

# **InterPride**

**The International Association of  
Lesbian, Gay, Bisexual, Transgender and Intersex  
Pride Coordinators**

## **2008 Annual Report**

**Prepared by Trisha Clymore and Russell Murphy  
Co-Presidents**

**With contributions from the Board of Directors**

## Introduction

It is our pleasure to present the member organizations of InterPride the first Annual Report. This has been an active year for InterPride and we will try and summarize the activities in this report. The Regional Directors have been tasked to report on the activities of their regions as have the Chairs of the Committees and Subcommittees. All reports received by the time of publication have been included. If reports are received after the date of publication, a revision will be released.


InterPride maintains a database of LGBTI Pride Event producing organizations. Currently we have 414 organizations from around the world listed. Of that, 140 are members. 76% of our membership comes from North America. As many know, we entered into an agreement with EPOA (European Pride Organizers Association) during the 2007 Conference. This agreement allows for EPOA to pay dues at a flat rate so all their members are members of InterPride as well. We currently have approximately 20 European organizations in the database that are not indicated as members of InterPride this year. It is unknown at this time if all those organizations are still in existence and/or if they are members of EPOA. EPOA sent us a list of their members which we matched against our database. We had most of the organizations in our database already, and a few that were not on the EPOA list. We do not have complete contact information on all the organizations. Hopefully we can rectify this with EPOA in the coming months so that both our lists are complete and all EPOA members receive the InterPride benefits due them.

There are plans to improve the statistics that the database collects. In the future, this report will have the number of events produced by our member organizations, along with attendance estimates.

Our relationship with *PRIDE MAGAZINE* continued this year. The magazine was smaller and we continued to experience problems with distribution. Overall the membership seems pleased with the relationship. The agreement ended this year and we have begun discussion to extend the agreement. At the top of the list for improvements is the distribution problem and the editor is addressing this first.

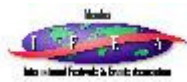
Thanks to Gilbert Baker, designer of the Rainbow Flag, InterPride was introduced to the makers of ABSOLUT vodka. They have created the ABSOLUT COLORS campaign and InterPride is the beneficiary of it. Representatives of ABSOLUT will be in attendance at the conference to meet all the delegates and present InterPride with sponsorship of SEK 100,000 (approximately US\$15,000). These funds will be used for scholarship the next two to three years. ABSOLUT hopes to extend the ABSOLUT COLORS campaign into local markets. The representatives will be talking to the delegates about how to get their local ABSOLUT distributor on board as local sponsors.




 Site Street continued its sponsorship with the hosting of our website as well as offering discounts to InterPride members. Improvements were made in the 'Join' pages. This was to ease the event submission and membership/dues process. The

website is finally in three languages other than English. While this is a great improvement, maintaining the non-English pages has proven to be a problem.

Best Buy has a generous giving program through its employees that volunteer time to not for profit organizations. Vice President of Operations David Hill and former Region 6 Director Paul Sanders are employed by Best Buy. Their volunteer hours resulted in US\$ 20,000 direct funding for InterPride. They have designated 40% of these funds for general operating and the remaining for scholarship expenses.



We continue our relationship with the International Festivals and Events and the International Gay and Lesbian Travel Association. Both these networks offer discounted memberships and services to InterPride member organizations



The board and committees started off very active following the 2007 Conference. The most active was Methods and Standards as the committee addressed issues brought up during the 2007 conference. The board had a very successful Mid-Year Meeting in Vancouver. We ended the meeting setting goals for ourselves up to the end of 2008. Unfortunately, the activity of the board and committees dropped after the Mid-Year Meeting. We have not met many of the goals we set for ourselves. One of the problems we as a board face is time management. We are all volunteers for InterPride; many of us are volunteers for our home organization and still have to work for a living. Our intentions are good, but we do not always have the time to follow through.

