Vilnius Pride - Vilnius, Lithuania
 Long Beach Lesbian & Gay Pride Inc. - Long Beach, California, United States
 Long Island Pride - Woodbury, New York, United States
 Los Ranchos Pride - Los Ranchos, New Mexico, United States
 Madrid Pride / Aegal Madrid - Madrid, Spain
 Mid Missouri Pride Fest - Columbia, Missouri, United States
 Moose Jaw Pride Inc. - Moose Jaw, Saskatchewan, Canada
 Motor City Pride - Detroit, Michigan, United States
 Mozaika - LGBT and their friends Alliance - Riga, Latvia
 Muskoka Pride Community - Bracebridge, Ontario, Canada
 Nashville Pride - Nashville, Tennessee, United States
 National LGBTQ Task Force - New York, New York, United States

New Orleans Pride - New Orleans, Louisiana, United States
New West Pride Society - New Westminster, British Columbia, Canada
Northern Nevada Pride - Reno, Nevada, United States
Northwest Museum of Legends and Lore - Seattle, Washington, United States
NW PA Pride Alliance - Erie PA, Pennsylvania, 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
Oslo Pride - Oslo, Norway
OUTBronx - Astoria, New York, United States
OutCT - New London, Connecticut, 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 - Madalena, Azores, Portugal
Pride Calgary Planning Committee - Calgary, Alberta, Canada
Pride Center of Staten Island - Staten Island PrideFest - Staten Island, New York, United States
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 Day Equality Project - Eugene, Oregon, United States
Pride Houston, Inc. - Houston, Texas, United States
Pride London - London, Ontario, Canada
Pride PEI - Charlottetown, Prince Edward Island, Canada
Pride St. Charles - Lake St. Louis, Missouri, United States
Pride Toronto - Toronto, Ontario, Canada
Pride Winnipeg Festival Inc. - Winnipeg, Manitoba, Canada
Pride Winston-Salem - Winston Salem, North Carolina, United States
PRIDEChicago - Chicago, Illinois, United States
PRIDE-SW Florida, Inc - Fort Myers, Florida, United States
Proud Festival Nation - Oakland, California, United States
Queens Pride - Jackson Heights, New York, United States
Queer Youth Uganda - Kampala, Uganda
Rainbow Sunrise Mapambazuko - Rwanda
Regina Pride Inc. - Regina, Saskatchewan, Canada
Reykjavik Gay Pride - Reykjavik, Iceland
Rhode Island Pride - Providence, Rhode Island, United States
Roanoke Pride, Inc. - Roanoke, Virginia, United States
Roma Pride / Circolo di cultura omosessuale Mario Mieli - Rome, Italy
Rosa Letzebuerg - Luxembourg City, Luxembourg
Roze Zaterdag Nederland - Rotterdam, South Holland, Netherlands
Salisbury Pride Inc. - Salisbury, North Carolina, United States
San Diego Pride - San Diego, California, United States
San Francisco LGBT Pride Celebration and Parade - 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, United States
Sarasota Pride, Inc. - Sarasota, Florida, United States
Saskatoon Diversity Network - Saskatoon, Saskatchewan, Canada
SC Pride - Columbia, South Carolina, United States

SMMILE dba Folsom Street Events - San Francisco, California, United States
Sonoma County Pride - Monte Rio, California, United States
South Georgia Pride, Inc - Valdosta, Georgia, United States
Southern Nevada Association Of PRIDE, Inc - Las Vegas, Nevada, United States
Spencer Pride, Inc. - Spencer, Indiana, United States
St Pete Pride - St Petersburg, Florida, United States
Stockholm Pride - Stockholm, Sweden
Stonewall Columbus Inc - Columbus, Ohio, United States
Sydney Gay and Lesbian Mardi Gras - Sydney, New South Wales, Australia
Tampa Pride, Inc - Ybor City, Florida, United States
The Belgian Pride (Brussels) - Brussels, Belgium
The Canadian Centre for Gender & Sexual Diversity - Ottawa, Ontario, Canada
Thessaloniki Pride - Thessaloniki, Greece
Thunder Pride Association - Thunder Bay, Ontario, Canada
Tidewater LGBT Interfaith - Norfolk, Virginia, United States
Tijuana GLBTI Pride Mexico - Tijuana, Baja California, Mexico
Transgender Victoria - Melbourne, Victoria, Australia
Triangle Project - South Africa
Twin Cities Pride - Minneapolis, Minnesota, United States
UPO Gay Alliance Ukraine - Kiev, Ukraine
Upstate Pride SC - Boiling Springs, South Carolina, United States
Vancouver Pride Society - Vancouver, British Columbia, Canada
WestPride/Gothenburg - Gothenburg, Sweden
Wilton Manors Entertainment Group Inc - Wilton Manors, Florida, United States
Young Queer Alliance - Mauritius
Zurich Pride Festival - Zurich, Switzerland

HUMAN RIGHTS

Co-Chairs: Michele Irimia-Bernabe and Frank van Dalen

Active Committee Members:

Frank van Dalen, Bill Meehan, Mark Smith, Michele Irimia-Bernabe, Gary Virginia, Maryrose Bernabe, Patrick van der Pas, Caryl Dolinko, Juan Carlos Alonso Reguero, Susan Gapka, Andrea Gilbert, Rhonda Fuller, Sylvain Bruni, Devon Turner, Sarafina Scapicchio, Brett Hayhoe, Uwe Hörner, Mario Colamarino, Frank Leonzal, Dustin Brookshire, J. Andrew Baker, Nenette Agulto, Fernando Lopez, Kasha Nabagesera, Sue Doster, Michelle Meow, Dallas Barnes, Alan Reiff, Cain Williamson, Jessie DeStefano

The Human Rights Committee has met routinely once a month for the purpose of keeping members engaged and informed on the status of the committee's work. For that reason, the Co-Chairs have appointed an honorary secretary to manage the internal operational processes within the committee. Primarily the committee functioned as a red button for LGBTI Human Rights violations when it affects or is related to Pride. The committee advises on request when it comes to support requests in relation to solidarity and/or scholarship. The committee is actively reaching out to other organizations to contribute to their Human Rights programs. Key projects are PrideRadar, Webinars and Africa Pride Platform.

Topics discussed within the Human Rights Committee that need follow-up in the months to come:

- Support to World Pride Madrid when it comes to the Human Rights Conference
For the first time an action plan will be presented a year ahead at the Annual General Meeting. To draft this action plan a survey was made public to collect input from those involved in InterPride and those who are interested in the human rights work of InterPride.

Progress on Goals:

Goal: PrideRadar – Finalization

Responsibility: Frank van Dalen

Measure: Final report due in October 2016

Status: Ongoing

Update/Notes: The PrideRadar team consist of Frank van Dalen, Michele Irimia, Sue Doster, Patrick van der Pas, Emmanuel Temores and Olivier Schulte Fishedick with exceptional support from Uwe Hörner, Mats Nördstrom, Sho Watanabe, Aron-Winston le Fèvre and the board of EPOA.

Key objectives are:

- 1) Increase number of prides with the focus on local infrastructure with the support of local activists and expanding the global PrideRadar network;
- 2) Data-analyses – an additional survey run in the summer with over 200 Prides participating;
- 3) Collect case studies and story telling examples;
- 4) Present report to the United Nations – conversations are planned with the UN LGBTI program officer. Together with the Fund Development Committee, and PrideUnited, a proposal for the Lush fund is to be written.

