



2013 Annual Report

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

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

Vision and Mission

InterPride's Vision is a world where there is full cultural, social and legal equality for all.

InterPride's Mission is to increase the capacity of our network of LGBTI Pride organizations around the world to raise awareness of cultural, social and legal inequality, and to effect positive change through education, collaboration, advocacy and outreach.

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

InterPride accomplishes its mission with Regional Conferences and an Annual World Conference (AWC). 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 can 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 25th, 2013



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2013 Pride Toronto, ON Canada

Corporate Governance

InterPride is managed by nine Executive Committee members and a board of currently twenty-eight Regional Directors representing twenty regions. Listed here is the 2013 Board, along with their member organization affiliation.

Executive Committee:

Caryl Dolinko
Co-President
Vancouver, BC, Canada

Gary A. Van Horn Jr.
Co-President
Pittsburgh, PA, USA

Brett Hayhoe
Secretary
Melbourne, VIC, Australia

Linda DeMarco
Treasurer
Boston, MA, USA

Sue Doster
Vice President Member Services
New York, NY, USA

Emilio Aguilera
Vice President Operations
Madrid, Spain

Cain Williamson
Vice President Operations
Atlanta, GA, USA

Suz Seymour
Vice President Operations
Northampton, MA, USA

Regional Directors:

REGION 1 DIRECTORS

Ron De Harte, Palm Springs, CA USA
Shannon Lank, Phoenix, AZ USA
Alternate: Rhonda Fuller

Regions 9, 10, 15, 16, 17, 18, 19 and 20 are currently not represented by a Regional Director but monitored by the Executive Committee.

REGION 2 DIRECTORS

Frank Leonzal, Tacoma, WA USA

REGION 3 DIRECTORS

Dona Hatch, Santa Fe, NM USA
Hunter Nelson, USA

REGION 4 DIRECTOR

Matt Crawford, Troy, MI USA

REGION 5 DIRECTORS

James Hermansen-Parker, Norfolk, VA USA
Isaac Kelly, Beech Island, SC USA
Alternate: Dustin Brookshire

REGION 6 DIRECTORS

Paul Sanders, Staten Island, NY USA
Michele Irimia, NY USA
Alternate: Jayme Martin

REGION 7 DIRECTORS

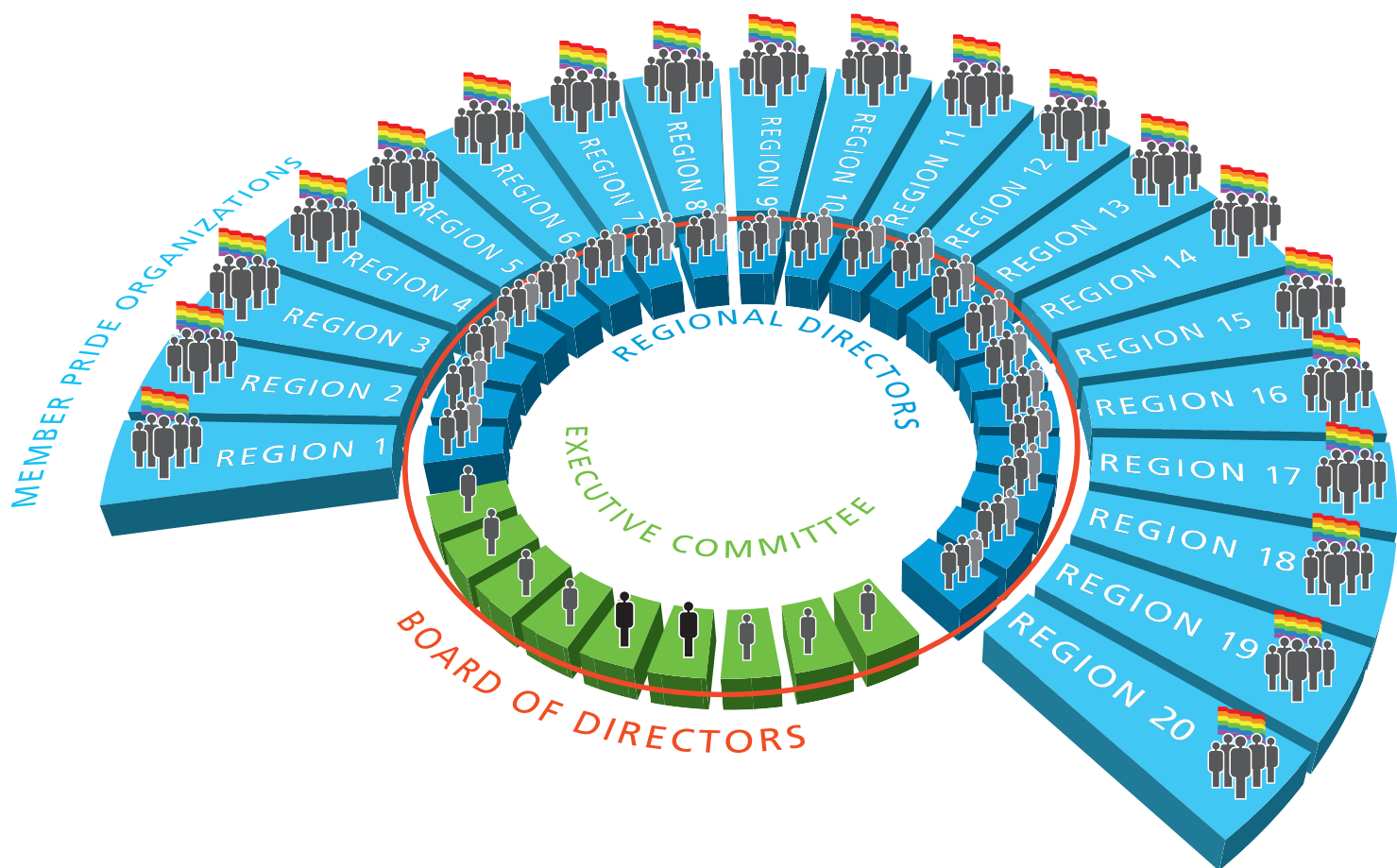
Chrissy Taylor, Vancouver, BC Canada
Dallas Barnes, Toronto, ON Canada
Alternate: Chris Ellis

REGION 8 DIRECTORS

Kaspars Zalitis, Riga, Latvia
Tomasz Baczkowski, Warsaw, Poland

REGION 11 DIRECTOR

Jon Baldvinsson, Reykjavik, Iceland



REGION 12 DIRECTORS

Stefan Baier, Konstanz, Germany
Robert Kastl, Berlin, Germany

REGION 13 DIRECTORS

Vincent Autin, Montpellier, France
Alternate: Janvier Van Damme

REGION 14 DIRECTORS

Juan Carlos Alonso Reguero, Madrid, Spain

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 the Executive Committee. The Board of Directors elects the Executive Committee members.

Welcome

by Caryl Dolinko and Gary van Horn, Co-Presidents



Wow! It's hard to believe that another year has already passed. Over the past year, InterPride has continued to support and advocate for our member organizations and for equality for the LGBTI community.

We are very excited that we have the most number of member pride organizations in the past year. More than ever, the Pride movement is strong and proud. One thing we continue to learn is the Pride happens not just one day a year...but it is something our community holds near and dear to them.

Co-President's Report

By Caryl Dolinko, Co-President

The position of Co-President is one that requires constant attention, continual involvement, and a tremendous amount of participation to meet the obligations, requirements and demands of the board, committees and members. The Co-Presidents need to be involved in all aspects of the organization and therefore, I find myself very busy on committees, collaborating with co-chairs, members and potential sponsors. Because of the overwhelming participation in this role, I have a great understanding of the 'business of InterPride' and see how intricately the committees are all linked and what they do for this association as a whole.

The position of Co-President is one that requires involvement and Gary Van Horn and I are involved on every committee. We work well together and have the same aims and purpose in mind, which is to ensure that every change that comes forward advances our mission and vision. I am an active member of CSIC, Member Services, Scholarship, Human Rights, Solidarity, WorldPride, Fund Raising and Communications and I contribute to all of these committees. I attend most committee meetings and read all the committee minutes on Google Drive and also set up the majority of the meetings online with GoToMeeting, create them on the InterPride calendar and send out invites to all the committee and board members.

I am diligent in ensuring that Board members are aware of all monthly conference calls by sending out notices in advance with the time schedule attached to emails. I write the monthly reminders in 4 languages (French, Spanish, Italian, and German) to ensure that everybody understands when these calls are and I include

InterPride's future is strong and it will get even stronger as we explore relations with ILGA, GLISA, Pride United, the U.S. State Department and the Harvey Milk Foundation. We had the honour of supporting the work of these organizations this past year and look forward to continue to support each other's work.

Pride comes in many shapes and sizes. From struggling Prides such as Baltic Pride that has to fight to exist and have a march to San Francisco Pride, NYC Pride, Toronto Pride or Madrid Pride that see millions of people participating.

Together we continue to unite our community and change hearts and minds. As each day goes by, we continue to get closer and closer to full equality.

We look forward to working with you over the next year and strengthening the LGBTI Pride movement.



links to attend and phone instructions in each email. In addition, I create the monthly call agenda and share it with the Co-President for additions or revisions and then send it to the Secretary so he can take notes. In the monthly Board calls, committee co-chairs are asked to update the board on their activities so the information can be shared with members in their region.

The Co-President and I created the board and plenary agendas for the mid-year meeting and AGM and have worked closely with CSIC and Montreal Pride to ensure we have a successful conference. We sent out notification to Board members and Committee Co-Chairs of the reports deadline and collated all the content and ensured it was published and distributed in a timely manner.

I've talked with Regional Directors, VP's and Co-Chairs of committees to clarify roles, offer guidance, and work to achieve at InterPride work. I am invested in the success of InterPride and to ensure things get done, I take on projects to guarantee that goals can be met and greater success achieved.

I sent emails to all Regional Directors and VPs attending Regional conferences providing key 'talking points' to discuss and specific information to share. This ensured that our messages were consistent and that RD's and VP's had something to say when asked to speak. I also attached the committee sign-up sheets to ensure that delegates at regional conferences had an opportunity to join and participate in InterPride.

I attended the CAPI conference in Palm Springs and spoke to the delegates about: the Pride Radar, our Facebook Page, Group and Intra-group, the merchandising program, our downloads, our brochures in multiple languages, printed out committee sign-up sheets and discussed the upcoming AGM in Montreal. I asked all delegates to post on the Facebook page and requested that they start posting their Pride information on our page too as we have so many fans now. I met the Volunteer Coordinator for Human Rights Campaign (HRC) and we are now connected to their Communications Director and we can potentially share messages for our communities. I met with Kaliff Insurance and brought their partnership proposal to Member Services to discuss. I met with producer of The Dinah and introduced her to CAPI members and RD in hopes of them joining InterPride. I had a long meeting with Barefoot Wines and presented the new Barefoot requirements to the Co-Chairs who have agreed to make the Scholarship Receptions a much better event. We completed the scholarship application and I posted the approved version online. I also met with InterPride founder, Glenna McElhinney, and discussed the upcoming AGM and a potential new partnership with MacArthur grant recipients for work in LGBT communities in Africa.

I attended the Region 7 conference in Ottawa and presented a workshop on Sponsorship and also attended workshops on social media, marketing, and a panel on sponsorship. I had a great and strategic meeting with VP Operations, Suz Seymour and Marie-Eve Baron as well as Region 7 Directors, Chrissy Taylor and Dallas Barnes. We discussed the need for InterPride representatives to have an actual purpose and reason for being at these conferences. We created a list of what we need to do in addition to the email that was sent to all VPs and RDs prior to the conferences. We are going to put a Regional Conference Information Guide together for InterPride to use when attending conferences next year based on what NERP started with their guide.

At the Region 7 conference, Suz Seymour (VP Operations and Co-Chair Fund Development) and I held a meeting with TD Canada Trust to discuss the opportunity for sponsorship of InterPride and what it would take for us to apply. In addition, we also met with Canadian Barefoot Wines representatives to review the sponsorship proposal. I also had a meeting with Fierté Canada Pride President, Sandi Stetson to discuss our joint membership and created a role for the Alternate Regional Director to attend all FCP meetings and report back to the Region 7 Directors. We agreed to share our GoToMeeting system for FCP to hold meetings and it's worked out really well.

I receive and send anywhere from 10-40 emails a day and attempt to respond within a timely manner. I have started to receive emails requests for funding from Uganda, Ghana, Brazil, Philippines and Chile and have responded to all of them personally, letting them know our process for application and forwarded all the info on. We have since created a 'form letter' that can be used for all inquiries. It was reviewed by scholarship, solidarity, member services, human rights, treasurer and copresidents. Any direct email from a member requiring assistance, I respond immediately and forward to the appropriate committee co-chair, any media inquiry I respond immediately, and any other emails, I do the utmost to ensure respect for the sender by sending a response within 72 hours if not sooner. I respond before deadlines to try to not hold up process for others.

We decided that we would find a Strategic Planner in Montreal who was able to spend time on InterPride and guide us as we develop a plan for moving ahead. We just wrote our mission and vision last year, and as a board, we felt it important that we create a plan with strategic pillars, milestones and action plans to follow our vision. We will continue this work throughout the AGM and will be sharing information with members.

I have been working with Human Rights Committee and Co-Chair in creating global strategic partnerships for InterPride. This summer, InterPride representatives were invited to Amsterdam by Pride United to attend meetings to explore a global partnership with ILGA and GLISA.

We are in discussions to figure out how to connect our networks and integrate our outreach work. There is tremendous potential at this point for InterPride to align itself with global partners that have a similar mission. Much of this discussion has come forward through the Human Rights committee and specifically, member Frank Van Dalen of Pride United. I was honoured to attend these meetings in The Netherlands this summer on behalf of InterPride and explore some global initiatives to further the mission and vision of InterPride. The Board is currently reviewing and will be discussing this further at the AGM.

I wrote the 2013 InterPride Theme information as well as the President's message for the website and newsletter, the Magazine and the AGM Delegate program. Every week, I spend anywhere from 10-20 hours on InterPride and with committee meetings on weekends, add another 4-6 hours. The position of Co-President requires time, availability and commitment. I believe that the role of Co-Presidents is changing to become more of an Operational position. InterPride will soon not be able to solely exist on the good will of volunteers, but will need to hire a part-time contractor or staff for this organization. The workload as it stands right now for Co-President is enormous and it's just going to get busier. I think that it's important at this juncture that InterPride look at where it's going and how it's going to deal with the "business of InterPride".

I take the role of Co-President quite seriously and I have wholly involved myself with the affairs of InterPride. I am proud of the achievements I've seen over the last few years and the strength of this Board and organization moving forward. InterPride is moving ahead at a fast pace and onto the global stage and I am honoured to be a part of this.



InterPride Regions

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

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

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

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

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

Region 6 United States (States: Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Washington DC (District of Columbia))

Region 7 Canada, (Provinces: Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland & Labrador, Northwest Territories, Nova Scotia, Ontario, Prince Edward Island, Quebec, Saskatchewan, Yukon Territory),

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 & Caicos Islands, Virgin Islands (UK), Virgin Islands (USA)

Region 10 Guernsey, Jersey, Ireland, Isle of Man, United Kingdom of Great Britain and Northern Ireland

Region 11 Aland, Denmark, Faeroes, Finland, Greenland, Iceland, Norway, Svalbard, Sweden

Region 12 Austria, Germany, Liechtenstein, Switzerland

Region 13 Belgium, France, Luxembourg, Monaco, Netherlands

Region 14 Andorra, Cyprus, Gibraltar, Israel, Italy, Madeira, Malta, Portugal, San Marino, Spain, Turkey, Vatican City, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, South Georgia and the Sandwich islands, Surinam, Uruguay, Venezuela.

Region 15 Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Greece, Macedonia, Kosovo, Montenegro, Serbia, Slovenia, Turkey.

Region 16 Algeria, Angola, Ascension, Benin, Botswana, Burkina, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Comoros, Congo, 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, Reunion, Rwanda, St. Helena, Sao Tome and Principe, Senegal, Seychelles,

Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, Zimbabwe

Region 17 (under region 14) Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Falkland Islands, French Guiana, Guyana, Paraguay, Peru, South Georgia and the Sandwich Islands, Surinam, Uruguay, Venezuela

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

Region 19 Bangladesh, Bhutan, British Indian Ocean Territory, Brunei, Cambodia, China, India, Indonesia, Japan, Korea North, Korea South, Laos, Macao, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Papua New Guinea, Philippines, Seychelles, Singapore, Sri Lanka, Taiwan, Thailand, Vietnam

Region 20 American Samoa, Australia, Baker Island, Bouvet Island, Christmas Island, Cocos (Keeling) Islands, Coral Sea Islands, Fiji, French Polynesia, 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 & Futuna Islands

Member Organizations

InterPride counted 196 members: 152 full paid member organizations in the year 2013 and 44 that have not yet renewed their membership however were active in the past one to two years. A full break down of the associated statistics can be found in the membership report later in this Annual Report. All 196 have been included in the following pages.

NORTH AMERICA

REGION 1

Austin Gay and Lesbian Pride Foundation

Bisbee Pride

Christopher Street West

Folsom Street Events

Gay Pride Celebration Committee of San Jose Inc.

Greater Palm Springs Pride

Humboldt Pride

Inland Empire Pride

Long Beach Lesbian and Gay Pride

Los Angeles Leather Coalition

North Georgia Marietta Pride

Oakland Pride, Inc.

Out Music - The LGBT Academy of Recording Arts

Phoenix Pride

Pride and Promote (At the Beach)

Reno Gay Pride

San Diego Pride

San Francisco Pride

San Gabriel Valley Pride, Inc.

Sedona Pride Association

SOMA Pride

Southern Nevada Association of Pride

Tijuana GLBT Pride - Mexico

Tucson Pride Inc.

Utah Pride Center

REGION 2

Capital City Pride

Capitol Hill Pride Festival

Capitol Pride

Identity

Kitsap Pride Network

Montana Pride Network

Northwest Museum of Legends and Lore

OutSpokane

Pride Day Equality Project Inc.

Tacoma Rainbow Center

REGION 3

Albuquerque Pride

Dallas Tavern Guild

Denver PrideFest

El Paso Sun City Pride

Enid LGBT Coalition

Los Ranchos Pride

OKC Pride

Out Boulder

Pride Houston

Pride San Antonio

Santa Fe Human Rights Alliance / Santa Fe Pride

Southern New Mexico Pride

Taos Pride

Tulsa Pride / Oklahomans for Equality

REGION 4

Fort Wayne Pride

Gay and Lesbian Community Center of Greater Cincinnati

Gay-Lesbian-Bisexual-Transgender Pride / Twin Cities

Indy Pride

Metro East Pride of Southwestern Illinois

Motor City Pride

PFLAG Holland / Lakeshore

Pride St Louis

PRIDE Chicago

PrideFest

QC Pride

South Central MN Pride	OBX Pride	Delaware Pride, Inc.
Spencer Pride	Ocala Pride, Inc.	Delta Foundation of Pittsburgh / Pittsburgh Pride
St Cloud Pride	Pride Community Center of North Central Florida	Gay Alliance of the Genesee Valley - Rochester Pride
Stonewall Columbus	Pride South Florida	Heritage of Pride
West Michigan Pride	Pride-SWFL	Jersey City Pride
REGION 5	Roanoke Pride	Jersey Lyfe Presents: Southern New Jersey GLBT Pride
Atlanta Pride Committee	Sarasota Pride	Jersey Pride, Inc.
Augusta Pride	Savannah Pride	LGBT Coalition of Western MA
Baton Rouge Pride	South Carolina Pride Movement	New Hope Celebrates
Blue Ridge Pride	South Georgia Pride	Noho Pride
Central Alabama Pride	St Pete Pride	North Shore Pride, Inc.
Charleston Pride Festival	Stonewall Summer Pride	NW PA Pride Alliance, Inc.
Charlotte County Pride, Inc.	Tennessee Valley Pride, Inc. - Chattanooga	Out Astoria, Inc.
Charlotte Pride, Inc.	The Family Tree Community Center, Inc.	OutCT
Come Out With Pride	Upper Cumberland Pride	Philly Pride Presents
Destiny Foundation / Pride New Orleans Celebration	Upstate Pride SC	Pride Alliance Long Island
Fairfax Pride	Volusia Pride	Pride of the Greater Lehigh Valley
Hampton Roads Pride	REGION 6	Queens Lesbian and Gay Pride Committee
Kentuckiana Pride Foundation, Inc.	Boston Pride Committee	Reading Pride Celebration
Knoxville PrideFest / East TN Equality Council	Bronx Pride Committee of the Bronx LGBTQ Center	Rhode Island Pride
Miami Beach Gay Pride	Brooklyn Pride	Southern Maine Pride
Mid-South Pride Festival	Cape Cod LGBT Pride	REGION 7
Mobile Alabama Pride	Capital Pride Alliance	Brockville Pride
Nashville Pride	Chesapeake Pride Festival	Capital Pride
New Orleans Pride	CNY Pride	Edmonton Pride Festival Society
North Carolina Pride	Connecticut PRIDE Hartford Rally and Festival	Fierté Montréal

GLBT Quebec / Lutte a l'homophobie
Halifax Pride

Lethbridge Pride Fest

Moncton River of Pride / Riviere De Fierle, Moncton

Okanagan Pride Society

Pride Calgary Planning Committee

Pride Durham, Inc.

Pride Toronto

Pride Winnipeg Festival

Prince Albert Q-Network, Inc.

Queer Media Group

QueerStock Canada

Regina Pride, Incorporated

Saskatoon Diversity Network

Sincoe Pride

tri-Pride Community Association, Inc.

Vancouver Pride

CARIBBEAN

REGION 9

Coalicion Orgullo Arcoiris

EUROPE

REGIONS 8, 10 - 15

Amsterdam Pride

Arcigay Milano

Associazione Lista Lesbica Italiana

Athens Pride

Barcelona Pride / ACEGAL Barcelona

Berliner CSD e.V. / Berlin Pride

Braunschweig Pride / Verein für
sexuelle Emanzipation e.V.

Budapest Pride

Casa Rosa / Ghent Pride

Cologne Pride

CSD in Konstanz e.V. / Konstanz Pride

CSD Rhein Neckar e.V.

Fundacja Rownosci / Equality
Foundation, Poland

Gay Pride Reykjavik

Gender Doc-M

Hamburg Pride e.V.

Hosi Wien / Vienna Pride - Regenbogenparade

Lesbian and Gay Pride de Marseille

Lesbian and Gay Pride Montpellier

LGBT Human Rights Project "GayBelarus"

LGL / Baltic Pride - Lithuania

Madrid Pride / Aegle Madrid

Manchester Pride

Mozaika — LGBT and their friends
Alliance

Oslo Pride / Skeive dager

Portugal gay Porto

Pride Azores

Pride London

Reno Rainbow Fest

Reykjavik Gay Pride

Roma Pride / Circulo di cultura omosessuale Mario
Mieli

Roze Zaterdag Nederland

Stockholm Pride

The Belgian Pride - Brussels

Thessanoliiki Pride

Tous & Go

UK Black Pride

Zurich Pride Festival

AFRICA

REGION 16

Gender Equality and Health Organization / GEHO
UGANDA
Joburg Gay Pride Festival

ASIA

REGION 19

TOKYO Pride

AUSTRALIA

REGION 20

Pride March Victoria

Committee Reports

CONFERENCE STRUCTURE AND INTEGRITY

By Sue Doster, Co-Chair Conference Structure and Integrity Committee (CSIC)

Active Committee Members:

Committee Co-Chairs: Isaac Kelly and Sue Doster.

Chris Bryan, Gary Van Horn, Caryl Dolinko, Jean-Francois Perrier, Suz Seymour, Frank Leonzal, Matt Crawford, Ron deHarte, Lynn Habel, Stefan Baier, Michele Irimia, Anna Dubrowski, Alan Reiff, Paul Sanders, Chris Bryan, Chris Morehead, Dion, Rocky Bowell, Wil Coleman, Ernie Yuen, Glen Paul Freedman and Jean-Sebastien Boudreault.

Montréal AGM Update:

- 191 Registered attendees to date out of a target 220.
- Continuing to send out blast emails to over 2,000 people to encourage registration.
- Focusing on pulling together workshops and speakers, so far going well.
 - o Emergency Management as a response to the events in Boston.
 - o Sessions in French, English, and one so far in Spanish.
- Hotel room requirement has been met
- Finalizing presenters and sessions
- Event venues have been secured

Review and discussion of 2015 Bid:

- The committee discussed and reviewed the bid we received for the 2015: Southern Nevada Association of Pride, Inc. (SNAPI). SNAPI's will be bidding for the 2015 Annual General Meeting (AGM) in Montréal.

New Change in AGM Bidding Process:

The CSIC Committee has worked to improve the bidding process for AGMs. These changes were approved by the Board at the Mid-Year Meeting. Beginning next year, the new bidding process will be:

- Informal Intent Declaration: At the AGM one year before (or this AGM to bid at next year's conference)
- Letter of Intent Deadline: 180 days before AGM
- Waiver Request Deadline: 150 days before AGM
- Waiver Decision Deadline: 120 days before AGM
- Bid Deadline: 90 days before AGM

AGM Requirements for Meals:

The Committee has worked to define the meal requirements for AGM hosts. The single greatest expense for any host committee is food and catering. The existing rule was vague and open to interpretation. Host Committees will be responsible for providing the following meals at a minimum. The existing rule stays in effect that requires that: "In all promotional materials the Host Organization must make clearly known any and all meals not included in the registration fee."

AGM Minimum Meal Requirements

AGM Minimum Meal Requirements			
Thursday	Friday	Saturday	Sunday
	Breakfast	Breakfast	
			Brunch
	Lunch	Lunch	
Afternoon Break	Afternoon Break	Afternoon Break	
	Reception (hor d'oeuvres)		
		Dinner	

* Both Montreal (2013) and Pittsburgh (2014) have agreed to this as well.

At last year's AGM in Boston, CSIC conducted a survey to see how various aspects of the conference were rated by attendees. The following charts summarize the findings.

Ranking (1=Critical, 5=Doesn't matter)	1	2	3	4	5
Education Ranking	56	12	6	5	2
Networking Ranking	60	11	3	3	5
Organization Benefits	31	25	18	2	3
Personal Benefits	19	25	15	14	7
Keynote Speaker Ranking	18	22	26	9	3
Entertainment Ranking	8	24	18	16	12
Location Ranking	27	21	16	6	8
Hotel Cost Ranking	45	19	6	7	2
Hotel Amenity Ranking	20	16	26	14	1
Presenter Ranking	29	32	10	6	3
Food Ranking	21	19	23	9	3
Skills Building Ranking	37	24	5	8	3
Overall Costs Ranking	41	21	10	6	2
Travel Costs Ranking	33	18	14	6	6
Airfare Costs Ranking	35	23	8	4	1
Pre/Post Conference Ranking	10	12	27	10	11
InterPride Business Ranking	26	29	12	6	4

Overall Ranking - Weighted (Sorted by Importance - the higher the score the more important)

Networking Ranking	364
Education Ranking	358
Hotel Cost Ranking	335
Overall Costs Ranking	333
Presenter Ranking	318
Organization Benefits	316
Skills Building Ranking	315
Airfare Costs Ranking	300
InterPride Business Ranking	298
Travel Costs Ranking	297
Location Ranking	287
Keynote Speaker Ranking	277
Personal Benefits	275
Hotel Amenity Ranking	271
Food Ranking	271
Entertainment Ranking	234
Pre/Post Conference Ranking	210

AGM Conference Schedule:

For this year's conference, the committee has voted to standardize the AGM schedule and move some of the committee meetings to Wednesday. The key drivers for this decision were:

- In the past, Board Members have been unable to "attend" the AGM conference because they are always in meetings.
- Because Board Members are sequestered away, they don't have as much opportunity to interact with membership.
- We have some major work ahead of us as an organization. The Board is working on a new strategic initiative, in addition to a long list of existing organization goals and "in Person" work is always the most effective and we, as a board only have the chance to do that twice a year.
- The first year we make any substantial changes to the schedule, there may be people who miss meetings due to the change, but once the schedule is set, it could actually increase attendance year to year.

This year, a number of the committee meetings will take place on Wednesday, including those operational committees that tend to have less member involvement. The other committee meetings would be scheduled to take place during the conference.

Committee Goals – Progress on goals:

Conference Structure and Integrity Committee Goals	Assigned to:	Status
Frequent communication between conference host and members	CSIC	Ongoing – Schedule to be included in Conference guidelines.
Ensure InterPride logo included on all marketing materials	CSIC / COM	Completed/Ongoing. Montréal has added the IP logo to AGM site. Additionally, the Montréal committee has agreed to use both the theme logo and the official logo harmoniously whenever viable.
Offer a mentorship program when new prides come in	CSIC / MS	In Progress - Sub-Committee formed to draft how this would work
Translation for non-English speaking and hearing impaired	CSIC / HOST	Montréal is planning to offer some workshops in both french and english. One in Spanish as well.
Youth inclusion and initiatives at the AGM and discounts	CSIC / HOST	In Progress. Montreal is inviting local youth to attend some sessions free of charge.
Create a guideline/checklist for conference structure more in-depth than the Standing Rule	CSIC / M&S	Draft in progress.
Work with Communications to see conference video streaming	CSIC / COM	In-Progress - Set up new YouTube Channel as first step
Goals discussion done at the beginning of AGM	CSIC / ExComm	In Progress, working with the Co-Presidents to schedule.
Enact the Mentoring Program at Conferences	CSIC / MS	Sub-Committee formed to draft how this would work
For those who can't attend AGM reduced fee & video streaming	CSIC / COM	Thoroughly discussed reduced fee structure, determined that this is best left in scholarship. Looking at streaming possibilities with Communications.
Increase educational component of AGM/Conference (InterPride University)	CSIC / HOST	Ongoing – Idea to add session to iTunes U.
Election process change with bios and pictures in advance of AGM and online voting for those not in attendance	CSIC / M&S	Not Started - Bigger than just CSIC.
Review goals with membership before AGM and last years goals sent prior to AGM	CSIC / ExComm	In Progress – We have trying a new approach this year.
Include photo exhibit of rainbow flag at 2013 Montreal AGM	HOST	In Progress - Montréal host committee took over this goal. IP to provide resources.
Focus on history of our organization and LGBTI history too	CSIC / HOST	In Progress - The committee has discussed having specific sessions or events.

COMMUNICATIONS

By Caryl Dolinko, Co-Chair Communications Committee

The communications committee is tasked with ensuring that all messaging is consistent, that all mediums carry that message and that people have access to this information. The committee is ongoing and doesn't really stop at all throughout the year. There is always something to update, to write, to edit or to produce. Although monthly meeting didn't occur on a regular basis, there was a constant flow of emails back and forth between key members of the committee. When meetings were held, there was limited attendance so time was spent effectively and productively, discussing ongoing projects and new initiatives. The communications was tasked with a lot of goals this year and we are pleased with what we have achieved.