Goal: Pride Platform Africa

Responsibility: Olivier Schulte Fishedick

Measure: Launching event

Status: In Process

Update/Notes: In line with the ambition of Vice President of Operations Frank van Dalen, it is the objective to build an African network of African Pride Organizers. Steps made so far: 1) Reaching out to Pride organizers in Africa; 2) Explore opportunities for support. Next steps: 1) alignment with African Pride Organizers; 2) Write project proposal and get funding; 3) have a launching event. A severe setback came this summer with the raid of the Pride Uganda event.

Goal: Increase InterPride's visibility

Responsibility: All in collaboration with the Communications Committee

Measure: Published articles

Status: Ongoing

Update/Notes: On regular bases, authentic content created on behalf of InterPride and published in newsletters, website, Facebook page and external magazines. This is instrumental for highlighting the work of InterPride within the LGBTI-community and strengthens the profile as a relevant organization:

- Support for Pride from local authorities differ geographically (Frank van Dalen, English)
- PrideRadar - a growing number of Prides around the world! (Pride Radar team, published - English)
- PrideRadar – prides as a tool for emancipation (Frank van Dalen, distributed amongst and published by several German prides – English / German)
- PrideRadar - a growing number of Prides around the world! (Frank van Dalen, specifically for PrideLife, English)

- Emancipatory impact of Pride events (Frank van Dalen – English)
- Pride Parade in Japan (Sho Watanabe, English / Japanese)
- UpRise of Pride movement in Mexico (Emmanuel Temores, English / Spanish)
- The popular kids are in charge, that's ok they are nice (Mark Smith, English)
- Global trends within the Pride movement (Frank van Dalen, specifically for Boston Pride Magazine – English)
- Puerto Rico's diverse LGBT Community! (Wilfred Labiosa – English)
- #LoveWins Sofia Pride 2016 bigger than ever! (Stana Iliev – English)
- Various interviews and statements by Sue Doster following the Orlando attacks.
- German Government Turns A Blind Eye, Despite Public Support (Patrick van der Pas – English / German)
- Interview with Sue Doster about the finance of Prides for the Financial Times.
- Tel Aviv Pride under pressure for change (Frank van Dalen – English)
- Pride movement needs to be alert in Europe (Human Rights Committee – English)
- Pride in Uganda (Olivier Schulte-Fishedick – English)
- The Pride Movement in Latin America (Emmanuel Temores – English / Spanish)

Articles are distributed via different social media channels, on the Facebook page of InterPride under the section notes all articles are published for future reference.

During the summer, the Human Rights committee has been offering – based on PrideRadar – support to the Financial Times for the background story about the pride movement published in August.

CHECK <http://bit.ly/2bR3uyM> FOR ALL ARTICLES AND NEWS MEDIA

Goal: Increase knowledge about human rights in pride environment

Responsibility: key players within the Human Rights Committee administrative officer

Measure: Number of trainings and presentations

Status: Ongoing

Update/Notes: Keynotes, workshops and webinars are tools to train those involved in the pride movement regarding Human Rights in relation to Pride, which includes:

- Workshops: @ 2x NERP (2016, USA) – Frank van Dalen – planned: @ 3x WorldPride Conference (2016, France)
- Webinar: @ Online – first InterPride webinar ever – (2016, Michele Irimia and Frank van Dalen)
- Press conferences: @Madrid during an inspection of the Madrid WorldPride 2017 venues (2016, Sue Doster and Brett Hayhoe)
- Keynotes: @ CSD Bundestreffen (2016, Germany) – Frank van Dalen; @ CAPI (2015, USA) – Sue Doster; @FCP (2015, Canada) – Sue Doster; @ NERP (2015, USA) – Sue Doster; @ UK Pride Organisers (2016, United Kingdom) – Sue Doster; @NYCPride (2016, USA)
- Strategy session: @Israel (Tel Aviv Pride and other prides in Israel – 2016, Israel) – Frank van Dalen

- Pride keynotes mainstage: @Sofia Pride (2016, Bulgaria) – Frank van Dalen; @Tel Aviv Pride (2016, Israel) – Frank van Dalen

Goal: LGBTI Human Rights violation in the context of Pride

Responsibility: key players within the Human Rights Committee and the board of InterPride

Measure: Number representations and statements/letters

Status: Ongoing

Update/Notes:

- Letter to the mayor of Kiev about Kiev Pride in Ukraine (spring 2016)
- Support visit to Kiev Pride (2016, Ukraine) and Sofia Pride (2016, Bulgaria)
- Outreach to Pride Uganda after the raid (summer 2016)
- Outreach and co-statement of InterPride to Istanbul Pride and Trans Pride after cancelation of the events (summer 2016, Turkey).

GOVERNANCE

Co-Chairs: Marsha H. Levine and Paul Sanders

In April 2015, the InterPride Board of Directors established the Governance Committee to help, among a myriad of functions, facilitate the onboarding and vetting of Board candidates, and to be the body that handled any grievances brought forth by member organizations.

At the transitional Board Meeting after the October 2015 Annual General Meeting held in Las Vegas, Nevada, Marsha H. Levine (San Francisco Pride) was reappointed and Paul D. Sanders (Pride Center of Staten Island/Staten Island PrideFest) was appointed to serve as Co-Chairs of the committee for FY 2015-2016. (A special thank you to James Hermansen-Parker of LGBT Pagans for his leadership of the committee in the previous six months).

No sooner had the new year begun, than the committee was faced with a member grievance. While we cannot divulge details, the committee worked diligently with Co-President Sue Doster to mediate it, and over the course of the next three months, resolved each point of concern raised between all parties. On the whole, the entire committee did an admirable job with their first grievance, working quickly, diligently, and according to process; finally presenting it to the Executive Committee of the Board of Directors to approve their findings and proposed resolution.

Then, the main focus of the Governance Committee shifted to working on the vetting/verification process of candidates for the InterPride Board of Directors. Many hours of work were put into outlining how this should be defined given our present criteria needed to hold office. At the AGM in Las Vegas (October 2015), input on the Candidate Vetting Process proposal, submitted by Sylvain Bruni and Marsha H. Levine, was solicited from committee members, the Board, and any individuals attending the meeting(s). Many fine suggestions were made about the importance of transparency, and need for objectivity while verifying to see if they meet IP's requirements for office, as well as producing the candidate statements in advance being key for future AGM & World Conferences.

Subsequently, the committee received little-to-no feedback during additional reviews and deadlines, except for some minor changes proposed at the mid-year meeting, and

no input despite two revises produced between the April mid-year and August Board meeting, when it was sent for [final] review and implementation approval.

Though very few on the Board of Directors had comments and concerns with either the wording or about the process itself, this was disheartening for those on the Governance Committee that had repeatedly asked for feedback (with deadlines) and received none before. We believe this is emblematic of some of the core issues with our organization — little punctuality of response to internal communications being the most evident, another being lack of appreciation for those who are doing their work throughout the year (compared to those who fail to show up and contribute even their minimal requirements).