MEDIA – InterPride wrote and distributed these Media Releases: InterPride, GLISA & ILGA-Joint Statement Condemning Russia; Announcement - InterPride to receive Muestra T Award from Madrid Pride; Announcement - InterPride Selects ShowClix for Pride Event Ticketing; Announcement - Fierte Canada Pride & InterPride Announce Joint Membership; Media Release – Interpride Supports Franc in the Plan to Legalize Gay Marriage; Media Release – InterPride condemns the anti-homosexuality bill in Uganda. We co-authored a release with ILGA and GLISA, which is the first time a joint statement, has ever been released. All media releases were sent through to the committee for revisions and final edits (as well as all of the newsletters and brochures).

The committee was also tasked with creating a database of media contacts and we now have 236 media contacts in that list. Although it doesn't include every online and print publication around the world, it's a comprehensive list of contacts that is dynamic and can grow and change over time. In addition to emailing media directly, we continue to publish our media releases to our overall newsletter list, on our website and on Facebook and Twitter.

REGIONAL DIRECTOR'S GUIDE - After Methods & Standards updated the information based on the newest guidelines, the communications committee reviewed, edited, proof read and created drafts and the final publication. The newest version is now online and available for download as well, was emailed out by the Secretary to all Board Directors.

GRAPHICS - We held a public competition for the theme graphic this year, 'Pride365'. We thought it would be a great way to engage our members. It was clear to the entire committee that the level of work from Mark Chapman and once again, his logo design and brilliant presentation made it an easy decision. The logo is available for download on our website and we encourage members to use our logo on their website and elsewhere. We shared the 2013 Pride 365 logo with all the members in early December and updated all the merchandise to reflect the new logos. The first newsletter of the year let the members and others know of our new theme and logo. A huge thanks again to Mark Chapman for his time, creative genius, great graphics and overall brand he created for InterPride!

TRANSLATION - We integrated a Google translation application into our website and now it's in multiple languages. Voila! We translated our brochures into French, Spanish and German and they are all online and available for download. Our ple-

nary schedule, and plenaries will all have translation available for those speaking Spanish or French and even the conference schedule is in French as well. We are working to become more inclusive to ensure those who don't speak English as a first language, can be involved.

WEBSITE — Our website has had 25,505 active visitors (September 21, 2012-September 21-2013) with 63,767 page views from 19,629 unique visitors, from these countries mostly: United States, Canada, United Kingdom, Spain, Australia, France, Germany, Brazil; The top languages 'spoken' on our website are English, French, Spanish, German, Portuguese and Russian. Our website is in the midst of being revamped once again to incorporate the database system requirements for Member Services as well as all the features we now require. This new website makes it easy to update, register and renew memberships and keeps information in one place with historical data easy to access. As well, members will be able to automatically have their events listed on the website when they join and share their logo as well. This is going to be part of the new integration with the members section under the administration of Member Services and general website content under the of communications committee.

SOCIAL MEDIA - We have been actively posting articles of interest and news items on Facebook and have 6,486 fans on our Facebook page and hope to hit 7,000 fans by the AGM. We started posting again in our Facebook Group and increased membership to 792 members from 6. We also started a private 'members only' discussion Group which has 134 members. We mainly post International LGBTI news articles on the page, we try to engage our members in the groups by asking questions and asking them to post photos. We ask member organizations and Regional Directors to post news to our Facebook page as well. Our page is scrubbed on a regular basis and advertisements or information not relevant to Prides or the LGBTI communities are deleted. Our Twitter account is directly linked to our Facebook page and all of our posts are tweeted to our twitter community. We have tweeted 2,225 times, have 2,186 followers and are following 1,841 LGBT related organizations.

E-NEWSLETTER - We have 2,784 total subscribers to our e-newsletter and this list of recipients includes our members as well as other international LGBT associations and media contacts. We send out newsletters on a regular basis and include information for our members highlighting the AGM, our committee work and any regional news submitted. We send out notifications to Regional Directors in advance of publishing the newsletter to ensure members had time to provide information to share.

YOUTUBE - One of the goals set out by the membership was to establish a YouTube channel and InterPride has created a branded channel. However, because we do not have any information to really upload at this time, we haven't started promoting it. Once we have some video demonstrations or information to post, we'll share the channel. Our hope is that our members will post videos and link them to the InterPride YouTube channel.

PRIDE RADAR — We worked very closely with the Human Rights committee and Vice President's of Operations for collecting the data. The VP's were assigned the responsibility of updating information and contacting their regional directors and all members in the region. Mark Chapman discussed the transition from a printed

publication to an independent website and InterPride will continue to be the main source for information and will be recognized online. There is no current date set for the Pride Radar website launch.

MAGAZINE - The InterPride magazine is worked on by the communications committee which gathers the articles and content for the pages, and member services provides the list of Pride events around the world and gathers distribution information for members. We are renewing the contract for another 5 year agreement for the magazine, with a annual payments to InterPride. An email went out to all Board members requesting that they contact members in their region for potential article submissions and photos.

Communications	COM	Status
Constant up-date of the website	COM	In progress
Facebook survey for Queer Facts and History (Marc)	COM	On Hold
Create a media list	COM	Completed
More information provided to RD's for the purpose of reaching out to other organizations in the areas	COM	Completed
Create a YouTube channel specifically for InterPride (David/Suz Sue) and create links on FB and Website	COM	Completed
Translation for non-English speaking (Suz - Peace Corp, Stefan) French, Spanish, German, Italian	COM /MS	Completed
Increase communications throughout committees	COM	Completed
Work with CSIC to create conference video streaming	COM /CSIC	Completed
Up-date and revise of Regional Directors Guide	COM /M&S	Completed
InterPride Magazine discussion about delivery date and editing	FDC	Completed
Providing and coordinating content for the Pride Magazine	COM	Completed
Ensure InterPride logo included on all marketing materials (AGM, WorldPride)	COM	Completed
InterPride logos and Theme logos sent to all organizations	COM /MS	Completed
Make InterPride more visible, (media at AGM/Conference)	COM	In Progress
Create online discussion board for members	COM	Completed
Update Wikipedia site with current information (Caryl)		Completed
Logo design of theme competition		Completed

Sponsorship

Sponsoring InterPride is partnering with Pride around the World!

InterPride. influences the LGBTI community on a global stage and our community helps shapes the future of our world. Sponsoring InterPride will place your brand in front of the world's most prominent LGBTI leaders and their constituents.

InterPride's sponsorship program can meet your strategic goals and maximize your brand visibility, reinforce your message and educating members about your products and services.

For further information go to www.interpride.org

FUND DEVELOPMENT

By Suz Seymour, Co-Chair Fund Development Committee

Greetings! As the Pride season has kept many of us busy since my mid year report, there isn't that much to report on. At this time, Fund Development is engaged in getting Board members, RDs and organizations to send in recipes for our cookbook fundraiser. We believe this is a genuine way to raise revenue, and at the same

time, offer an opportunity for others to see the "face" of InterPride (as well as food favorites, I might add!). Upon a successful completion, we believe this may be an exciting new fundraiser each and every year.

We have begun the process of doing the legwork to engage corporate sponsorship and also applications for grants. Our committee agrees that an updated sponsorship package is needed. This is an ongoing process, but one that we really hope to expand upon this upcoming year. Contact was made with representatives from TD Bank and Johnson & Johnson, and are two such possible sponsors that are in process.

Fund Development has had some troubles getting active participation from volunteers, and this is yet one more reason I believe we need paid staff. It's very difficult to count on volunteers to do the work/time commitment required to get the funds needed as an international organization.

Silent Auction: Promised items are in the process coming in, and many more are anticipated! We are planning to now offer this at the Saturday evening gala. Gilbert Baker has donated some pieces that perhaps may be an actual live auction item. Great fundraiser--but requires the board to push this to the member organizations to participate.

MEMBER SERVICES

By Sue Doster, Vice President Member Services and Co-Chair Member Services Committee

Active Committee Members:

Co-Chairs: Sherri Rase and Sue Doster

Marc Hansen, Caryl Dolinko, Linda Demarco, Perin Hurewitz, Frank Leonzal, and Suz Seymour.

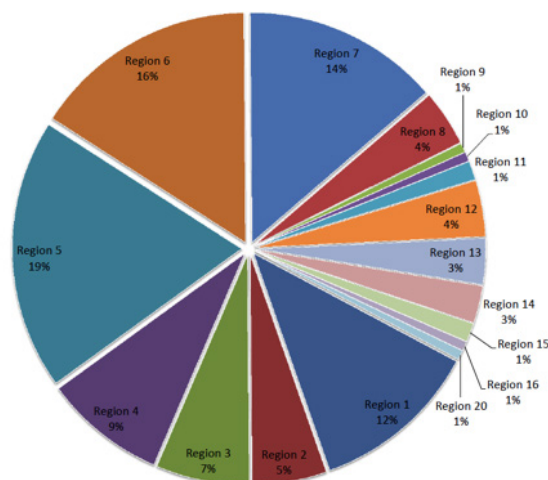
Current Membership Status as of September 2013:

Not including EPOA members, InterPride (and FCP) has 129 active members which has increased 10 members from total Memberships the same time last year. Separately, EPOA memberships have roughly remained the same as last year.

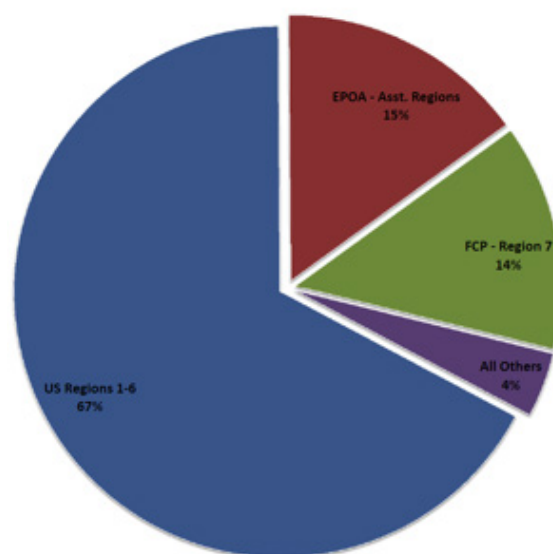
2013 Dues Renewal Summary			
As of 9/5/13			
Memberships	Renewed	Unrenewed*	Total
Region 1	18	8	26
Region 2	8	2	10
Region 3	10	4	14
Region 4	13	3	16
Region 5	29	8	37
Region 6	24	5	29
Region 7	21	0	21
Region 8	6	1	7
Region 9	1	0	1
Region 10	1	2	3
Region 11	2	3	5
Region 12	6	2	8
Region 13	5	2	7
Region 14	4	3	7
Region 15	2	0	2
Region 16	1	1	2
Region 20	1	0	1
	152	44	196

*Unrenewed members include Prides that have members in either 2011 or 2012 but have not yet renewed in 2013

InterPride Active Members by Region as of 9.5.13



InterPride Members Overview as of 9.5.13



Membership Database Update:

As many of you know, the MemberSuite database has presented some challenges this past year. Many members have had difficulty renewing or updating their records. Additionally it has been difficult to administer and maintain. As a result, the Member Services and the Board voted to change our Membership database from MemberSuite to YourMembership.com (YM) to address many of the problems people have experienced. This project is well underway. YM has the functionality to also serve as InterPride's website as well and allow us to avoid problems integrating the two. Those interested in the solution can find more information at <http://www.yourmembership.com/>. The new system will be online by the upcoming AGM.

Proposed Membership Levels:

The committee will be proposing changes in the M&S regarding membership levels.

The current levels of Affiliate Membership and Associate Membership aren't serving us well (as can be proven by the fact that we don't have any). The committee reviewed the existing rules and will be proposing some solutions at the coming AGM.

Associate Membership (Defined as "Any Pride Organization that has produced a Pride Event within a 15-month period prior to an Annual World Conference but does not meet the requirement of being a not-for-profit organization.") – Currently Associate Members pay double the fees of a Full Member. The committee decided that we should remove the provision that doubles the registration fee for Associate Members.

Affiliate Membership: (Defined as "Pride Networks and Partners".)

Currently we have none. Furthermore we've discovered a problem with the Affiliate membership definition in the Methods and Standards – there is no defined fee structure. As a result even if an organization wanted to join, they are unable. The committee agreed on the following:

- This Affiliate Membership is still a good idea to offer – A strong network would be a boon to membership, and allow InterPride to extend its reach.
- The fee schedule that members pay is not appropriate for this level of membership:
 - Affiliate Members would not get a vote
 - It is significantly higher than similar organizations
- After debate the committee felt that the follow fee schedule for Affiliate Members would be a good starting point (as we currently have none)
 - \$100 USD for local and statewide organizations
 - \$200 USD for national and international organizations
- The committee also agreed that, since we have no idea how this would play out, we would revisit the program in a year and make any needed adjustments in membership levels.
- Finally, if for any reason it doesn't get approved at the AGM, the Membership Level should be struck. It makes no sense to promote something that we can't sell.

2013 Member Services Committee Progress Against Goals:

Up-date of member database and alumni in MemberSuite	MS / COM	Over the course of the year, it became apparent that MemberSuite was no longer serving our needs. MS researched and is in the process of moving to yourmembership.com to address the problems.	In Progress
Investigate options for group purchasing to get better prices	MS	Need a volunteer to pursue.	On Hold
Add more member benefits	MS	Ongoing – Have added ShowClix, American Airlines, Region 7 Benefits through FCP Partnership. Working to formalize our existing relationship with Edge Medal to create apps for members.	Completed/Ongoing
Reach out to non-English speaking countries	MS / VP	Much bigger than just this committee. This AGM is the first to have a fully bi-lingual website and offer workshops in different languages.	Completed/Ongoing
Come up with 1-page document for new members for benefits	MS / COM	Will be in place before the AGM.	In Process
Previous members and past organizations brought back as members again [2]	MS / ALUM	In Progress - Committee agreed to reach out to both "Non-members" and previous members. Also to share with RDs "non-renewed" prides in their region.	Completed/Ongoing
Amount of member information resources increased and brought to new and grassroots organizations	MS / COM	Completed Member Benefits Brochure – translated into multiple languages	Completed

When new prides come in that we offer a mentorship program [2]	MS	Scholarship working on formalizing mentoring process.	Moved to scholarship
Send list of regional members to new Regional Directors	MS / VP		Completed
Orientation of Member Suite for RD's (online or 1 page)	MS / VP	Changed to YourMembership.com. Will be completed when we move over.	Pending
[New] Member document repository – Templates, resources	MS	Searched for original documents to no avail. Must rebuild. Need a volunteer to spearhead this.	On hold
[New] Check-in with Member orgs twice or three times a year – Divided among committee members [2]		Committee agreed to both check-in with member orgs and RDs to see if they need any help/support	Happens informally. Should work to formalize.
[New] Web-Video cast – for Membersuite "How-To"		In Progress – Set up YouTube Channel[Completed] – InterPrideTV – Will be completed when we move over to YourMembership.com	Pending
[New] Welcome Video for new Members		Hope to film one or two videos at Mid-Year	Not started

Full InterPride Membership Listing as of September 2013

Notes on the following table:

1. An asterisk (*) denotes that the organization has not yet paid 2013 dues, but was active in either 2011 or 2012.
2. Blue text indicates that the record was added since the Member Services Mid-year report.

Member Organization	Location	Region	Joint Membership
Albuquerque Pride	Albuquerque, NM, USA	Region 3	
Amsterdam Pride	Amsterdam	Region 13	EPOA/IP
Arcigay Milano*	Milano	Region 14	EPOA/IP
Associazione Lista Lesbica Italiana	Milan, Italy	Region 14	EPOA/IP
Athens Pride	Athens, Greece	Region 15	EPOA/IP
Atlanta Pride Committee	Atlanta, GA, USA	Region 5	
Augusta Pride	Augusta, GA, USA	Region 5	
Austin Gay & Lesbian Pride Foundation*	Austin, , USA	Region 1	
Barcelona Pride / ACEGAL Barcelona	Barcelona, Spain	Region 14	EPOA/IP
Baton Rouge Pride	Baton Rouge, Louisiana, USA	Region 5	
Berliner CSD e.V. / Berlin Pride	Berlin	Region 12	EPOA/IP
Bisbee Pride	Bisbee, , USA	Region 1	
Blue Ridge Pride	Asheville, NC, USA	Region 5	
Boston Pride Committee	Boston, , USA	Region 6	
Braunschweig Pride / Verein für sexuelle Emanzipation e.V.	Braunschweig	Region 12	EPOA/IP
Brockville Pride	Brockville, Ontario	Region 7	FCP/IP
Bronx Pride Committee of the Bronx			
LGBTQ Center	Bronx, NY, USA	Region 6	
Brooklyn Pride	Brooklyn, NY, USA	Region 6	

Budapest Pride	Budapest, Hungary	Region 8	EPOA/IP	Gay Pride Celebration Committee of San Jose Inc.*	San Jose, , USA	Region 1	
Cape Cod LGBT Pride*	Hyannis, , USA	Region 6		Gay Pride Reykjavik*	Reykjavik	Region 11	EPOA/IP
Capital City Pride	Olympia, WA, USA	Region 2		Gay-Lesbian-Bisexual-Transgender Pride/Twin Cities	Minneapolis, MN, USA	Region 4	
Capital City Pride*	Olympia, WA, USA	Region 11		Gender Doc-M	MOLDOVA	Region 8	EPOA/IP
Capital Pride	Ottawa, On	Region 7	FCP/IP	Gender Equality & Health Organization (GEHO - UGANDA)	Jinja, , Uganda	Region 16	
Capital Pride Alliance	Washington, DC, USA	Region 6		GLBT Québec /			
Capitol Hill Pride				Lutte à l'homophobie	Québec, Québec	Region 7	FCP/IP
Festival	Seattle, WA, USA	Region 2		Greater Palm Springs Pride	Palm Springs, CA, USA	Region 1	
Capitol Pride	Salem, OR, USA	Region 2		Halifax Pride	Halifax, Nova Scotia	Region 7	FCP/IP
Casa Rosa/				Hamburg pride e.V.*	Hamburg	Region 12	EPOA/IP
Ghent Pride*	Ghent	Region 13	EPOA/IP	Hampton Roads Pride	Norfolk, USA	Region 5	
Central Alabama Pride	Birmingham, AL, USA	Region 5		Heritage of Pride	New York, NY, USA	Region 6	
Charleston Pride				Hosi Wien / Vienna Pride -			
Festival*	North Charleston, USA	Region 5		Regenbogenparade	Wien	Region 12	EPOA/IP
Charlotte County				Humboldt Pride	Eureka, CA, USA	Region 1	
Pride, Inc	Port Charlotte	Region 5		Identity	Anchorage, AK, USA	Region 2	
Charlotte Pride, Inc.	Charlotte, , USA	Region 5		Indy Pride	Indianapolis, IN, USA	Region 4	
Chesapeake Pride				Inland Empire Pride	San Bernardino, CA, USA	Region 1	
Festival*	Annapolis, MD, USA	Region 6		Jersey City Pride	Jersey City, New Jersey	Region 6	
Christopher Street				Jersey Lyfe Presents:			
West	Los Angeles, CA, USA	Region 1		Southern New Jersey GLBT Pride	Philadelphia, PA, USA	Region 6	
CNY Pride	Syracuse, , USA	Region 6		Jersey Pride, Inc.	Princeton, , USA	Region 6	
Coalicion Orgullo				Joburg Gay Pride Festival*	Johannesburg,		
Arcoiris	San Juan, PR, USA	Region 9			Gauteng, South Africa	Region 16	
Cologne Pride*	Köln	Region 12	EPOA/IP	Kentuckiana Pride Foundation, Inc.	Louisville, , USA	Region 5	
Come Out With Pride	Orlando, FL, , USA	Region 5		Kitsap Pride Network*	Bremerton, WA, USA	Region 2	
Connecticut PRIDE				Knoxville PrideFest/			
Hartford Rally				East TN Equality Council	Knoxville, , USA	Region 5	
& Festival*	Hartford, , USA	Region 6		Lesbian and Gay Pride de Marseille	Marseille - France	Region 13	EPOA/IP
CSD in Konstanz e.V. /				Lesbian and Gay Pride Montpellier	Montpellier	Region 13	EPOA/IP
Konstanz Pride	Konstanz	Region 12	EPOA/IP	Lethbridge Pride Fest	Lethbridge, AB	Region 7	FCP/IP
CSD Rhein-Neckar	Mannheim	Region 12	EPOA/IP	LGBT Coalition of Western MA	Northampton, MA, USA	Region 6	
Dallas Tavern Guild*	Dallas, TX, USA	Region 3		LGBT Human Rights Project			
Delaware Pride, Inc.	Newark, DE, USA	Region 6		"GayBelarus"	Minsk-21, , Belarus	Region 8	
Delta Foundation of Pittsburgh /				LGL (Baltic Pride - Lithuania)*	Vilnius	Region 8	EPOA/IP
Pittsburgh Pride	Pittsburgh, PA, USA	Region 6		Long Beach Lesbian			
Denver PrideFest*	Denver, CO, USA	Region 3		and Gay Pride	Long Beach, CA, USA	Region 1	
Destiny Foundation /				Los Angeles Leather Coalition	Los Angeles, CA,	Region 1	
Pride New Orleans				Los Ranchos Pride	Los Ranchos, NM, USA	Region 3	
Celebration	New Orleans, LA, USA	Region 5		Madrid Pride / Aegal Madrid*	Madrid	Region 14	EPOA/IP
Edmonton Pride				Manchester Pride*	Manchester	Region 10	EPOA/IP
Festival Society	Edmonton, AB	Region 7	FCP/IP	Metro East Pride			
El Paso Sun City Pride	El Paso, TX, USA	Region 3		of Southwestern Illinois*	O'Fallon, , USA	Region 4	
Enid LGBT Coalition*	Enid, OK, USA	Region 3		Miami Beach Gay Pride*	Miami Beach, FL, USA	Region 5	
Fairfax Pride*	Arlington, VA, USA	Region 5		Mid-South Pride Festival	Memphis, TN	Region 5	
Fierte Montréal	Montreal, Québec	Region 7	FCP/IP	Mobile Alabama Pride*	Mobile, AL, USA	Region 5	
Folsom Street Events	San Francisco, CA, USA	Region 1		Moncton River of Pride /			
Fort Wayne Pride	Fort Wayne, , USA	Region 4		Rivière De Fierté, Moncton	Moncton, NB	Region 7	FCP/IP
Fundacja Rownosci				Montana Pride Network	Helena, MT, USA	Region 2	
(Equality Foundation, Poland)	Warszawa	Region 8	EPOA/IP	Motor City Pride	Detroit, , USA	Region 4	
Gay & Lesbian				Mozaika - LGBT and their			
Community Center of				friends Alliance	Riga	Region 8	EPOA/IP
Greater Cincinnati*	Cincinnati, OH, USA	Region 4		Nashville Pride	Nashville, TN, USA	Region 5	
Gay Alliance of the Genesee							
Valley - Rochester Pride	Rochester, NY, USA	Region 6					

New Hope Celebrates	New hope, USA	Region 6	Reykjavik Gay Pride*	Reykjavik, Iceland	Region 11
New Orleans Pride	New Orleans, USA	Region 5	Rhode Island Pride	Providence, RI, USA	Region 6
Noho Pride	Northampton, MA, USA	Region 6	Roanoke Pride	Roanoke, VA, USA	Region 5
North Carolina Pride	Durham, USA	Region 5	Roma Pride / Circulo di		
North Georgia Marietta Pride*	Marietta, Georgia, USA	Region 1	cultura omosessuale Mario Mieli	Roma	Region 14 EPOA/IP
North Shore Pride, Inc.	Manchester, MA, USA	Region 6	Roze Zaterdag Nederland	Rotterdam	Region 13 EPOA/IP
Northwest Museum of			San Diego Pride	San Diego, CA, USA	Region 1
Legends and Lore	Seattle, WA, USA	Region 2	San Francisco Pride	San Francisco, CA, USA	Region 1
NW PA Pride Alliance, Inc.	Erie, PA, USA	Region 6	San Gabriel Valley Pride, Inc.	Pasadena, CA, USA	Region 1
Oakland Pride, Inc.	Oakland, USA	Region 1	Santa Fe Human Rights Alliance /		
OBX Pride*	Manteo, NC, USA	Region 5	Santa Fe Pride	Santa Fe, NM, USA	Region 3
Ocala Pride, Inc.	Ocala, FL, USA	Region 5	Sarasota Pride	Sarasota, FL, USA	Region 5
Okanagan Pride Society	Kelowna, BC	Region 7 FCP/IP	Saskatoon Diveristy Network	Saskatoon, SK	Region 7 FCP/IP
OKC Pride	Oklahoma City, OK, USA	Region 3	Savannah Pride	Savannah, USA	Region 5
Oslo Pride / Skeive dager	Oslo, Norway	Region 11 EPOA/IP	Sedona Pride Association	Sedona, AZ, USA	Region 1
Out Boulder*	Boulder, USA	Region 3	Simcoe Pride	Waubaushe, ON	Region 7 FCP/IP
Out Music - The LGBT Academy			SOMA Pride*	Maplewood, USA	Region 1
of Recording Arts	Brooklyn, , USA	Region 1	South Carolina Pride Movement*	Columbia, South Carolina, USA	Region 5
Out Astoria, Inc.	Astoria, NY, USA	Region 6	South Central MN Pride	Mankato, , USA	Region 4
OutCT	New London, CT, USA	Region 6	South Georgia Pride	Valdosta, GA, USA	Region 5
OutSpokane	Spokane Valley, WA, USA	Region 2	Southern Maine Pride	Portland, ME, USA	Region 6
PFLAG Holland/Lakeshore	Holland, Michigan, USA	Region 4	Southern Nevada		
Philly Pride Presents	Philadelphia, PA, USA	Region 6	Association of Pride	Las Vegas, NV, USA	Region 1
Phoenix Pride	Phoenix, AZ, USA	Region 1	Southern New Mexico Pride	Las Cruces, , USA	Region 3
Portugal gay Porto*	Porto; Portugal	Region 14 EPOA/IP	Spencer Pride	Spencer, IN, USA	Region 4
Pride Alliance Long Island	Central Islip, NY, USA	Region 6	St Pete Pride	St Petersburg, FL, USA	Region 5
Pride and Promote (AT The Beach)*	Los Angeles, CA, USA	Region 1	St. Cloud Pride	Sartell, USA	Region 4
Pride Azores	Azores, Portugal	Region 14 IP	Stockholm Pride	Stockholm	Region 11 EPOA/IP
Pride Calgary Planning Committee	Calgary, Alberta	Region 7 FCP/IP	Stonewall Columbus	Columbus, OH, USA	Region 4
Pride Community Center of			Stonewall Summer Pride	Boca Raton, FL, USA	Region 5
North Central Florida	Gainesville, , USA	Region 5	Tacoma Rainbow Center	Tacoma, WA, USA	Region 2
Pride Day Equality Project Inc	Eugene, OR, USA	Region 2	Taos Pride	Taos, New Mexico, USA	Region 3
Pride Durham Inc.	Oshawa, ON	Region 7 FCP/IP	Tennessee Valley Pride, Inc. -		
Pride Houston	Houston, TX, USA	Region 3	Chattanooga	Chattanooga, TN, USA	Region 5
Pride London*	Greater London	Region 10 EPOA/IP	The Belgian Pride (Brussels)	Brussels, Belgium	Region 13 EPOA/IP
Pride March Victoria	Melbourne, Victoria, Australia	Region 20	The Family Tree		
Pride of the Greater Lehigh Valley*	Allentown, PA, USA	Region 6	Community Center, Inc.	Tallahassee, FL, USA	Region 5
Pride San Antonio	San Antonio, , USA	Region 3	Thessaloniki Pride	Thessaloniki, Greece	Region 15 EPOA/IP
Pride South Florida	Fort Lauderdale, FL, USA	Region 5	Tijuana GLBT Pride - Mexico	TIJUANA,	
Pride St Louis	Saint Louis, MO, USA	Region 4		BAJA CALIFORNIA, Mexico	Region 1
Pride Toronto	Toronto, Ontario	Region 7 FCP/IP	Tous & Go*	Marseille	Region 13 EPOA/IP
Pride Winnipeg Festival	Winnipeg, Manitoba	Region 7 FCP/IP	tri-Pride Community		
PRIDEChicago	Chicago, IL, USA	Region 4	Association Inc.	Cambridge, Kitchener,	
PrideFest	Milwaukee, WI, USA	Region 4		Waterloo, Ontario	Region 7 FCP/IP
Pride-SWFL	Estero, FL, USA	Region 5	Tucson Pride Inc*	Tucson, , USA	Region 1
Prince Albert Q-network, Inc.	Prince Albert, SK	Region 7 FCP/IP	Tulsa Pride / Oklahomans		
QC Pride*	Davenport, IA, USA	Region 4	for Equality	Tulsa, Oklahoma, , USA	Region 3
Queens Lesbian & Gay			UK Black Pride	London, UK	Region 10
Pride Committee	Jackson Heights, NY, USA	Region 6	Upper Cumberland Pride	Cookeville, , USA	Region 5
QUEER MEDIA GROUP	Toronto, Canada	Region 7 FCP/IP	Upstate Pride SC	Boiling Springs, SC, USA	Region 5
QueerStock Canada	Pickering, ON	Region 7 FCP/IP	Utah Pride Center	Salt Lake City, , USA	Region 1
Rainbow Mission Foundation	Budapest, , Hungary	Region 8	Vancouver Pride	Vancouver, BC	Region 7 FCP/IP
Reading Pride Celebration*	Reading, PA, USA	Region 6	Volusia Pride*	Port Orange, , USA	Region 5
Regina Pride, Incorporated	Regina, Saskatchewan	Region 7 FCP/IP	West Michigan Pride	Grand Rapids, MI, USA	Region 4
Reno Gay Pride	Reno, NV, USA	Region 1	Zurich Pride Festival	Zürich	Region 12 EPOA/IP
Reno Rainbow Fest*	Sacramento, CA, USA	Region 1			

*Organization has not yet paid 2013 dues

METHODS AND STANDARDS

By James Hermansen - Parker, Co-Chair Methods and Standards Committee

Since our Mid-Year meeting, the Methods & Standards Committee has been working on possible restructure of the board of directors. We have reviewed the organization's code of conduct and ethics policy, with plans to present to the board the current policy and enact that each board member review and sign the document when they join the board.

A few members of the committee are working on realignment of the regions in the United States from 6 regions to 4. We believe this will lessen the perceived weight the United States has on the board, and will consolidate the regions that need more support from a regional director team. We are continuing to work on ways to more clearly define the roles of the Executive Board members, with the Vice Presidents of Operations working on a manual similar to the Regional Director's guide, filled with a timeline of reports, duties and expectations, and tips on how to fulfill the latter.