A scant number of members of the Board of Directors prejudged that this process could be biased, and personal opinions or preferences would be used, over professional objectivity. These few insinuated that the Vetting Committee (mostly Governance Committee and Board members) would use this opportunity to block a candidate for InterPride office based on personality conflicts or friendships. The document was sent back to the Governance Committee — with the few comments made by the Board — for yet another review. Based upon their responses, the Governance Committee Co-Chairs state, unequivocally, we believe this would not be allowed to happen. We ask, rather than block it with specious concerns, that you let the adjusted proposal move forward.

When created and approved back in April of 2015, the Governance Committee was charged with:

- overseeing the health and functioning of the Board
- recruiting new members/future leaders
- reviewing of candidates nominated for the Executive Committee
- conducting orientation
- coordinating mentors for [new] Board members
- producing Board materials (onboarding, agreements)
- evaluating the performance of the Board
- ensuring the effectiveness of the current Board
- creating policy for leadership succession planning
- assisting the Co-Presidents with staff hiring
- arbitrating grievances

The members of the Governance Committee presently, and we believe those entrusted to this position in the future, are professional and take the duties of their role with the highest regard both ethically and morally. We continue our work on the above, and hope that in 2016-2017 and beyond, the Governance Committee will have the full support of all Board members, particularly with regard to communication response, timelines, and duties assigned.

WORLDPRIDE

Co-Chairs: Alan Reiff and Dallas Barnes

Active Committee Members:

Alan Reiff, Dallas Barnes, David Schneider, Carlos Sanchez, Juan Carlos Alonzo Reguero, Brett Hayhoe, Sue Doster, Michele Irimia-Bernabe, James Hermansen-Parker, Mark Smith, Stefan Baier, and Nenet Agulto.

Since the AGM & World Conference in Las Vegas, the following has happened:

Goal 1: a Madrid site inspection was scheduled for November.

Alan Reiff Committee Co-Chair went to Madrid to meet with the municipal and regional government officials along with the organizers of World Pride Madrid 2017. Along with the meetings, a site visit of the proposed location for the Human Rights Conference was made. A tentative schedule of workshops, speakers, and social gathers for this conference was created as well. Key volunteers and community partners and sponsors were introduced and secured for the overall event as well.

Measure: All parties involved were extremely satisfied with this visit.

Status: Ongoing negotiations will take place and will be reported back to the committee.

Update/Notes: minutes and pictures from the November site inspection were submitted immediately after the visit.

Goal 2 : 1 year prior Madrid site inspection as per signed contract

As per the signed agreement between InterPride and Madrid Pride, at one year prior to WorldPride 2017 the two Co-Presidents and the two Co-Chairs of the WorldPride Committee will be brought to Madrid to see the structure of 2016 Pride. This visit is being sponsored by the municipal government of Madrid.

Measure: The visit has been scheduled for June 28 – July 4 2016.

Status: airfare and hotel and meetings will be arranged by Madrid tourist board.

Update/Notes: A full report will be filed jointly by all in attendance.

**all scheduled payments have been made on time to InterPride.

Additional Information:

Madrid pride has maintained a global marketing presence to promote WorldPride Madrid 2017. A full listing of locations and events can be requested from Madrid Pride. The partnership between Madrid Pride and Madrid Tourist Office remains strong and they are a major sponsor in the upcoming world pride event.

Goal 3: finalizing and signing of the Stonewall 50/WorldPride 2019 contract

Responsibility: Co-Presidents, Committee Co-Chairs, NYC Pride Co-Chairs, Stonewall 50 Director.

Status: the contract has been finalized and signed by all parties

Update/Notes: 1st scheduled payment has been made to InterPride accordingly.

Additional Information:

NYC Pride/Stonewall 50 has begun a marketing presence to promote World Pride NYC 2019/Stonewall 50. A full listing of locations and events can be requested from the Stonewall 50 Committee. In addition, it has been decided by the Stonewall 50 Committee, that NYU will be the location for the Human Rights Conference at the start of the event.



New Business Items:

1- A Madrid site inspection of WorldPride 2017 was conducted in June. Both Co-Presidents of InterPride, both Co-Chairs of the World Pride Committee, and the President of EPOA were included. The site inspection ended with inclusion in the 2016 MADRID Pride events. Detailed information will be provided at the WorldPride Committee meeting in Montpellier.

2- A joint float of WorldPride 2017 Madrid and WorldPride 2019 NYC Stonewall 50, was organized for the EuroPride canal parade in Amsterdam in August 2016. Immense promotional value was received out of this joint venture.

General Information:

- The World Pride committee meets at regular intervals: approximately every 4 – 6 weeks.
- After the 2016 AGM in Montpellier monthly meeting will begin to finalize and assist Madrid with their event.
- Stonewall 50/WP 2019 will continue to be a focus however, the direction and energy will be targeted on Madrid to help them.
- Both Co-Chairs of the World Pride Committee have promised to remain in their current positions until after WorldPride Madrid in June 2017.

SCHOLARSHIP

Co-Chairs: Ron deHarte and Shannon Lank

Active Committee Members:

Ron deHarte (Co-chair), Shannon Lank (Co-chair), Stefan Baier, Linda DeMarco, Frank Leonzal, and Marsha H. Levine

- The 2016 application was activated and links from interpride.org were updated on January 19, 2016. The Committee's goal was to have the application posted on January 18.

- Thirteen scholarships were awarded for the 2106 Annual General Meeting (AGM) totaling \$13,010. This is one additional scholarship over those awarded in 2015. All scholarships were made possible by grants made from the Pamela O'Brien Memorial Scholarship Fund. Scholarship applications were reviewed and awarded in two rounds with the intent to allow sufficient time to plan travel, secure any necessary visas or required travel documents.

- In the first round that included applications submitted for the first deadline of April 1, 2016, nine scholarships were awarded. The second round included applications received up to the July 1, 2016 deadline as well as applications that were received in the first round and did not received funding. Four additional scholarships were awarded in the second round.

From the thirteen scholarship applications selected to receive grants the amount of financial support requested was \$61,702. The total funds available to grant was \$17,510. After consultation with the treasurer, a total of \$17,800 was awarded which was \$289.81 over budget.

Recipients of a Pamela O'Brien Memorial Scholarship include:

- Athens Pride (Athens, Greece)
- Mexico Alianza México Diverso A.C. (Guadalajara, Jalisco, Mexico)
- Tijuana Glt Pride Mexico (Tijuana, Baja California, México)
- Outology Network (Port Elizabeth, South Africa)
- Youth Movement for Change – YMC (Zanzibar, Tanzania)
- Collectif Arc-En-Ciel (Mauritius, Quatre Bornes)
- Korea Queer Festival (Seoul, Republic of Korea)
- Arc-en-ciel d'Afrique / African Rainbow (Québec, Canada)
- Halifax Pride Society (Halifax, Nova Scotia, Canada)
- Fierté Simcoe Pride (Ontario, Canada)
- The Canadian Centre for Gender & Sexual Diversity (Ontario, Canada)
- Chutney Pride Inc. (Brooklyn, NY)
- Pride St. Louis, Inc. (St. Louis, MO)

From the time the grants are awarded and up to the AGM & World Conference, we work with the recipients to track progress and assist in their pre-conference travel preparations. This year we have provided recipients with a checklist and timeline so they can monitor their own progress on meeting deadlines and organizing travel plans. We are hopeful that the additional communication and support will make their attendance at the AGM & World Conference as rewarding as possible.