We have worked with all committees to update their Standing Rules, and are working with the host organization to ensure all the proper paperwork is available before the credentialed delegates arrive in Montreal for the AGM this year.

We will continue to work with all committees to update their Standing Rules and continue our work on clarifying the board's roles and responsibilities.

HUMAN RIGHTS

by Cain Williamson, Co-Chair Human Rights Committee

At the end of the AGM in Boston last year, the Human Rights (HR) Committee met and established a set of goals for the coming year. These goals were:

- Complete the annual Pride Radar update.
- Create an official IP Human Rights Exhibit.
- Establish a Twin Pride Mentoring Program.
- Bring a Pride from a hostile Environment to the 2013 AGM to speak at a plenary.
- Establish at least 2 formal working relationships with peer global LGBTI organizations.

A report on the status of each of these goals is below.

Complete the annual Pride Radar Update – Some progress was made on this goal, but it was discovered that a former IP board member had all the necessary files to complete the work and we were unable to get the files to complete the job this year. It is anticipated that the .pdf report that was published last year will be converted to a website by Mark Chapman in the coming year.

Create an official IP Human Rights Exhibit – Discussions were started on this item, but nothing was completed. It was decided that in many ways this item is dependent on a completed Pride Radar update. This is an item that should be put back on the table for discussion as a potential carry-over goal for 2014.

Establish a Twin Pride Mentoring program – The committee made progress on this goal, with Frank Leonzal actually writing a program description document. However, after the completion of the document, the committee felt that the program was more of a Member Services issue than a Human Rights issue. As a result, the program description document was forwarded to the Member Services Committee for its consideration.

Bring a Pride from a hostile Environment to the 2013 AGM to speak at a plenary – At the time of the writing of this report, it is anticipated that a representative of Gender Equity and Health Organization of Uganda (GEHO Uganda) will be at the AGM and will have time on a plenary session to make a presentation regarding the conditions on the ground in Uganda. GEHO was a recipient of a Solidarity Fund grant to support the production of a Pride event in Jinja Uganda.

Establish at least 2 formal working relationships with peer global LGBTI organizations – As a result of IP's relationship with the Dutch NGO Pride United, two representatives of IP participated in a 3-day summit in Amsterdam in June with representatives from ILGA World and GLISA. At the summit, a draft of a framework for cooperation among the organizations was created and it currently being vetted with the rest of that organizations' leadership structure. It is anticipated that the IP board will take action on it at the 2013AGM in Montreal. Additionally, the plenary agenda for the AGM includes time for representatives of ILGA and GLISA to address the assembled membership of IP.

Additionally, IP sent two representatives – Gary Van Horn and Alan Reiff – to Baltic Pride in Vilnius, Lithuania in June of 2013. IP's participate in this event was in cooperation with The Harvey Milk Foundation and the US State Department. Our participation was well received by all parties involved and good connections were made.

Solidarity Fund Subcommittee Update 2013 Update:

After receiving 3 applications for support this year, the Solidarity Fund Subcommittee chose to make two grants:

- \$600.00 US to LGBTS Christian Church in Quezon City, Philippines in support of a mass LGBT wedding ceremony
- \$1,000.00 US to Gender Equality and Health Organization Uganda in support of a Pride event in Jinja, Uganda.



At the time of the writing of this report, the LGBT wedding in Quezon City had been successfully completed and IP had been given adequate recognition at the event as a sponsor. The Jinja Pride event had not been executed, but was anticipated shortly.

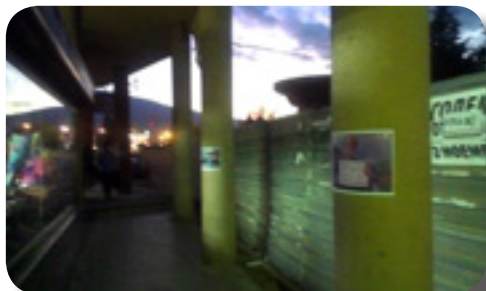


Additionally, this year, the Solidarity Fund received its first donation from a private citizen.

2012 Macedonia Grant Close-out - In total LGBT United Macedonia had 6 activities. 3 of them were on a public space and the other 3 were indoor activities. The public events were accomplished in Skopje (2 events) and in Tetovo (1 event). We eliminated Ohrid due to lack of safety backup.

Action 1: I Support LGBT Rights in Macedonia (Skopje)

This action was held in the streets in the capital, Skopje, on November 9, 2012. It was organized by 5 activists of LGBT United putting up posters with the slogan I SUPPORT LGBT RIGHTS IN MACEDONIA. They were also handing out flyers for the human rights of the LGBT people and how those rights can be supported. This event was completed without conflict or incident.



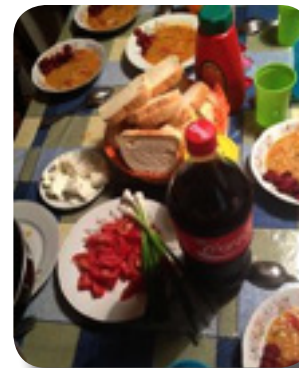
Action 2: I Support LGBT Rights in Macedonia (Tetovo) This action was held in the streets of Tetovo. The activities were mainly in Albanian and Turkish language so most of the citizens of the city could accept the message well (big percent of the population in Tetovo is Muslim and speaks Albanian and Turkish). We put up the posters and handed out flyers for the LGBT human rights. At the very ending of our action, some football hooligans [classic violent ultra-rightwing elements in this region] tried to attack us.

Action 3 and 4: 10 Months LGBT United This activity was held for the 10-month anniversary of LGBT United. This event included watching a movie, playing songs on guitar, debate and party at the end of the event. It was held at the LGBTI Support Center. The event made an impact because there was a strong debate amongst the guests. Before event the activists of LGBT United handed out flyers and

messages for understanding at one of the most frequented places in Skopje: GTC Mall.

Action 4: LGBT Movie Night: On June 3, 2013 around 12 participants were part of the LGBT Movie Night. Before the movie the guests were cooking dinner and after that we all watched the movie "Prayers for Bobby". The movie made a lot of people cry and touched the guests emotionally. After the movie we held a party.

Action 5: Observing LGBT Pride Month: LGBT Pride Month in the LGBTI Support Center with Ericka Grawey and LGBT United. After this event we had some direct threats and also threats addressed to the name of the American Corner Skopje. We have all the situations documented.



We planned to have 2 more actions, but they will take place in September this year because we want the safety of our activists to be on the first place, and in the past period they had some very personal threats and risky situations.

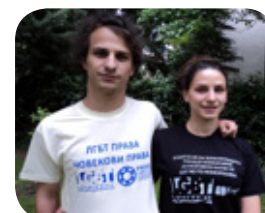
On our movie nights we had around 20 participants, who were LGBT people, but also friends, supporters and even a parent of one of our members.

We can't be precise how many participants exactly viewed our activities held on public space but we can say that we held them during the most frequent time of the day (11:00 – 14:00) and on the most frequent locations in Skopje and Tetovo. We can conclude that the posters spread the message we want to speak about.

We did not have serious problems, but we had to reschedule some of our events and actions due to safety reasons. After the second action in Tetovo we were chased by the football fans but we managed to get away.

We spent 80% of the budget and we plan the other 20% to be used for our events in September or for actions in Ohrid (if we have decent conditions). The budget was invested in:

- T-shirts (with Macedonian and Albanian messages on them)
- Posters – Flyers – Refreshments for our debates



SCHOLARSHIP

by Shannon Lank, Co-Chair Scholarship Committee

In 2013 we awarded funds to following organizations:

Coalition of Western MA
Charlotte Pride Inc
Circolo di Cultura Omosessuale Mario Mieli
GEHO
Out Astoria
UK Black Pride
Southern NJ Pride
Tulsa Pride
Green Mountain Crossroads
Coalition Orgullo Arcoiris
Gay Pride Celebration on San Jose
Okanagan Pride Society
Association of LGBT and their friends MOZAIKA

We awarded these 13 organizations as they were deemed worthy based on their application, financial needs and potential to serve the community. Grants were awarded and given back to InterPride from Athens Pride and NOHO Pride. These awards were declined for 2013

for various reasons. Both groups, as well as InterPride, regret that they were not able to attend the 2013 AGM.

There were 21 applications received in 2013, those not awarded Scholarships did not complete the application process.

Last year numerous applications were not completed and the committee was tasked with stream lining the process. Through hard work and many emails, the committee revamped the application. The most dramatic changes were the 2 different application deadlines, making it easier for those international organizations that would need to make travel arrangements earlier would be able to do so knowing the status of their application. The other major change that was made was to the financial portion of the application, again making it easier to understand for all applicants. There are some adjustments that need to be made to the application to streamline the entire process further that will take place after the AGM in Montreal.

The 2013 Committee Co-Chair was unable to continue with the committee and Alan Reiff stepped in, a big personal thank you, Alan stepped in and was a massive asset to the committee and to myself, without him I would have been lost.

The members of the Committee who were active in 2013 and to whom a huge Thank You should be given are: Alan Reiff, Caryl Dolinko, Gary Van Horn, Frank Leonzal, Linda DeMarco, Sue Doster, Marsha Levine, Ron DeHarte, and James Hermansen-Parker. There were a number of other people that were able to give smaller amounts of time and the committee thanks them as well.

ADVOCACY

FOR IMMEDIATE RELEASE

InterPride condemns 'Anti-Homosexuality Bill' in Uganda

VANCOUVER, BRITISH COLUMBIA, CANADA (November 15, 2012) - InterPride (International Association of LGBTI Pride Organizers) is deeply opposed to, and condemns the Anti-Homosexuality Bill (often referred to as the "Kill the Gays bill") that is promised to be passed by the end of 2012. This legislation will ensure that homosexuality is treated as a serious criminal offence and includes, but is not limited to introducing the death penalty for those accused of being serious offenders, those suspected of 'aggravated homosexuality' and those that are HIV-positive.

The Co-President of InterPride, Caryl Dolinko, states "We are stunned and disappointed that a hate law such can be potentially voted into law in the world today. At InterPride, we work for equality, dignity and LGBTI human rights and our member organizations support these rights. We are appalled that Ugandan politicians have taken this antiquated and hateful stance".

The Anti-Homosexuality Bill was submitted in October 2009 as a private member's bill by David Bahati, a Ugandan MP, and member of 'The Family', (an influential fundamentalist Christian evangelical political organization) and has yet to gain parliamentary approval, but it will. The Speaker of Uganda's Parliament, Rebecca Kadaga, says the country's Anti-Homosexuality Bill will be passed by lawmakers before the end of this year. Some Christian clerics in Kampala, the Ugandan capital, have asked the speaker to pass the law as „a Christmas gift."

Dolinko adds "We demand that the Anti-Homosexual Bill be withdrawn, and that universal human rights are protected. We ask for the global LGBTI community to stand beside us and join us in rejecting persecution and upholding values of justice and tolerance".



FOR IMMEDIATE RELEASE

InterPride Supports 'Call to Action' in Solidarity with Plans to Legalize Gay Marriage in France

VANCOUVER, BRITISH COLUMBIA, CANADA (Dec 19, 2012) — InterPride (International Association of LGBTI Pride Organizers) fully supports the 'Call to Action' numerous cities around the world are organizing in support of the French Government's Plans to Legalize Gay Marriage. Newly elected French President François Hollande declared his support for same-sex marriage and adoption and plans to introduce the 'Adoption and Marriage Equality Legislation Bill 2012' in the near future. Adversely, tens of thousands of French citizens, joined by Catholic Church leaders, have marched in cities across France in protest to the Bill.

The Co-President of InterPride, Caryl Dolinko states "France needs to undergo massive social upheaval once again and InterPride applauds the government as they stand behind the epic transformation that is required to bring about equal rights of all their LGBT citizens."

On November 18 the conservative Catholic group Civitas rallied with 9,000 plus people in Paris, with banners stating slogans such as "France needs children, not homosexuals." Cain Williamson, Co-Chair of InterPride's Human Rights Committee adds, "We congratulate President Hollande and his socialist government for pressing forward on the issue of equal rights for LGBT people in the face of such opposition. We find it ironic that this kind of backward thought is rearing its head in the home of such titans of enlightened thought such as Voltaire, Rousseau, and Montesquieu."

VICE PRESIDENTS

by Suz Seymour, Vice President Operations

The VP of Ops Manual is almost completed and we hope to have this available for the candidates and the new VPs this year before the election so this may be referenced as to the job requirements of being a VP. This is something that is long overdue and I have used my own experiences to compile the requirements necessary. On-the-job training, so to speak...!

Peace Corps Update: I have met with Zoey Armstrong from the peace Corp volunteer office in Vermont and we have explored a few different scenarios where our organizations could work together. At this time, there has been no movement on the previous proposal but Peace Corp is once again presenting at the AGM where we hope to explore this avenue of communications in hostile environments further.

Regional Conferences: After attending Region 6 and region 7 conferences this year, I am fully committed to proposing changes in the way we do business at these valuable, face-to-face gatherings. I am hopefully that we can restructure the way we do certain aspects of business at Interpride via our regional conferences. The real work of Interpride is not just a handful of Executives and RDs doing the lion's share of the work...or it shouldn't be. Using the regional conferences to engage and inspire members, as well as actual committee work being put forth during these blocks of time, is a resource we have been squandering. Also, Regional Conferences are the place to update Pride Radar, and engage the membership regarding knowledge of the new, little Prides that may be invisible to the larger organization, or why certain other Pride organizations have left Interpride. Continuous reflection on how to make our organization stronger and more complete -- this is where these conversations should be happening. This is also the perfect place to begin the search for qualified, energetic Board candidates. More on these thoughts in the future.

1st Timer's Reception: we will be implementing a mentoring system this year for the first time in which regional "mentors" will be paired up with new delegates and /or scholarship candidates. This is a fabulous opportunity to reach out to the "fresh ideas" people, our new members, and bring them into the Interpride family. This is also an excellent opportunity for information to be shared: culturally and with respect to our elders' knowledge of Interpride. Awards Ceremony: It is important to acknowledge the incredible work efforts of our volunteer organization, so this shall be implemented this year, but perhaps only a few awards to start. Brainstorming efforts at the mid-year produced an incredible list of categories and possible titles: stay tuned!

I have been on many calls throughout the past two years, and been involved actively in a number of conversations throughout the different committees. It has taken some time to thread my way through it all, but it has been a rich and rewarding opportunity. As my term ends this October, it will be up to the membership if my efforts should be rewarded should I be re-elected to continue the work I have been engaged in with this fantastic organization.

by Emilio Aguilera, Vice President Operations

I was elected Vice-President of Operations in Boston October 6th prior I served as ARD region 14.

It was a great honor for me to become VP because it was the first time a Spanish person came in to the Ex comm. I ran for the office in order to make the Excomm more diverse in all aspects from language to geographical location. We are an international organization so we must have international representation on the board to think globally.

During this year I made huge outreach and I performed many presentations of interpride to let the people know who we are and what we do. First one in December 2012 with journalists of Italy they came on duty to Madrid and I arrange a meeting with them to present Interpride. During the International Fair Of Tourism in Madrid I performed a presentation of Interpride From the main stage of the LGTB corner. I run trough the website explaining our estructure and our mission and statements. Many people were interested on hear about Interpride.

During Madrid pride event in collaboration with Madrid Visitors and Convention Bureau we organized a press trip with LGTB media from latinamerica mainly and also a presentation to them was performed. Herminio Adorno and our Copresident Caryl Dolinko also speak during the presentation. This contributes no doubt to spread out information about job. I could say with great satisfaction that loads of new people knows what Interpride is by my hand.