The committee passes on appreciation to Dallas Barnes and Frank van Dalen who assisted in providing background information on the credibility of some of the applications.

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

International Advisory Committee:

Addison Smith (Wellspring Advisors), Zohra Moosa (Mama Cash Foundation), Erica Lim (Arcus Foundation), Ilana Landsberg-Lewis (Stephen Lewis Foundation), Namita Chad (Astrea Lesbian Foundation for Social Justice), Matt Hart (Global Philanthropy Project), Kent Klindera, Pascal Dessureault, and Pedro Marcelino

Volunteer Review Committee:

Heather Hays (Muskoka Pride), J. Andrew Baker (Simcoe Pride), and Michele Irimia-Bernabe (NYC Pride).

Main Accomplishments:

This past year has been one of sustaining the growth and development of the expanded Solidarity Fund. We have continued with the new structure that was created in 2015, including an international advisor committee and we have continued to use the new granting criteria and application process with clear deadlines.

Due to our increased outreach push, we received an incredible 101 applications. This year, due to a strong fundraising push at InterPride's 2015 conference, we were able to grant out \$18,000 to 16 different organizations. This is an increase from last year's \$12,000 to 9 organizations, but lower than our hoped for doubling of funds. Overall, we are very satisfied with this year's process but there are some significant areas for improvement outlined below. (See the appendix for the full list of 2016 funded organizations).

Progress against Priorities & Goals:

Our goals going into 2016 were:

1. Research and execute search networks to locate and communicate with Prides worldwide.
2. Communicate with Pride organizations around the world to promote InterPride and the Solidarity Fund.
3. Continue to develop a database of pride organizations around the world we have contacted.
4. Double the fund dollars from the year previous.
5. Have the application translated in at least Portuguese, French, and Spanish — and conduct outreach to parts of the world that speak those languages.
6. Move forward on recommendations from 2015 to improve the granting process, such as making the application form clearer, inviting a past grant recipient onto the review committee, and to provide better orientation to volunteers.

Our results are:

1. This process has doubled since last year. In total we had 101 applications in. Unfortunately we were not able to create and research much in terms of search networks due to the enormity of the task at hand this year. With this amount of applications and a little more outreach than last year, the size of the Solidarity Fund and what it needs to remain successful, needs to be examined in 2017.
2. We were able to reach out to numerous networks and organizations to promote the Solidarity Grant, including Pride Radar and InterPride's social media network. Due to lack of time we were not able to reach out to as many folks and organizations as we would have liked. We were not prepared for the immense response to the grant this year, and hope to work on this situation for

next year's grant making process.

3. We have recruited a member of the Solidarity Committee to act as an Admin person in order to facilitate the task of database management. This will be completed for the Yearend Report.

4. Our International Advisory Committee has been recruited and has members including a broad range of foundations in Europe and North America.

5. We were fortunate enough to double the funds for this year's Solidarity Fund. We are sitting at a total of about \$25,000.

6. We were able to have the application translated into English, French, Spanish, and Portuguese. The total number of languages received were as follows: 26 Spanish, 2 French, 1 Portuguese — and the rest English.

7. We have not been as successful in improving the granting process as much as we set out to this year. We were able to start the process earlier but there is more work to do on simplifying the forms, providing orientation to volunteers and including past recipients onto the review committee.

Challenges:

There were two significant unforeseen challenges this year:

1. Due to the large number of Spanish applications in particular, it took over a month to translate them and thus, significantly delayed our timelines. We had hoped to make recommendations for granting in April and this did not happen until mid-May. This created a problem for some grantees that planned their events around International Day Against Homophobia and Transphobia (IDAHOT) on May 17.
2. Once recommendations were made to the Board and approved, it took another 2 months for funds to actually be all wired to the grantees. Some of this had to do with miscommunication between InterPride's Finance lead and the Solidarity Fund Co-Chairs

Addressing Missed Goals and Challenges:

Our plans for addressing the above:

- We plan to start the process even earlier for 2017, possibly as early as a December call out and a February or March deadline.
- We plan to identify translators for French, Spanish and Portuguese early in the process and send applications to them as they arrive in order to speed up the process.
- We plan to review the application form again and look for ways to simplify and clarify the forms.
- We plan to reach out to past recipients and recruit at least one volunteer team member.
- We will have a conference call with InterPride's Finance team early in the process to set deadlines that work for all.

Goals for 2017:

In addition to the above, the Co-Chairs would like to:

- Explore the possibility of a partnership with an established grant-making organization that might jointly administer the fund at low or no cost.
- Explore the possibility of developing proposals to other international foundations, corporations, or governments interested in supporting global emerging Pride organizations.
- Develop a stronger report-back process, possibly an online reporting process.
- Find a way to link the Solidarity Fund more closely with the Scholarship Fund, so that some emerging Prides that are funded through Solidarity have the opportunity to attend conference and provide feedback to the broader InterPride community. This will assist in fundraising.

Appendix:

Organization	Location	Grant Amount
Arco-Iris Association	São Vincente, Capo Verde	\$1,200
Colombia Diversa	Bogota, Colombia	\$1,200
DH Foundation for LGBT Youth (Montego Bay Pride)	Montego Bay, Jamaica	\$600
Eastern Caribbean Alliance for Diversity & Equality (for a project in St Vincent, St Kitts, Grenada and St Martin)	Gros Islet, St Lucia	\$1,200
Fundacja Wolontariat Równości	Warsaw, Poland	\$1,200
Fundacion Iguales	Santiago, Chile	\$1,200
Harmless Hugs	New Dehli, India	\$1,200
IChange	Abidjan, Cote d'Ivoire	\$1,200
JFLAG	Kingston, Jamaica	\$600
Jisiangu	Nairobi, Kenya	\$1,200
Kouraj	Port-au-Prince, Haiti	\$1,200
Queer Youth Uganda (Pride Uganda)	Kampala, Uganda	\$1,200
Rainbow Sunrise Mapambazuko	Bukavu, DR Congo	\$1,200
Ukrainian Public Organization	Kyiv, Ukraine	\$1,200
Triangle Project	Cape Town, South Africa	\$1,200
Young Queer Alliance	Mauritius	\$1,200
TOTAL		\$18,000

*Note: More details on the events will be provided in a year-end report.



September 1, 2016

Doug Kerr
Co-Chair
InterPride Solidarity Fund
InterPride

Dear Doug,

On behalf of the Board and Management, I would like to express our sincere gratitude to you and your team for the tremendous contribution provided which helped to ensure PRiDE JA 2016 was a resounding success.

Thanks again for your support and I look forward to greater partnership with you.

Yours sincerely,

Dane Lewis
Executive Director

Regional Reports

REGION 3

Regional Director: Richard Brethour-Bell

Committees Served On: Fund Development

Region 3 has developed a better working relationship with member prides, opening the lines of communication, and creating better transparency.

Progress on Goals:

Goal: The goal was for better communication and to create a dialogue with non-member prides in the region.

Responsibility: As the Region 3 Director, I work with the Vice-President Operations to connect with non-member prides.

Measure: We haven't achieved it. This is something that the Vice-President Operations and myself need to address.

Status: The Vice-President Operations and myself are still working on this and hopefully, we will reach our goal in the coming year.

REGION 4

Regional Director: Chris Morehead and Dave Wait

Committees Served On: CSIC

Our region presents some geographical challenges and feels challenged because we have not had a regional conference in a number of years. We have divided the region into two so that we can focus our energy in a more productive manner:

Dave Wait: I have identified several prides in the region that are not members of InterPride. Each pride (both members and non-members) was contacted to offer assistance and to encourage non-members to join the association. My hope is that we will be able to get several of them to the 2017 AGM when held in Indianapolis. Contact was attempted twice more to ask them to participate in the Pride Radar Report.

State	# Member of InterPride	# non members	#participating in Pride Radar
Michigan	2	8	1
Ohio	2	3	1
North Dakota	0	4	
South Dakota	0	2	
Wisconsin	0	3	

Chris Morehead: Much like Dave's efforts I have reached out to all of the non-member prides to engage with very little response. I feel as though we will have an enormous opportunity having the 2017 Conference held in Indianapolis to engage these prides. I would like to see what Member Services can put together for our region and beyond to help support engaging and securing new members for next year. I think that a concentrated effort will go a long way for

some of these prides if we are able to spell out exactly what is required of them, financially and otherwise, to join our ranks and attend the 2017 Conference.

State	# Member of InterPride	# non members	#participating in Pride Radar
Illinois	1	5	
Indiana	3	5	1
Iowa	0	3	
Minnesota	1	5	1
Missouri	3	6	
Nebraska	0	3	

We have assembled a list of action items that we are actively working on as follows:

- Inventory of Prides in Region 4: Who is a member, who is not, who has lapsed, and who are we missing
- Realistically, which prides can we attend in person and which can we lend support to for their festivals
- Communication of benefits: Do all of our members know what resources are at their fingertips
- Creation of a communication channel for our Region so that we can more easily exchange information and vet ideas, etc. (Facebook, Email, Drop Box, etc.)
- Formulate a plan of how we can help drive attendance at Pride events, locally, nationally and internationally (Festivals, Regional Conferences, etc.)
- Organize a Regional Meet Up / Gathering

We are very excited to continue to work on these initiatives together so that we can better our region as a whole.

Progress on Goals:

Goal: Successfully Plan and Host the 2017 InterPride AGM & World Conference

Responsibility: Conference Director - Chris Morehead

Measure: Consistent and constant contact with the CSIC Committee reporting conference updates and discussion of any roadblocks as they come up.

Status: Ongoing

Update/Notes: Conference planning is on target as all of the major pieces are now coming together. We have secured numerous community partners in order to make the effort one our entire community can participate. We look forward to welcoming everyone to Indy in 2017!

Goal: Outreach

Responsibility: Regional Directors

Measure: Increase Size of Region by four Member Prides

Status: Ongoing

Update/Notes: Contacted each of the member prides in the region. We also need updated recruitment materials to encourage non-member prides to join InterPride.

Goal: Attend Pride Celebrations in Region 4

Responsibility: Regional Directors

Measure: N/A

Status: Attended Ferndale, Hotter than July and Michigan Prides

Update/Notes: N/A

Goal: Investigate holding a Regional Conference

Responsibility: Region 4

Measure: Successfully hold a Regional Conference

Status: Ongoing

Update/Notes: N/A

REGION 5 (POSE)

Regional Directors: James Hermansen-Parker, RD, Kevin Calhoun, RD, Jason Gilmore, ARD

Committees Served On:

James Hermansen-Parker – Methods & Standards (Co-Chair), Member Services (Co-Chair), CSIC, World Pride, Governance

Kevin Calhoun – Member Services

Jason Gilmore – Member Services

This year has been a year of transition, with new individuals in leadership positions. Membership numbers are down across the region and we are unsure as to why. The directors will work together after the AGM to reach out to former members and spend some time determining reasons why and working to reengage those former members.

Pride Fort Lauderdale hosted the 2016 POSE (Prides of the Southeast) conference, and they did an outstanding job. The conference brought in new members from Florida and inspired all those in attendance to continue the work of Pride. Roanoke Pride won the bid to host the 2018 conference, with a Joint Regional conference being held in Washington, DC in 2017.

Our current members:

- Atlanta Pride Committee, Inc.
- Augusta Pride
- Central Alabama Pridefest
- Charlotte County Pride, Inc
- Charlotte Pride
- Come Out With Pride, Inc./Orlando Pride
- Compass Community Center
- Greater Fort Lauderdale Pride
- Hampton Roads Pride
- Kentuckiana Pride Foundation, Inc.
- Lexington Pride Festival / Pride Community Services Organization
- Nashville Pride
- New Orleans Pride
- Ocala Pride Incorporated
- Pride Committee of NC
- Pride Community Center of North Central Florida/Gainesville Pride

- Pride Winston-Salem
- Roanoke Pride, Inc.
- Salisbury Pride Inc.
- Sarasota Pride, Inc.
- SC Pride
- South Georgia Pride, Inc.
- St Pete Pride
- Tampa Pride, Inc.
- Tidewater LGBT Interfaith
- Upstate Pride SC
- Wilton Manors Entertainment Group Inc.

Progress on Goals:

Goal: Increase communication about regional members

Responsibility: Regional Director Team

Measure: Emails, website launch, Facebook traffic and likes

Status: Ongoing

Update/Notes: With help from Jay Aller from St. Pete Pride and Mliik Martorell from Pride Fort Lauderdale, POSE launched a website highlighting our members across the region. This website has links to their website and a calendar of upcoming events in the region. This will be an ongoing benefit of the members of the region.

Goal: Increase communication within region

Responsibility: Regional team

Measure: Regional Input

Status: In Process

Update/Notes: Regional team to continue working on newsletter and Facebook group to facilitate improved communication and information about InterPride resources to members and potential members.

REGION 6 (NERP)

Regional Directors: Michele Irimia-Bernabe and Sylvain Bruni

Alternate: Marcy Carr

This year Region 6 continued to grow under the leadership of Regional Directors. We attended a number of Prides and had much success with our NERP conference which was held in Staten Island by The Pride Center of Staten Island.

Our newly team, Sylvain Bruni and Marcy Carr, who has continued to work on regional growth. Along with that task, we hope to increase the communication and visibility of our region within InterPride.

Furthermore we continue to work on creating a website for NERP and a volunteer group within the region. These projects have helped centralize our communication and allow us to help prides other than our own.

In addition to, the above mentioned, I attended a number of prides in the region and continue to be recognize the vast growth in many of our prides. I am proud of the message that our region sends forwards and of the way we all handled

security details during June.

Sylvain Bruni (Boston Pride) and Marcy Carr (LGBT Center of Staten Island) were elected respectively Regional Director and Alternate Regional Director at the 2016 NERP conference held in March 2016 on Staten Island, NY.

During the couple of months that followed her election, and in parallel with her involvement in the planning, production and execution of her own Pride celebration in July 2016, Marcy focused on establishing a calendar for regional newsletter, and on supporting the Regional Directors.