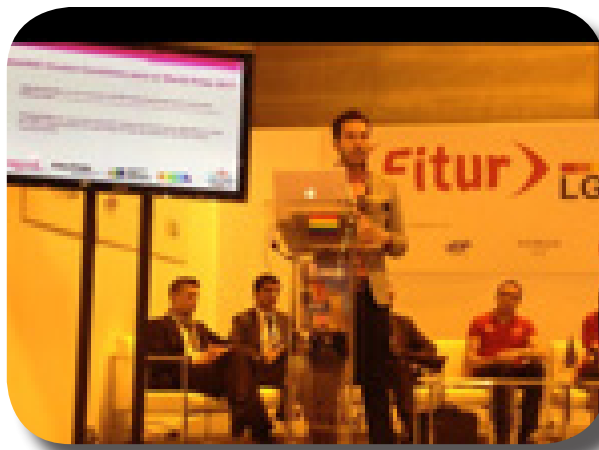
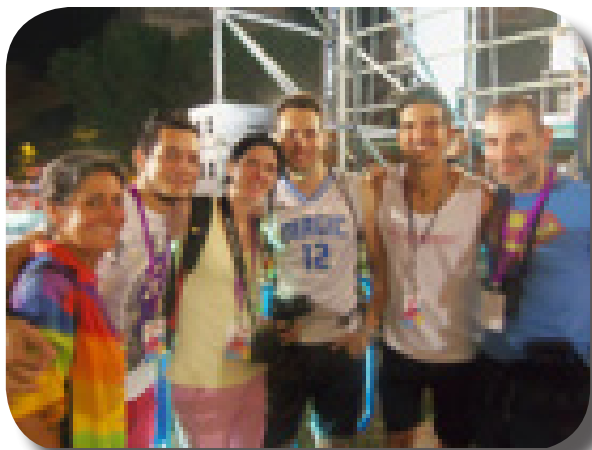
First bussines was to introduce myself to my regional directors. I would like to say that it was a really difficult job to get in touch with my RDs because they never respond to me. Next year I would like to see more involvement from the RDs. This issue was commented on a board call to let the entire board know. I would like to make a suggestion if any of the RDs doesn't show involvement the board could remove him from the office to be replaced by anyone interested.

I made the outreach to the members by myself regularly informing them what was going on behind the scenes. I regularly attend to all the board calls and WorldPride committee meetings. I used to be an active member on human rights committee but from January I couldn't attend to the calls due to my work schedule. I compiled all the information concerning my regions for the pride radar edition. I made the translations in to Spanish of all the Interpride brochures.

All printed programs and informative items of Madrid Pride are displaying the Interpride Logo to give visibility to the association.

One of my goals when I ran for this office was to reach new members from the latinamerican countries. This was a really complicated work but I could say that I made the contacts with Argentina, Brasil and Mexico. They are always interested on hear from us but they don't show interest on being involved with interpride. The monthly calls, the AGM, the burocracy... Anyway I will continue keeping them updated on our bussines because they like to know how are we doing and ill be more than ready to help them in case they ask for our help.

As a conclusion I would like to say that I really enjoyed this term and I will run this year for one more term because I believe on what we do and I wanted to be part of this wonderful team for one more term. It would be a honor for me if the membership deserves their confidence on me one more time. I would not let you down! Thank you from the bottom of my heart for giving me the opportunity of being part of this!



WORLDPRIDE

By Brett Hayhoe, Co-Chair WorldPride Committee

I have served as Co-Chair of this committee for three years and have enjoyed it immensely. This year we welcomed Alan Reiff to the other Co-Chair position – a man with whom I have been honoured to serve along side and hope the members of the committee and the incoming 2014 Board will give us the honour of continuing in service accordingly.



Over the previous twelve months we have:

- Authored the WorldPride 2017 Aegal Contract.

This was a challenge for me personally (as the author), due to previous incomplete record keeping but resulted in a template now being available on Google Drive for all future committees.

- Revised the Methods & Standards rules and regulations regarding WorldPride, made the necessary amendments and had them adopted accordingly at the Mid Year meeting of 2013. This was something that the committee called for at the 2012 AGM & World Conference and something which Alan and I worked very hard to make a reality in the quickest possible time.

- Held regular monthly meetings at which we have been updated with the progress of both WorldPride 2014 in Toronto and WorldPride 2017. We are completely confident that both events are well on track to be superb events befitting the InterPride and WorldPride brands.

- Both Alan and I have done quite a lot of media in regard to WorldPride and will both be attending WorldPride 2014 in Toronto.







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FINANCE REPORT

by Linda DeMarco, Treasurer

The budget for 2013 is on target for year-end December 31, 2013. The attached Profit & Loss Budget vs. Actual (year to date) indicates such. The anticipated expense for the last quarter of the year, which our AGM is held, is projected as indicated in the approved budget for 2013.

Some line items adjustments were made by the Executive Board in conjunction with the Finance Committee. One such line item was to pay for Consultant Fees in reference to Board Development and Strategic Planning. The bottom line of the budget did not change.

It was recommended at the mid-year meeting that the CD that had reached its maturity be cashed and invested into a stronger money market account. This was

approved by the board and with this direction the CD was cash and transfer into a new Account with First Commonwealth Bank as reflected on the Balance Sheet (year to date).

The tax returns for 2012 are in the hands of InterPrides CPA, Julie Siska. The taxes were on an extension and are due to be filed on November 15, 2013.

The proposed budget for 2014 is included in the Profit and Loss (year to date). It reflects a proposed balance budget developed by the Finance Committee in a meeting held on July 16, 2013. Not reflected in this budget is a budget request presented to the Treasurer by the Human Rights Committee. This request will be taken up for consideration at the Finance Committee meeting at the AGM before the 2014 Annual Budget is presented to the membership for consideration and ratified.

InterPride Inc. – Profit & Loss Budget vs. Actual

January 1 through September 9 2013

	Jan 1 - Sept 9 2013	Budget	Proposed 2014 Budget
ORDINARY INCOME/EXPENSE			
Income			
Membership Revenue	21,020.50	25,000.00	26,000.00
Operations Revenue			
Fundraising	0.00	2,000.00	1,000.00
WorldPride License Fee	10,000.00	1,000.00	2,500.00
Contract License Fees	0.00	16,537.00	17,200.00
Apparel & Clothing	368.00	0.00	100.00
Merchandise & Sales - other	0.00	100.00	-
Schoalrships & Donations Revenue	591.00	0.00	-
Total Income	31,979.50	44,637.00	46,800.00
Gross Profit	31,979.50	44,637.00	46,800.00
Expense			
Board & Conference Expenses			
Alumni	0.00	300.00	300.00
Conferences Expenses	0.00	10,000.00	10,000.00
Scholarship Pledge Match	0.00	2,500.00	2,500.00
Registration Fees	0.00	500.00	500.00
Travel - Transportation - Lodgings	1157.92	12,500.00	12,500.00
Regional Outreach	0.00	3000.00	3000.00
Regional Conference Support	4,000.00	8,000.00	8,000.00
Board Development			2,000.00
Solidarity Fund Payout	1000.00	0.00	-
Board & Conference Expenses	6,157.92	38,800.00	38,800.00
Administrative & General Exp			
Bank & Interest Charges	397.44	425.00	425.00
Credit Card Charges	577.49	600.00	600.00

Conference Calls	0.00	100.00	100.00
Website	2,661.44	4,500.00	4,500.00
Communications - other	0.00	300.00	100.00
Dues & Subscriptions	299.97	0.00	-
Insurance	0.00	525.00	525.00
Postage & Shipping	19.95	125.00	125.00
Consultants Fees	1,149.75	0.00	-
Corporate Filings	0.00	900.00	1,000.00
Administrative & General Exp.	5,106.04	7,475.00	7,325.00
Total Expense	11,263.96	44,275.00	46,175.00
Net Ordinary Income	20,715.54	362.00	625.00
Other Income/Expense			
Restricted Income			
Restricted Scholarship Revenue	4,300.00	0.00	-
Donations	87.50	0.00	-
Total Restricted Income	4,387.50	0.00	
Other Income			
Interest Income	915.77	0.00	
Total Other Income	915.77	0.00	
Total Other Income/Expense	5,303.27	0.00	
Net Other Income/Expense	5,303.27	0.00	
Net Income	26,018.81	362.00	625.00

InterPride Inc. – Balance Sheet

As of September 10, 2013

ASSETS

Current Assets

Checking/Savings

1000 - Cash & Bank Accounts

1040 - ComWith Checking 2872	10,000.00
1090 - PayPal Standing Balance	3,866.68
1030 - Operating Bank	11,686.66
1070 - Scholarship Savings Account	15,233.15
1080 - Solidarity Savings Account	2,390.57

Total 1000 - Cash & Bnk Accounts **133,177.06**

Total Checkings/Savings

133,177.06

Accounts Receivable

1100 - Accounts Receivable	9,200.00
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Total Accounts Receivable **9,200.00**

Total Current Assets **142,377.06**

Other Assets

1900 - Intangibles

1910 - Internet Domain Property	3,900.00
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Total 1900 - Intangibles **3,900.00**

Total Other Assets **3,900.00**

TOTAL ASSETS **146,277.06**

LIABILITIES & EQUITY

Liabilities	
Current Liabilities	
Other Current Liabilities	
2110 - Pre Paid Membership Dues	37.50
Total Other Current Liabilities	37.50
Total Current Liabilities	37.50
Total Liabilities	37.50
Equity	
32000 - Net Assets	120,220.75
Net Income	26,018.81
Total Equity	146,239.56
TOTAL LIABILITIES & EQUITY	146,277.06

SECRETARY'S REPORT

By Brett Hayhoe, Secretary

This past year has been extremely challenging for me — health wise — resulting in a fairly limiting scenario through which I had to fulfill my duties. I did however come through and believe that there was no interruption to my commitment to you and the Board. Although my illness prevented me from attending the Mid-Year Meeting, in addition to serving you as Secretary, I actively participated on the Communications; Methods & Standards; and Human Rights Committees and Co-Chaired the WorldPride Committee.

I look forward to continuing this service to the Pride movement and InterPride for my final term as Secretary in 2013 / 2014 - and beyond - in whatever capacity that may be.



OPINION

My Gay Agenda by Brett Hayhoe
Gay (LGBT) Rights are Human Rights

When I sat and thought about this subject, many issues came to mind. I will take just three: our community acronym; support of the gay community; and pride. Over my twelve years in Melbourne I have served on many boards in many positions. The most notable for this discussion being ten years at PLWHA Victoria – as a board member, then secretary and finally president, and eleven years at Pride March Victoria – the first year as a board member, then six years as secretary and finishing my tenure as president for four years. Over this time I have seen many changes in the LGBT community. Some good. Some not so good. It is through Pride March Victoria however I was fortunate to attend an InterPride* AGM and World Conference in Zurich which really changed my focus to world issues. This brings me to my gay agenda. Part of which requires governmental consideration, some is simply my beefs about how we operate as a community.

There has been a lot of debate in regard to what our community calls itself: Gay & Lesbian, LGBT, GLBT, LGBTI, GLBTI, LGBTIQA (the one that annoys me the most). Each year an international survey is conducted and this question is always included. Regardless of how politically correct or inclusive we wish to be in Australia, the internationally recognised and accepted acronym is LGBT or GLBT (this has changed in the past five years where the boys no longer care if lesbian is placed before or after gay – and can include I). This is final as far as I'm concerned. If Gen Y (for whom the Q was added) does not wish to be recognised as part of this then so be it. The A (allied communities) is simply stupid with a capital S. The acronym is meant to recognise that we are a community within the general population. By recognising the heterosexual people who support us in the acronym (although this support is vitally important) make the whole exercise superfluous. It is similar in my mind to the question posed to me in Trafalgar Square prior to the 2010 Pride London celebrations where a man, rather aggressively came up to me and barked the question "why should gays have their own day, straight people don't" to which I replied "Sir, straight people celebrate their sexuality 365 days a year". That brings me to my second point.

Assimilation is a nice, warm and fuzzy concept in theory. It does not however work in reality. The push some people have to the abolition of the "gay community" is both disrespectful and potentially dangerous. I can't count how many stories there are of men and women who struggled every day of their lives to be who they are without the fear of having rocks thrown at them or hurled abuse as they went along with their daily lives. One of the results of their fights for equality was the setting up of safe spaces: gay bars and clubs, coffee shops, community groups, book stores, media and the like. Regardless of what your thoughts are on private enterprise, these places remain today the safest places for our community to gather, disseminate information and be who we are. While I applaud venues etc who welcome LGBT people without discrimination I challenge you to kiss your boyfriend or girlfriend openly in them and not get an adverse reaction. Yes, all people regardless of gender identity, race or religion should be welcome everywhere, but the freedom of expression that our community businesses and organisations allow you to display is something we should celebrate and support unconditionally. Visibility is one of the most powerful tools we have as a community. Eliminate that and the consequences will be devastating.

So brings me to my final point.

I have been involved in the Pride movement for many years. This work continues to be a major passion for me and one which I could not ever see me leaving. Pride (marches, parades, film festivals etc) however is not only of local significance it has a very real global impact and will always remain relevant regardless of how many rights our community is afforded through governmental policy. Although our various lobby groups have championed the marriage equality debate, it is Pride that maintains our community's level of visibility – constantly reminding those in power that we are a community, we are unified and we are not going anywhere.



Remember that most of the laws put in place to protect our rights can be removed much more easily than they were installed. If our community becomes invisible then the chance of this happening is greatly enhanced.

As you walk down Fitzroy Street or Oxford Street or gather in Adelaide or Brisbane or Hobart or Darwin or meander through Manhattan, London, Toronto or Hong Kong, you are also showing the world that our community is alive and doing well. You are equally giving hope to those in Uganda, Iran, South-East Asia, Russia etc to not give up (often placing their own lives in jeopardy in doing so).

An ex-associate of mine stated to me in a club in London that his wish was for there to be no more Prides. This (apart from sending me into a fit of rage) is completely naive and lacking in any form of clear logic. Although Prides have changed their messages over the years (no longer do we chant "two, four, six, eight, do you know if your priest is straight") their relevance remains as solid as the day they began, and will for an eternity. Modern day Prides in the Western world now celebrate human rights of expression, freedom and community. They recognise how much we have gained while respectfully requesting government policy to correct that which is not been completed (e.g. marriage equality and removing conviction records for those in the past).

These are still vital pieces of the fight for total equality and only Prides can do this.

Prides are the only all-of-community events held anywhere throughout the world. Prides give our community the vital levels of visibility that we need to operate in society. Prides provide an opportunity for those fighting for even the most basic of rights to demonstrate in a recognised and accepted form.

I could go on and on about this, but I will leave you with the phrase being used by Aegal in Madrid, Spain for their WorldPride 2017 celebrations:

Viva la Vida.

From Darkness To Light
by SRIDHAR RANGAYAN

KASHISH Mumbai International Queer Film Festival, which is now considered one of the biggest pride events in South Asia, was the result of a simple dream - a dream to mainstream queer visibility.

But the antiquated anti-sodomy law Sec 377 of the Indian penal Code which criminalized homosexuality was a barrier in not only organizing large public LGBT events in public spaces, but also for the LGBT community to come out openly without fear to participate in them. This also meant that non-queer persons did not get a chance to queer events and form a better understanding of queer people and queer culture.

On July 2nd 2009, the Delhi High Court, a landmark judgement, read down the anti-sodomy law, thereby decriminalizing consenting same-sex relationships between adults in privacy. This was a momentous step forward for the Indian LGBT movement that had been battling to gain visibility and due rights for over two decades on legal, political and social fronts. This legal verdict not only encouraged gay, lesbian & transgender persons to come out of the closet, but also for society at large to be more open in discussing issues around homosexuality.

It was the right time for a queer film festival on an international scale to be launched. However there was still a lot of apprehension by multiplex chains to offer their venue to a queer event, considering the previous experience in 1998 when Deepa Mehta's lesbian-themed film 'Fire' created a riot resulting in theaters being burnt.

However after much convincing a progressive multiplex chain agreed to come on board as venue partners. And that's how KASHISH Mumbai International Queer Film Festival was born, in April 2010. The first edition, a four day festival held at two venues, saw an astounding audience turnout of 3200 seat occupancy. The festival was attended by several Bollywood celebrities - actors, filmmakers and critics who were extremely supportive. KASHISH created a huge stir in the media for being the first ever queer film festival in India to be held in a mainstream theater with clearance from the government. We received over 120 news coverage across print, TV and online across the world.



Over the next two years, KASHISH grew bigger, bolder and queerer. While the 2011 edition screened 124 films from 23 countries, the 2012 edition screened 120 films from 30 countries. These two editions were held at a bigger theater venue and attracted 6225 and 7200 audience footfalls. Celebrity attendance and media coverage too grew exponentially.

This has positioned KASHISH interestingly not only as one of the biggest queer event of the year, but also an important cultural event in Mumbai.

What emerged about audience demographics was even more encouraging - the festival catered to an increasing non-LGBT audience – 27% in 2010, 32% in 2011 and 34% in 2012.

But everything is not rosy yet, the dream is still incomplete.

While over the past two years, we have seen some corporate companies coming forward to support our festival, it is still a challenge to fundraise for the festival. Companies and brands are still wary and not convinced by the market potential of the 'pink rupee'. The stigma associated with LGBT events still deter most brands from associating with us.

It only proves that there is a long way ahead and many challenges in mainstreaming queer visibility. Social taboos and stigma are deep rooted and will take a great amount of advocacy across various platforms to overcome the barriers.

But we surge ahead with determination. The 4th edition of the festival will be held May 22-26, 2013 in Mumbai and will showcase over 130 films from 35 countries, with more feature films, more panel discussions, more performances and more parties!

The dream unspools as a community marches ahead – from darkness to light.

Sridhar Rangayan is the Festival Director of KASHISH Mumbai International Queer Film Festival, which is a member of Interpride. Rangayan is the Regional Director (Region 19). He is also a filmmaker with several award winning queer themed films to his credit.

KASHISH Mumbai International Queer Film Festival
Festival Website: <http://www.mumbaiqueerfest.com/>
Festival Blog: <http://kashishmiqff.blogspot.com/>
Facebook: <http://www.facebook.com/Kashish.MIQFF>
Twitter: <http://twitter.com/KashishMIQFF>

Regional Reports

REGION 1

Ron deHarte, Regional Director

I'm happy to provide the following update for Region 1 - Mexico, United States (States: Arizona, California, Hawaii, Nevada, Utah). We had a strong year for Pride events in the region especially for those events held after the United States Supreme Court decisions on the Freedom to Marry in California and DOMA.

Region1 Conference 2013

Palm Springs Pride hosted the professional development and networking conference for Region 1 and Consolidated Association of Pride members January 24-27 in Palm Springs, CA. Established in 1987 by three of the original six InterPride Founders, CAPI is the Consolidated Association of Pride Inc., a membership organization specifically for Pride event organizers. Activists from 28 Pride organizations took part in the conference.

Key messages delivered at the conference included the call to be united in the equal rights movement, produce local pride parades to deliver key messages, and collaborate with other pride organizations to share knowledge and demonstrate unity.

This year's keynote speakers and highlights came from Emmy and Peabody Award-winning openly-gay reporter Hank Plante, Equality California Field Representative George Zander, Rev. Jerry Troyer (author of *Coming Out To Ourselves, Admitting, Accepting and Embracing Who We Truly Are*), and Alex Newell (who plays Wade 'Unique' Adams on the TV show *Glee*).

The event featured local and regional speakers, discussion panels, workshops, and training sessions aimed at helping PRIDE organizations and other non-profits throughout the Western United States and Mexico enhance their annual Pride celebrations and events.

Pride organizers around the world are invited to participate in our Region's Pride events, share knowledge and work together to further the message of equal rights for all individuals.

All InterPride and CAPI member organizations are welcome to attend the annual Region 1 conference which includes discounted InterPride / CAPI member only registration. The 2014 conference will be in Flagstaff, Arizona on March 6-9. You can follow CAPI online at www.capriderg.org.

Attendance at Pride Events

In addition to participating in the Region 1 conference, I have attend a number of Region 1 member organization pride events for 2013 including:

- Phoenix
- Long Beach
- Los Angeles
- San Diego

Pride Organizations in the Region

We are aware of 57 pride organizations in Region 1. There are currently 24 InterPride members in the region.

We welcome contact by any pride organizer and are happy to provide information about InterPride or to simply offer support and networking opportunities. For information please contact ron@pspride.org.

Board Work

As a director I do my best to participate in as many committee meetings as possible. I'm active on the Scholarship Committee and have participated in several World Pride, and Human Rights meetings. I've also attended a few CSIC, and Method and Standards meetings.

Direct involvement includes:

- I facilitated a request that InterPride sign on to the Equality Pledge. The pledge is a sign of support for the passage of omnibus LGBT equality legislation that grants full non-discrimination protections on the basis of sexual orientation and gender identity.
- As a result of an unusual increase in spam mail going to member organizations, noted to region VP that a privacy policy is probably needed to let members know how their emails are secured along with other confidential information.
- Review of regional responsibilities with Alternate Director.
- Updated the Region 1 Radar report.
- Reviewed and provided edits to the Regional Directors Guide.
- Actively involved in review and edits to the Scholarship Application.
- Sending regular updates to Communication Committee for news from the region.
- Communicating via region01members email during the year.
- Encourage organizations to renew membership early to take advantage of early savings.
- Provided other materials fulfilled duties as requested.
- Suggested creating a venue to submit job postings for member organizations.

REGION 2

By Frank R. Leonzal, Regional Director

Pride Organization Information

Number of pride organizations in region - 31 known pride producing organizations

Number of above who are paid members of InterPride 08

Folded or inactive organizations-no visible activity/information- Pride Corvallis, OR/ Seattle Black Pride.

Regional Communication

Communication with known Region pride groups via Region Face book page and USPS mailing.

For 2013 I chose to be 'quiet' within the region. Due to the constant marketing in the past years and due to the costs to try and travel to all the regional pride meetings and/or events it was not economically viable.

In addition region prides have chosen to ignore the past attempts and at this point only chose to contact InterPride when it is in their interest such as the Insurance ceiling, then reach out to InterPride.

I attended 2 pride events, Seattle's Pride Parade which was work related and my own organizations pride event-Out In The Park.

As of this report there are NO plans to attend the 2013 AGM.

I have been active as much as possible this year with the following committees- Human Rights, Scholarship, Solidarity and CSIC.

Finance Reports 2012 * as of this report

Travel (fuel, lodging, meals) - (NEW Grand total)-\$492.56

IPR2 Region Conference rooms-Rainbow Center Tacoma, Yakima Pride

Pride participation- ZERO/ 0.00

Public Relations- \$15.36 * + 28 pride group planned mailing, UK costs

IPR2 Regional Conference mailing

Region newsletter- ZERO/ 0.00

Misc items (IP brochures) - \$38.60

IPR2 Conference Registration- \$50.00

Rainbow Center Tacoma, Yakima Pride

Travel (fuel, lodging, meals)-Kitsap Pride-van, fuel, bridge toll (NEW \$137.04)

*Boston AGM Cost

Lodging-Host hotel-\$1,520.70 (10/02/12-10/07/12)

Air travel, round trip (estimated)-\$500.00

Miscellaneous ground transportation costs-\$6.00

REGION 4

By Matt Crawford, Regional Director

This year has been good. After the AGM in Boston last year, I increased the amount of information I was sending to the membership. I try to send information every month. This varies but can be the newsletter, information about board meetings and committee meetings and just general information.

My second year as RD has been better than the first. I have a better idea of what I should be doing and when to assist the members.

Again this year, membersuite was very difficult for the membership to use. So, the renewal process was very problematic for several organizations in the region. I discussed this with Sue. She informed me this will be corrected for 2014. She even came up with an old school paper form that can be printed and mailed in with a check! That was great and was well received in the region. So if the on-line method was unsuccessful, I could e-mail the form to the organization. After receiving the check, our treasurer would mail a receipt back to the organization. While this was slower, it was very effective in addressing the website issues. It is my hope that with the new membership database and the mail method in place, 2014 will see very few issues with membership renewal.

After getting over the renewal hurdle, not much was happening in the region. April and May quickly pass as everyone is getting ready for June, when most the pride events occur in Region 4.

Last year at the AGM, I was invited to attend Pride St. Louis. At the last minute, I was able to attend. This year the event was moved from Tower Grove Park to downtown St. Louis, at Soldier's Memorial. On Sunday, the Mayor of St. Louis took the main stage to welcome Pride to downtown. He also thanked the committee for all their hard work.

Several buildings were lit with the Pride colors. These building were Soldiers Memorial, Civil Courts Building and the Park Pacific apartments, a privately owned building. In addition, the City Garden Water Foundation was lit with the rainbow colors. On Sunday morning, Pride St. Louis hosted the first military wreath laying ceremony at Soldiers Memorial. This was held in honor of all the GLBT soldiers who gave their lives for this country. The event was truly inspiring.



Civil Courts Building



Soldiers Memorial



Park Pacific Apartments

I assist the membership with minor and major problems. I recently helped to verify a pride organization had purchased four registrations to attend the AGM. This was because there was a recent leadership change and the new president needed the information.

I am also made aware of larger issues. In July I was informed, from another InterPride board member, of legislation being considered in the state of Indiana. This legislation would narrowly define marriage and be added to the state Constitution.

I reached out to Indy Pride, an InterPride member, and inquired about this issue. It was confirmed and I offered my help. As of this report, I have typed a letter/press release in support of opposing such a bill. I offered to attend any March or rally to defeat this proposed legislation, as I think InterPride should be in attendance during this historic time. I am working with Indy Pride to determine what I can do to support them in their efforts.

This year marks the end of my 2 year term as RD. I am up for re-election at the AGM in October. I will run for another 2 years. I would love to continue to represent region 4 and I love working with the pride organizers in the region.

REGION 5

By James Hermansen - Parker, Regional Director

Region 5, Prides of the SouthEast, has been hard at work building a larger presence in our region. Our regional directors team consists of myself, James Hermansen-Parker from Norfolk, Virginia, Isaac Kelly from Augusta, Georgia, and our Alternate Regional Director Dustin Brookshire from Atlanta, Georgia. We have, as in the past, divided the region between the 3 members of the team so we can more effectively reach the region and to share the work load.

We have been working directly with the members of our region to help them with problems as they come up. Since our regional conference in March, we have maintained our membership levels and are working to grow the region's membership. New members are a high priority in our region, with reaching out to previous members to determine what we can do to bring them back to the region.

Something we are trialing in our region is having member organizations in each state working on reaching out to other Prides who are not members. This helps the regional directors perform their job of communicating within the region. This has also helped the members become a part of the solution of growing the membership within the region and to partner with growing Prides across the SouthEast.

This year has been a challenge due to unforeseen circumstances. Since the AGM in Boston, my partner Regional Director has been Isaac Kelly, and he has done a great job. Sadly, there have been times he has had to focus his attention on personal matters regarding the health of his critically ill partner, Johnathan. Over this summer, Isaac lost his partner and has had to focus on rebuilding his life after this loss. Our alternate regional director, Dustin, has done some outreach to the states he is working with.

Our plans for a quarterly newsletter have not been able to be completed for various reasons. This will be a continued project for the next year. Once the regional director team meets in Montreal, we will come up with a plan on how to implement this project.

Through working with the board, I have learned how important the work we do is, not only here in the United States, but around the world. Our budding relationships with GLISA, ILGA and the Harvey Milk Foundation will help us reach more people around the world. There are more things that we need to be doing to move the Pride movement forward. As we begin to see the world in the new era after the Supreme Court has struck down Section 3 of DOMA, several other states in the U.S. are working towards marriage equality. With the wins here in America and other countries, we still have losses to deal with in places like Russia and Uganda. Working with partner organizations to continue to move forward can build our momentum and help the purpose of the Pride movement.

I work on several committees for InterPride, including Finance, Scholarship and serve as Methods and Standards Co-Chair. I was re-elected as a regional director in March 2013 to a full two-year term. I am excited to continue the work of the Pride movement over the next few years.

REGION 6

by Michele Irimia and Paul Sanders, Regional Directors and Jayme Martin, Alternate Regional Director

In March at the Regional Conference in New Hope, PA our region requested a greater RD presence at events and to see an increase in membership. We also elected a new RD, Michele Irimia. We would like to thank Sherri Rase for all her time as RD and her continual commitment to NERP and InterPride. We would like to thank New Hope Celebrates for hosting this year's NERP. Both Michele and Paul attended the Mid- Year InterPride Board Meeting in Montreal representing our region in April. The RD Team has also had numerous conference calls and meetings. Your RD's were also in attendance at the impromptu rally and celebration in Greenwich Village, NYC the evening the Supreme Court struck down the Defense of Marriage Act.

A Special "Thank You" goes out to Alan Reiff, former Alternate Regional Director and NYC Pride Co-Chair for taking the initiative and bringing in a new member organization, OutAstoria and to David Schneider, Human Resource Director of NYC Pride for attending several of the smaller prides doing very important outreach for our region. We have reached out to many prides (new and old) and are in the process of increasing our membership within InterPride. At present we have the 3rd largest membership level behind Regions 1 & 5.

Also a thank you to Rev. Michael Tesmacher, Vice President of Pride Alliance Long Island for attending a briefing at the White House in early September on issues affecting the LGBT Community and reporting back to the RD Team on this most important meeting.

To date the Regional Director Team has attended 38% of the prides in our region, including these Prides:

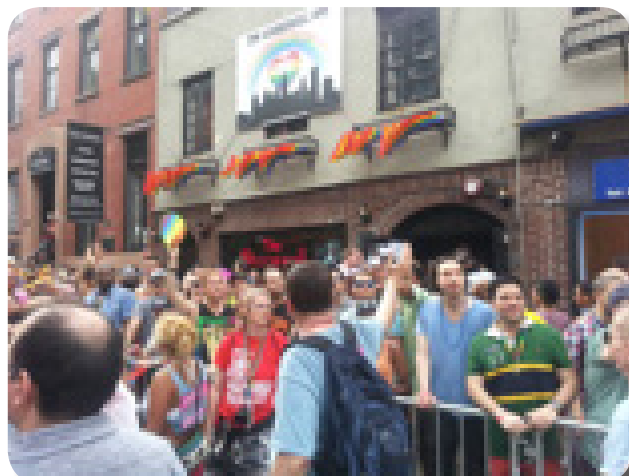
- New Hope Celebrates
- Jersey Pride
- Queens Pride

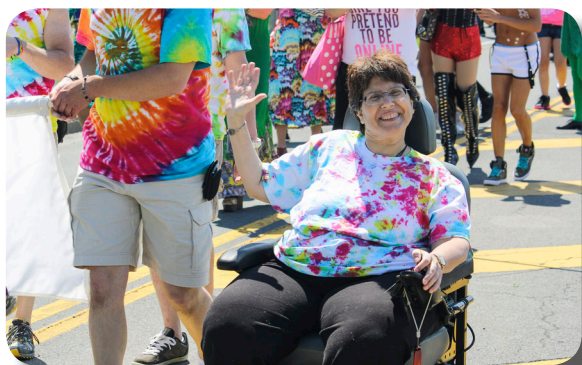
- Staten Island Pride
- Brooklyn Pride
- Philly Pride
- Central New York Pride
- New York City Pride

The Regional Director Team has found that many pride organizations are presently operating on a very tight financial budget. This has been a barrier in procuring new membership for our region. At the present time we have 24 prides in our region, which has been about the amount we have had in the previous few years. The RD Team is bringing forth suggestions at the upcoming Annual General Meeting to potentially remedy this hindrance.