Similarly, during the couple of months that followed his election, and in parallel with his involvement in the planning, production and execution of his own Pride celebration (June 1-30), Sylvain focused on the following efforts:

1. Learning from current and outgoing Regional Directors — Sylvain discussed at length with Michele Irimia and Paul Sanders (outgoing Regional Director [RD]) to understand the regional landscape and the general aspiration of those InterPride members that are part of region 6;
2. Setting up nerp.co as a dedicated resource for Region 6 — Recognizing a deficit in streamlined communications between InterPride and NERP members, the RD team decided to establish a dedicated, simple, and updated website that would list the key pieces of information that our members need. Sylvain setup and website and is currently working to populate it with the information that is most often asked by member organizations. In particular, it redirects to key content areas of InterPride.org and it will establish a bridge with whatever website future hosts of NERP regional conferences will setup.
3. Drafting a Team Pride program
4. Working with RI Pride on their NERP 2018 conference bid
5. Brainstorming a regional roadmap — To concretize and communicate easily the efforts performed by the RD team and Region 6, Sylvain is working to establish a regional roadmap that lists the activities we are working on, or planning on working on in the near future. These activities include our regional newsletter and website, the Team Pride program, a local directory of vendors, a single access point for sponsorship documents, and work related to supporting regional conference organizers and bidders. It is anticipated that additional items will be added to the regional roadmap, which we consider a living and breathing document!
6. Attending several Pride celebrations — Since his election, Sylvain attended seven celebrations organized by current or future Region 6 members: Northampton Pride (attended their parade and festival, met with their leadership regarding potentially joining InterPride), Boston Pride (his own!), North Shore Pride (volunteered at their parade and attended their festival), Rhode Island Pride (volunteered at their festival and marched in their parade), NYC Pride — Heritage of Pride (volunteered at their Pier Dance), Worcester Pride (attended their festival, met with their leadership regarding their membership to InterPride), and Hartford Capital City Pride (attended their festival, met with their leadership regarding their membership to InterPride).
7. Attending regional conferences — Sylvain attended the Region 6 (NERP) and Region 7 (FCP) 2016 conferences. His participation in the Canadian regional conference in London, ON, provided Sylvain with ideas and best practices that can be exported and applied to NERP. More discussion on this will be held at the Regional Meetings during the 2016 AGM in Montpellier, France.

8. Continuing committee work on Communications, Governance and CSIC — Sylvain continued his involvement with three committees of InterPride:

- a. Communications Committee — As Co-Chair of this committee, Sylvain worked with Brice to manage the activities of the dedicated group of communications volunteers. In particular, Sylvain supervised the following efforts: establishment of a new information architecture for the website, managing the relationship with InterPride main sponsor PrideLife magazine and delivering content to the editorial and production teams of the magazine, contributing multilingual content to social media platforms, pushing web updates, and writing press releases and public communication materials.
- b. Governance — Sylvain co-authored the much debated Vetting Process and participated in the review team that examined the sole grievance filed in 2015.
- c. CSIC — Sylvain provides ongoing support to Fierté Montpellier Pride as they plan the 2016 AGM, and participated in a panel of former AGM organizers to identify critical gaps and points of improvements for future conferences.

REGION 7 (FCP)

Regional Directors: Chrissy Taylor and Brice Field

Alternate: Dominique Lavergne

Region 7 / Fierté Canada Pride currently has 26 active members

Successes of Region 7

On May 17, the International Day Against Homophobia and Transphobia the Government of Canada introduced Bill C-16. Bill C-16 will amend the Human Rights Act to ban discrimination against people based on gender identity or expression. While Bill C-19 still needs to be passed by the House of Commons and the Senate, this is the first time that a bill of this nature has been introduced by a sitting government. This is a step in the right direction to show that Transgender persons' rights are human rights and that they are valued and fully part of Canadian society. Also a reason to celebrate this year, in the Province of British Columbia gender identity and gender expression have been added to the human rights code!

The Pride movement in Region 7 once again saw growth in 2016. A highlight of 2016 is the growth of Pride Festival's in rural or remote communities. A number of rural communities in Canada celebrated their inaugural Pride Festival in 2016. One Pride festival of note took place in Steinbach Manitoba. Steinbach is a community of 13,524 people in the Province of Manitoba. Organizing a Pride festival in the heart of Manitoba's Bible belt wouldn't have been easy. Organizers were originally denied a permit to march on the street by the Royal Canadian Mountain Police (RCMP) who site "safety reasons" due to road construction and the parade would have to stick to the sidewalk. After some further discussions the RCMP reversed its decision and a permit was granted. Conservative Member of Parliament Ted Falk, Steinbach Mayor Chris Goertzen, and members of the Manitoba legislative assembly were not expected to attend the event. In a written statement Ted Falk stated "I've been clear on this issue many times, and have made my position public on my values of faith, family and community" The mayor and city council also released a statement that they would not endorse the Parade. When it became clear support from elected public officials would not be part of this

historic event news spread across the region quickly. Organizers had originally hoped for an attendance of 200 people. Police estimate up to 5000 people attended the Parade. People traveled far and wide to celebrate diversity and show the LGBT community of Steinbach that they are loved and supported. Even Prime Minister Justin Trudeau Tweeted his support to the parade participants (see below). The story in Steinbach is just one example of first time Pride festival success in Canada. Other communities that celebrated their firsts include:

- Surrey British Columbia. First Pride Parade June 26
- Humboldt Saskatchewan. First Pride Festival Sept 11-18
- Moose Jaw Saskatchewan. First Pride Parade June 4
- Truro Nova Scotia. First Pride Parade July 16

On July 3, 2016, it marked a momentous occasion in the Canadian Pride movement: in this year's Toronto Pride Parade, the Rt. Hon. Justin Trudeau, Prime Minister of Canada, becoming the first sitting head of the government (in Canada) to march in a Canadian Pride parade.

Prime Minister Justin Trudeau's participation in the Toronto Pride Parade was not the only reason that the event made national and international headlines. Members of the Black Lives Matter Toronto briefly halted the parade for approximately 30 minutes by holding a sit-in protest. The parade didn't restart until after (now former) Pride Toronto executive director Mathieu Chantelois signed a document agreeing to the group's demands. The organization was given the status of Honoured Group for the parade, which is the grand finale of Pride Month. This simple act of protest ignited a national dialogue within the Queer Community. Important questions are now being asked concerning who is included in Pride (specifically the police) and what barriers are in place for black queer folks, Transgender people and also QPOC folks to feel safe in pride. Since the Black Lives Matter Toronto sit-in a number of town hall type meetings have been happening across the country. Black Lives Matter were the grand Marshall for the Vancouver Dyke March and marched in Salt Spring Island pride (historically a black community).

In 2017 Fierté Montréal will organize the first edition of Canada Pride from August 11 to 20, as a nation-wide celebration of Canada's LGBT movement. Montréal Pride, the largest Pride festival in the Francophone world, will host an inspiring ten-day event to welcome Canada and the world to Montréal as it marks the 375th anniversary of the city's founding and the 150th anniversary of Confederation.

Unlike Montréal Pride's annual festival, which is held over seven days, the program of events in 2017 will span ten days, including two full weekends of activities, similar to WorldPride and EuroPride. The program will include two days of sports activities during the first weekend of celebrations and a major national conference on LGBT rights.



REGION 12

Regional Directors: Stefan Baier and Uwe Hörner

Since the last Annual General Meeting (AGM), we had two German regional conferences — one in Oldenburg and one at the Waldschlösschen Academy, near Göttingen. 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. This year was the first year we had workshops at the conference as well as Frank van Dalen, Vice-President of Operations of InterPride, and Patrick van de Pas from the Human Rights Committee, speaking to the delegates. A fixed half-year rhythm in which the conferences take place is now in place. We are very proud of this achievement.

We did a lot of promoting of InterPride and the AGM & World Conference at our regional conferences and we did a lot of advertisement for EuroPride in Amsterdam this year WorldPride in Madrid in 2017, and the joint EPOA / InterPride AGM & World Conference in Montpellier in October. We are planning to have a space somewhere on a wall/tower where we can advertise our Region 12 prides at WorldPride Madrid next year. Plans for that at EuroPride were not implemented.

The next regional conference will take place from November 4 to 6, in Nuremberg.

We think it is positive and very important 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, the results of Pride Radar, and so on. However, it is still difficult to bring our prides in Region 12 to our AGMs and to increase our membership here. The problem is that there are not large benefits for Non-US-Prides. In addition, the travel costs are expensive.

The new national network — CSD Deutschland - is still under construction and many more prides are cautious about more networking activities due to lack of staff, the costs and the overtime. We hope that we will have more Region 12 prides joining our AGM in Montpellier this year.

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

Now there are 66 prides (57 in Germany, 4 in Switzerland, 5 in Austria, but no prides in Liechtenstein) in Region 12 — InterPride members are eight of them: Vienna, Braunschweig, Hamburg, Mannheim, Berlin, Cologne, Konstanz 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 five new prides in Germany, Austria and Switzerland since last year:

- CSD Bremen (Germany)
- CSD Würzburg (Germany)
- CSD Mülheim (Germany)
- Bregenz Pride (Austria)
- LGBT Pride Svizzera italiana (a Pride in the Italian speaking part of Switzerland),
- and the first Pride Parade in Graubünden (Switzerland) took place

This year Uwe visited the following Prides: Karlsruhe, Mainz, Frankfurt, Stuttgart, Madrid, Barcelona, Europride Amsterdam and of course at his own Pride: Mannheim

Stefan was only able to visit Zurich Pride.

REGION 14

Regional Directors: Juan Carlos Alonso Reguero and Terry Costa

Committees Served On List: Human Rights, WorldPride & CSIC

Since the 2015 AGM and World Conference in Las Vegas, I have continued to work to achieve the mission of InterPride:

- 1) Promotion of InterPride and WorldPride.
 - 2) Nationals and International Meetings.
 - 3) Work performed as Conference Coordinator from EPOA Board of Directors.
- During the last Madrid International fair of tourism (FITUR) from 20th to 24th of January I made a special promotion from INTERPRIDE at the stand AEGAL had in the LGBT area of the fair.
 - Since I occupied the position of RD 14, all printed programs, brochures, and informative items of Madrid Pride, Madrid World Pride 2017 are displaying the InterPride & EPOA logos following my instructions in order to promote the Associations.
 - All these materials were distributed all over Spain territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

I have had a lot of meetings with national & International Associations and Organizations to increase communication and participation in our Region and in InterPride.

As Conference Coordinator from EPOA Board of Directors I continued to work, together with EPOA, for increase communication and increase Prides associated to EPOA, and automatically to INTERPRIDE.

I have participated in "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.

Active Prides in Europe, Region 14:

Cyprus

- Cyprus Pride, Nicosia

Italy

- Sardegna Pride Alghero, Alghero
- Bologna Pride, Bologna
- Catania Pride, Catania
- Puglia Pride, Lecce
- Milano Pride, Milan
- Mediterranean Pride, Napoli
- Palermo Pride, Palermo
- Perugia Pride Village, Perugia

- Calabria Pride, Reggio Calabria
- Roma Pride, Roma
- Siracusa Pride, Siracusa
- Torino Pride, Torino
- Venezia Pride, Venice

Israel

- Pride Tel Aviv, Tel Aviv

Malta

- Malta Pride, Valletta

Portugal

- Marcha LGBT Braga, Braga
- Marcha da luta contra homofobia e transfobia de Coimbra, Coimbra
- Arraial Lisboa Pride, Lisbon
- Marcha do Orgullo LGBT de Lisboa, Lisbon
- Pride Azores, Ponta Delgada
- Marcha do Orgullo LGBT no Porto, Porto

Spain

- Orgullo Gay de Coruña, A Coruña
- Orgullo Alacant, Alicante,
- Pride Barcelona, Barcelona
- Benidorm pride, Benidorm
- Orgullo Gay de Bilbao, Bilbao
- EnOrgulleCT, Cartagena
- Orgullo LGBT de Donostia, San Sebastián
- Orgullo LGBT Asturias, Gijón
- Gay Maspalomas, Las Palmas de Gran Canaria
- MADO, Madrid Pride, Madrid
- Orgullo LGBT de Murcia, Murcia
- Summer pride Mallorca, Palma de Mallorca
- Orgullo LGBT Pamplona, Pamplona
- Orgullo LGBTI de Tenerife, Santa Cruz de Tenerife
- Orgullo LGBTH, Segovia
- Orgullo del Sur, Sevilla
- Sitges Gay Pride, Sitges
- Orgullo LGBT Toledo, Toledo
- Pride Torremolinos, Torremolinos
- Orgullo Valencia, Valencia
- Orgullo LGBT Castilla y León, Valladolid
- Orgullo Vigo, Vigo
- Orgullo LGBT+ Zaragoza, Zaragoza

Turkey

- March against Homophobia & Transphobia, Ankara
- Istanbul Pride, Istanbul

We haven't received any news from Andorra, Gibraltar, San Marino and Vatican City.

Progress on Goals:

Goal: Promotion of the association

In Madrid International fair of Tourism (FITUR), World Travel Market London ITB Berlin and IGLTA (International Gay & Lesbian Travel Association). Had several meetings and a workshop to Exchange experiences. The objective of these actions, was to promote Madrid Pride, Madrid World Pride 2017 and InterPride.

Goal: Also I gave a presentation on the main stage of LGBT pavilion. It was a promotional presentation of InterPride and WorldPride 2017, which were invited Pride organizers of Spain, Portugal and Latin America.

Goal: Also I gave a presentation on the main stage of IGLTA Convention (Cape Town), April 2016.

Goal: Nationals Meetings:

Goal: I have had meetings with COGAM (LGBT Association from Madrid), FELGTB (National Federation LGBT from Spain) & 28June Platform: a group of Associations and LGBT groups in the Region of Madrid

These meetings had three objectives:

1. Continue to work together
2. Strengthen support of organizations to Madrid WorldPride 2017
3. Increase the participation of all organizations in the WorldPride 2017

Goal: Contact and keep meetings with the 23 Prides registered in Spain:

Goal: I participated in the II National Meeting of Companies engaged with HIV & AIDS in Spain, organized by the "Federación Trabajando en Positivo" (Federation Working in Positive). Madrid, 11th of March 2016.