We are excited to be in Atlanta for a joint conference in 2014 with POSE/Region 5. The RD teams from both regions have been working hard on the conference along with the hosts, Atlanta Pride Committee. We can't wait to see you all in Atlanta for a great conference.

NERP 2015 was awarded to Queens Pride. And they already have been meeting to plan the next solo NERP conference in New York City's largest Borough.





REGION 7

By Chrissy Taylor, Dallas Barnes, Regional Directors and Chris Ellis, Alternate Regional Director

AsWe (Chrissy and Dallas) began our role in October 20, 2012. It has taken a good deal of time to get comfortable with our role for numerous reasons. It has taken us a great deal of time to get to know who our region is. There is a large number of organizations in Canada with unique identities and circumstances. We are getting to know everyone, and are looking forward to continuing doing so in the year to come.

We have received positive feedback from Region 7 in terms of our communications. We also have created a successful Region 7 Facebook group that is used well. We have all been attending Board Meetings either together or separately. Notifications as to meetings are planned well in advance and are added into our calendars in order for us to ensure that at least one of us can attend the meetings. We have not heard from our VP of Operations, and last word was that she was no longer in that position due to personal commitments.

One of the largest barriers in our region is the issue of geographical distance. Issues affecting one Pride do not necessarily reflect all. We have three very large Pride's in our region: Vancouver, Toronto, and Montreal. The remainder of our Pride organizations are considerably smaller, and many of those are in very conservative communities that face issues that most Canadian Pride's do not. With all this being said, for InterPride to continue to reflect all a we recommend a financial overhaul in terms of Regional and Annual General Meetings. This could look like a reduction in conference fees, a strategic plan going forward in terms of targeted fundraising for scholarships, or both. Either way, something has to be done.

InterPride is well known in our region. There has always been a lot of confusion about the difference between Fierté Canada Pride (FCP) and InterPride, especially now that we have joint membership. At our Regional Conference, we were able to clearly distinguish Interpride from FCP and show how Interpride has a unique set of goals pertaining to the International community. The joining of memberships has also allowed Interpride to get more visibility in smaller prides across Canada where FCP has already made a presence.

We are involved in the Human Rights Committee, the World Pride Committee, and the Communications Committee, and Dallas is co-chair of the Communications Committee along with Caryl Dolinko. Meeting notes are posted by InterPride secretary Brett Hayhoe. The committee meetings are NOT attended well, and attendance has been noted.

We were both in attendance at the Region 7/FCP conference in Ottawa in March. We were able to share the Pride Radar, the Annual Report and promotional Interpride material. We were able to update our information for contacts and the Pride Radar while we were there and also signed up a lot of new folks for committees. The Region 7 Conference had a good representation of youth whom all signed up for at least one committee.

REGION 12

by Stefan Baier, Regional Director

Do you feel that you are making a difference? Yes, I think I do – at least a little bit. I keep the Region 12 Pride List up to date, there will be a Regional Conference again this year and I helped some of the new Prides when they had any questions about organizing... And I created the Region 12 Facebook page... A kind of barrier is that there are not really much benefits for Prides in Europe (in comparison to the US for example) when they join Interpride or EPOA...

Did you attend board conference calls? Did you review minutes from the calls? Did you vote on issues requiring votes? Yes I did as often as I could and also always read the minutes... And I also always voted... (as far as I know). Were you able to access all the documents on email and Google docs? If not, why not? Yes I was able to access all the documents! Did you have/receive communication from the VP of Ops that cover your region? Yes. I or we did... Not much... But Cain and me were communicating a bit via e-mail...

What are the barriers in your region? What could IP do to help you with these barriers? Motivating the other Prides (and they are many in my region – 77 Prides!!) to join Interpride or EPOA and the AGMs... I explained the attending Prides at the regional meeting in Berlin last year and also by e-mail to the other Prides how great Interpride ist – but it seemed for me that they didn't see the benefits...

I think the benefits are not enough for the European Prides – in the US for example you have much more benefits with the cheaper insurance, cheaper printing costs, etc. And a big problem is to get an answer at all from the Prides as well...

In Region 12 there are 77 Prides (64 in Germany, 5 in Switzerland, 8 in Austria and no Pride in Lichtenstein) now... I am not quite sure in the moment how much Prides are current members by now – because I miss the information from EPOA member – (member organizations of EPOA are members of Interpride the same time)! I think there are 6 Prides (4 from Germany and one from Austria) which are members. And 1 Pride wants become a member of EPOA but is still missing the form to fill out. So there will be 7 members organizations from Region 12. I had contact with quite a lot of Pride Organizers. My big goal for the next months is still to write a monthly Region 12 newsletter... have attended the Prides in Zurich, in Ulm and of course my own Pride in Konstanz/Kreuzlingen this year.

How is InterPride perceived in your region? Do you members know who we are and what we do?

Interpride should be known by them by now after the e-mails I wrote over the years and at the last regional conference I also explained the attending Pride organizers what Interpride is...

Is there an InterPride presence within your region at member organization Pride events? If not, how can we increase our presence? At the Pride events I was attending since I am Regional Director there was only a bit presence from Interpride

with former co-president Mark F. Chapman speaking at our festival in Konstanz 2011 and the logo on the homepage from CSD Konstanz. This year my Pride had even greeting words from Caryl and Gary, our Co-presidents and Alan Reiff from the WorldPride Committee in our Pride Magazine.

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

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

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

Were you able to find more Pride organizations and get them interested in membership? There are new Prides or Prides I found in Austria: Bregenz, and two more in Vienna In Germany: Giessen, Greifswald, Mannheim, Neumünster, Wiesbaden, Villingen-Schwenningen, Albstadt and a festival in Berlin. In Switzerland: Fribourg

Until now they didn't become members... I hope they will become members after we had our next regional conference in Hamburg

I am with the following committees: Member Services – I think I only could participate once because the calls are always Saturdays in the afternoon here in Germany - I am normally working then. The same with the CSIC committee. The calls from the Communications committee, World Pride committee, Fund Development committee and Scholarship committee I think I almost joined every time. (I maybe missed one or two)

Did you attend a regional conference? Were you able to share information and answer questions about InterPride? The regional conference of Region 12 was on the 6th of April and of course I shared information and answered questions about Interpride.

Are you familiar with and able to use all the InterPride technology tools available (Google Docs & Mail, Member Suite, Facebook). I am familiar with them except with Member Suite.

REGION 14

By Emilio Aguilera, Vice President Operations

Promotion of the association

- During the Madrid international fair of tourism (FITUR) from 30th of January to 3rd of February. I performed a presentation about INTERPRIDE his mission and statements at the stage of the LGBT área of the fair with a great success. I contacted also with several Prides for the rest of Spain and other countries from Region 14 with the aim of teaming up with our Organization.

I'm already working closely with Ibiza. In June 2014, they held the Pride for the first time as members of EPOA.

Special promotion was made of WorldPride in order to give more visibility and promote the event.

Since I occupied the position of Regional Director, all printed programs, brochures, and informative items of Madrid Pride are displaying the INTERPRIDE logo following my instructions in order to promote the association.

All these materials were distributed all over the Spanish territory, certain tourist information corners of Spain in Europe and international fairs of tourism.

In the webpage's of Madrid Pride you could find the logo of INTERPRIDE and a little explanation informing about our membership of the association

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

SPONSOR

Several familiarization and press trips was organized in collaboration with AEGAL and Madrid visitors and convention bureau during the year. In December 2012, June 2013 and July 2013 (during Madrid Pride). In all of this trips I performed a presentation about INTERPRIDE his mission and statements.

December 2012 - FAM & PRESS TRIPS

GayStarNews (UK)

Advocate (US)

Examiner.com (US)

Curve Magazine (US)

Gay Parent Magazine (US)

ILGTA

June 2013 (TOUR - OPERATORS)

BRASIL:

Tania Silva (CVC Viagens)

Hércules André Guasmas de Soliza (Rio G Travels Viagens e Turismo)

Clovis Casemiro (ILGTA, Brasil)

Roberto Carlos Amaral (Friendly Tours Viagens GSL)

José Adolfo Ramires Guerrero (OET, Sao Paulo)

July 2013 (Madrid Pride) - FAM & PRESS TRIP

Sentido G (Buenos Aires)

Yamandú Lasa (freelance, Uruguay)

Hadrianus Gaytravel

OET Buenos Aires

Caryl Dolinko (Co-President Interpride)

Herminio Adorno (Coalición Arco Iris, Puerto Rico)

Pedro Peters (City Councilor Puerto Rico City hall)

Link Xtra (France)

Ruben de Keyser, Elodie Brun, Jean Marc Astor, Vincent Autin (EPOA)

Special delegation from Pride Athens.

Personally as Regional Director and with the assistance of Toni Poveda (Ex-President of FELGTB, Spanish Federation LGBT) I have maintained a very close contact with the LGBT Associations of Latin American countries in the Region 14:

COLOMBIA: Colombia Diversa

Marcela Sánchez

www.colombiadiversa.org

PERU: Movimiento Homosexual de Lima - MHOL

Ruth Ramos

CHILE: Fundación Iguales

Pablo Simonetti

www.iguales.cl/contacto/

PARAGUAY: Somos Gay

Simón Cazal

URUGUAY: Colectivo Ovejas Negras

Diego Sempol

ARGENTINA. FALGTB (Argentinian Federation LGBT)

Esteban Paulón

BRASIL: Associação Brasileira de Gays, Lésbicas e Transgêneros

Carlos Magno Silva Fonseca

Victor de Wolf

These contacts are part of the strategy working in the region 14, including Latin America and inviting them to participate actively in INTERPRIDE.

INTERPRIDE - EPOA RELATIONS

As a member of the EPOA Board of directors, like Europride Coordinator, I have worked EPOA engaging in most European countries, in particular in the Region 14 within INTERPRIDE.

Also, as a member of the EPOA Board, I proposed to the Board to use one of the days of the EPOA AGM for Regional Conferences.

For this reason during EPOA AGM from 26th to 29th of September in Vilnius (Lithuania), Regional Conference from European countries in the region 14 will take place on Saturday 28th of September.

I will send a subsequent report with jobs and conclusions from the Regional conference and the EPOA AGM.

PROPOSALS TO EPOA AGM

This is my proposals to the AGM like Regional Director and Europride Coordinator:

- The EPOA delegates will continued discussed the current joint-membership arrangements with Interpride, and I will make a special request for to cooperate further with Interpride.

- Promote actions to support, promotion and vivisibility of the two largest LGBT events taking place in 2014:

World Pride Toronto

Oslo Europride

- Make a request to Interpride support and presence during the Europride 2015, Riga.

- During Europride Amsterdam 2016 there will be an official ceremony to support World Pride Madrid 2017.

- Madrid and AEGAL requested the organization of the EPOA AGM in 2016, in order to gain the support and participation of all Europe to World Pride Madrid 2017.

WORLD AIDS Day Events

One year more I coordinated, HELP: Solidarity week:

Organized a training campaign, awareness and information about HIV - AIDS in Madrid, in Lavapiés and Chueca neighborhoods, in downtown city.

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

REGION 15

by Andrea Gilbert, Co-Chair Solidarity Committee

Greece: Athens Pride – 8 June

Last year's event coincided with very tense Parliamentary elections and the growing financial crisis, which adversely affected our numbers and overall mood, so organizers this year were determined to make a great comeback for our 9th Athens Pride. It was the best Athens Pride ever, with record numbers from start to finish. Our Parade had 15,000 participants (double last year's number), and the atmosphere was the perfect blend of political and party. Efforts to reach out to the American Embassy paid off with support and participation in the Parade. An envoy in the Dutch Embassy mobilized his counterparts in other embassies — all in a few days — and, for the first time, we had a block of about 60 marchers, including Ambassadors and Charges from nine embassies, with promises of a bigger show next year.

Our slogan this year, "Athena is Ours," in Greek is a pun, referring to the city Athens and its guardian, the warrior goddess Athena, who on the poster is kissing another goddess. With it we reclaimed the space of the city after a year of gay-bashing and

intimidation by extreme rightwing elements. We also claimed for ourselves another important symbol of ancient Greek heritage.

Thessaloniki Pride – 15 June

This was the second pride of Greece's second city in the north. Like Athens, its numbers grew from 3,000 to about 5,000. Thessaloniki has a maverick mayor, who has given the event unprecedented moral and logistical support. Despite threats by the city's incendiary Archbishop, the event went off smoothly and joyously.

Turkey: Istanbul Pride – 30 June

Rainbow flags and LGBT people were very much present during the vast and often violent demonstrations in Istanbul and Ankara (with 4 million people) last June. There was talk of banning and pressure to call off the city's two prides — there is a separate smaller Istanbul Trans Pride on another day. However, despite, or because of, the cataclysmic social upheaval of last spring, Istanbul Pride had record numbers. The city itself has 14 million people, most of them young and out in the central streets on a normal day. Organizers report that about 60,000 Pride participants flooded Taksim Square and the surrounding streets, fueled by the desire for democratic rights across the spectrum.

Croatia: Split Pride – June 8 / Zagreb Pride – June 15

Both prides continue to grow. Split had serious violence the first year, but this, its third event, went off smoothly. Zagreb has constant potential for violence, but organizers have done fantastic work with the police and security and their increasing numbers have also dissuaded violent elements, who are now greatly outnumbered.

Bulgaria: Sofia Pride – September 21 (as this is being written)

Sofia Pride has rapidly increased in size making the event more joyous but also more secure. I will get reports from colleagues who are attending.

Serbia: Belgrade Pride – September 29

Of the past four prides, only one, 2010, was not banned and secured in a fortress city. The aftermath resembled nothing so much as a war zone, with hooligans running rampant and trashing the entire (then empty) city. The outcome of this year is in abeyance. InterPride Human Rights expert Billy Urich (Connecticut Pride) will be going to Belgrade for the week's events, as will several of my colleagues from Thessaloniki Pride.

Albania: Tirana Pride – October 19

Activists have been actively planning a pride in Tirana since 2012, and this year's event was originally scheduled for June 21. Not much has been announced about this year's event.

REGION 20

By Brett Hayhoe, Secretary

Australia (as the main player in this region) has been going through a rebuilding phase for the past couple of years and continues to do so in 2013/2014. It has to be noted however that the progress is good and the result will be a stronger Pride movement across the entire nation. Pride March Victoria had a very con-

solidation focused event in February 2013 with a drastically scaled-down event in an attempt to reverse the deficit from the previous year (due to inclement weather). Although it is on track to do so, there was still a minor deficit posted. This is, of course, expected to correct itself in the coming months leading up to and as a result of the 2014 event.

As Australia enters three years under a conservative Government (Federal elections were held on Saturday the 7th of September) there has never been a more relevant time for Pride. Time will tell if this democratic change will erode or promote social change for the LGBTI community – in particular, marriage equality.



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.