Goal: International Meetings:

Goal: We organize various meetings during the inspection visit of WorldPride Committee co-chair: Alan Reiff in Madrid (from Thursday November 26 to Sunday November 29, 2015)

Goal: With EPOA I have had two meetings in Brussels on Friday 13th of November 2015: with ILGA Europe and with Rainbow Rose (Rainbow Rose is LGBT people and their network in Socialist, Labour and Social Democratic parties in Europe)

Goal: I participated in IDAHO FORUM (International Day Against Homophobia, Transphobia & Biphobia), in Copenhagen Denmark.

Goal: I participated in the International Baltic Pride 2016. Human Rights Conference. (17 June 2016)

Goal: I participated in EuroPride Conference 2016, Amsterdam. August, 5th.

Goal: I have had meetings with different International Prides:

- Europe: Brussels Pride, Vienna Pride, LGP Montpellier and Tignes
- Israel: Tel Aviv Pride and Israel Embassy in Spain
- Latin America: Argentina, Costa Rica and Mexico DF

Goal: I participated in the Skype call of INTERPRIDE board from November 2014 to September 2016. (Also in the World Pride Committee, Human Rights Committee and CSIC Committee).

Goal: I have attended at InterPride Mid-Year Board meeting in Montpellier

(April 2016)

Goal: Work performed as Conference Coordinator from EPOA Board of Directors.

Goal: I worked together with Montpellier Pride in the organization of the EPOA AGM during the Annual General Meeting & Conference of InterPride and EPOA in October 11-16, 2016 at Montpellier (France).

The EPOA & InterPride AGM & World Conference is a unique and real opportunity for a Regional Conference of all Prides in Europe, and the rest of Prides from Region 14.

Goal: 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.

Goal: Also in collaboration with Ruben De Keyser, another objective set for the year 2015/16 is to increase Prides associated to EPOA, and automatically InterPride. The result of this work is that they have achieved to date 5 new members:

- Strasbourg Pride (France)
- Tignes (France)
- Helsinki Pride
- Aarhus Pride (Denmark)
- Pride in London
- Rosa Lëtzebuerg asbl (Luxemburg)

Goal: I participated with EPOA in the UK Prides Organizers Conference in Manchester. (12th of March 2016)

Goal: I have attended all the "EPOA extra Board Meeting" that had taken place to date:

- Brussels (13th to 16th of November 2015)
- Vienna (29th to 31 of January 2016)
- Vilnius (16th to 19th of June 2016)
- Amsterdam (5th August 2016)

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

GOAL: Attend Pride Celebrations:

I have attended and participated actively in the following Prides, with promotional actions for WorldPride Madrid, Madrid Pride, EPOA & InterPride:

MADO, Madrid Pride (from June 29th to July 3rd)

March des Diversités- Fierté Montpellier Pride (14 July – 17 July)

Amsterdam EuroPride 2016 (from 23 July to / August)

Fierté Montreal (August 8 to 14)

Pride Benidorm: European Closing Pride Festival. (September 8 to 11)

REGION 20

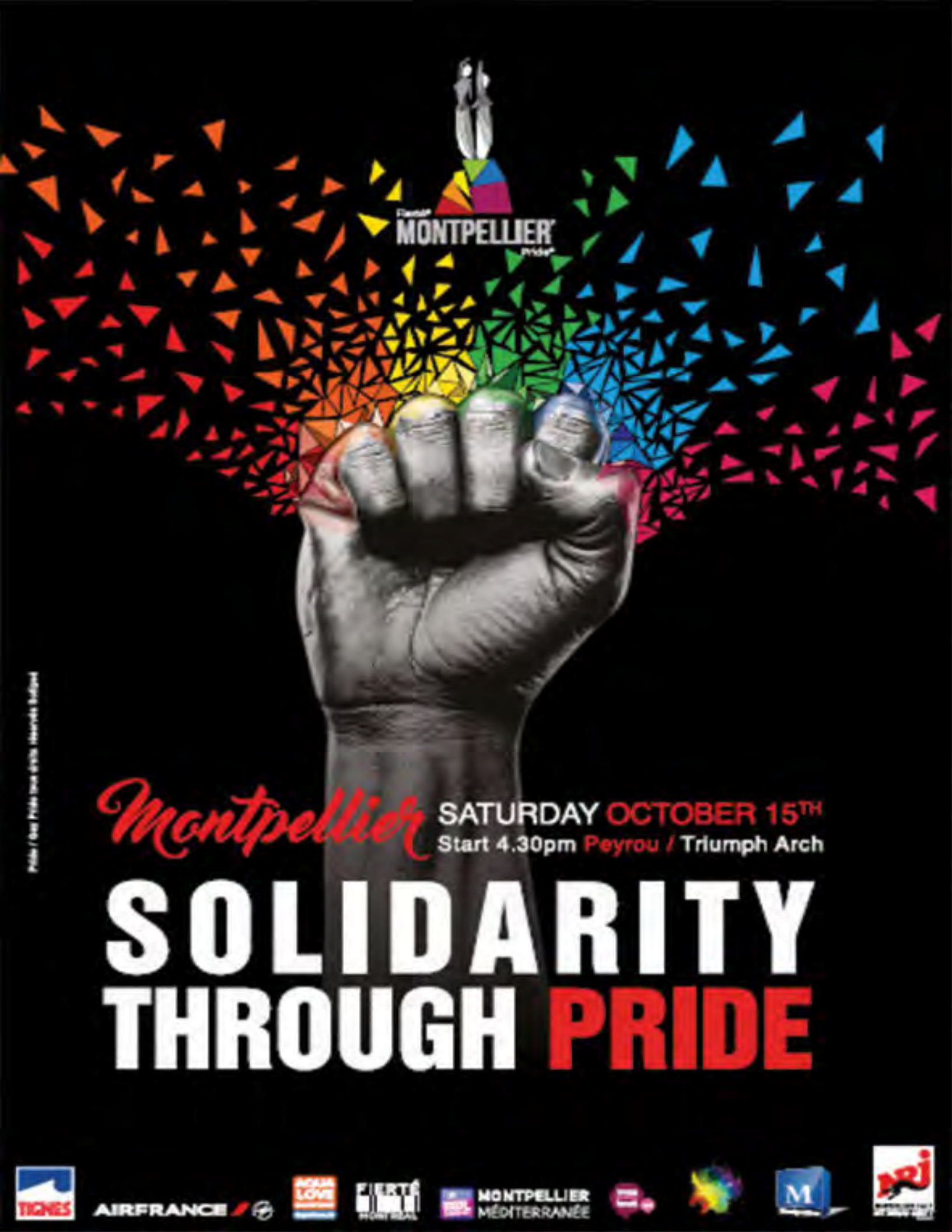
By Brett Hayhoe, Co-President

I am pleased to announce that in addition to our members: GV (Goulburn Valley) Pride in Shepparton and Transgender Victoria (TGV) in Melbourne, Sydney Gay and Lesbian Mardi Gras has now joined InterPride. This is the highest membership of Region 20 in, at least, the past ten (10) years and something I hope to be able to build on. Who knows, we may even get Marriage Equality this decade too.



**EUROPEAN
PRIDE** ORGANISERS
ASSOCIATION





Montpellier
PRIDE

Montpellier SATURDAY OCTOBER 15TH
Start 4.30pm Peyrou / Triumph Arch

SOLIDARITY THROUGH PRIDE



AIRFRANCE



MONTPELLIER
MÉDITERRANÉE