### Board of Directors

In addition to the nine Executive Committee members, the board had a total of thirty Regional Directors representing sixteen regions. Ten of the regions are represented by only one of the two possible directors; two regions had a complete change in their directors at their regional conferences; four of the regions replaced one director at their conferences. Here is the 2008 Board, along with their member organization affiliation:

Name/Position	Affiliation	Term
Trisha Clymore Co-President	Atlanta Pride Committee Atlanta GA USA	Full Year
Russell Murphy Co-President	Heritage of Pride New York City, NY USA	Full Year
Mike Iacono Secretary	Christopher Street West/LA Pride Los Angeles, CA USA	Full Year
Ross Chapman Treasurer	Pride Toronto Toronto, ON Canada	Full Year
Terry Fleming Vice President Member Services	Pride Community Center of North Central Florida Gainesville, FL USA	Full Year
Mark Chapman Vice President of Operations	Verein Gay Pride / Christopher Street Day Zürich Zürich Switzerland	Full Year

Name/Position	Affiliation	Term
Doña Hatch Vice President of Operations	Human Rights Alliance Santa Fe, NM USA	Full Year
David Hill Vice President of Operations	Twin Cities Pride Minneapolis, MN USA	Full Year
Katrin Jonsdottir Vice President of Operations	Reykjavik Gay Pride Reykjavik, Iceland	Full Year
Steve Ganzell Region 1 Director	LA Leather Coalition Los Angeles, CA USA	Began Feb 10, 2008
Frank Rubio Region 1 Director	Long Beach Lesbian & Gay Pride Long Beach CA USA	Began Feb 10, 2008
Carl Gommer Region 1 Director	Phoenix Pride Phoenix, AZ USA	Ended Feb 10, 2008 last vote cast before end of term
Ron DeHarte Region 1 Director	San Diego LGBT Pride San Diego, CA USA	Ended Feb 10, 2008 last vote cast before end of term
Jer Megowan Region 2 Director	Pride Day Equality Project Eugene, OR USA	Full Year
Debra Martin Region 3 Director	Unity Foundation San Antonio, TX USA	Began April 1, 2008
Tony Ross Region 3 Director	Albuquerque Pride Albuquerque, NM USA	Began April 15, 2008
Ruth Ann Ethridge Region 3 Director	Pride Houston Houston, TX USA	Ended Mar 16, 2008
Fred Huebener Region 4 Director	Motor City Pride Detroit, MI USA	Full Year
Ann McCoy Region 4 Director	Pride St. Louis St. Louis, MO USA	Began March 16, 2008 Resigned Aug 15, 2008
John Lovin Region 4 Director	Pride St. Louis St. Louis, MO USA	Ended March 16, 2008
Jennifer Sheffield Region 5 Director	Atlanta Pride Committee Atlanta GA USA	Full Year
Charles Richards Region 5 Director	Roanoke Pride Roanoke, VA USA	Full Year
Billy Urich Region 6 Director	Connecticut Pride Hartford Rally and Festival Hartford, CT USA	Full Year
Doreen DeJesus Region 6 Alternate Director	Brooklyn Pride Brooklyn, NY USA	Began March 2, 2008 Attended Mid-Year in Aulita's stead
Keri Aulita Region 6 Director	Boston Pride Boston MA USA	Began March 2, 2008
Paul Sanders Region 6 Director	Pride Alliance of Long Island North Babylon, NY USA	Ended March 2, 2008
Marion Steele Region 7 Director	Pride Committee Ottawa-Gatineau Ottawa, ON Canada	Began March 30, 2008
John Boychuk Region 7 Director	Vancouver Pride Society Vancouver, BC Canada	Began March 30, 2008
Ramona Westgate Region 7 Director	Halifax Pride Halifax, NS Canada	Ended March 30, 2008

Name/Position	Affiliation	Term
Marie-Lin Lacerte Region 7 Director	Winnipeg Pride Winnipeg, MB Canada	Ended March 30, 2008
Thomasz Baczkowski Region 8 Director	Fundacja Rownosci (Equality Foundation) Warsaw, Poland	Full Year
Paul Birrell Region 10 Director	Pride London London, England UK	Full Year
Kristin Sævarsdóttir Region 11 Director	Reykjavik Gay Pride Reykjavik, Iceland	Full Year
Robert Kastl Region 12 Director	Christopher Street Day Berlin Berlin, Germany	Full Year
Hans DeMeyer Region 13 Director	Belgian Lesbian and Gay Pride Brussels, Belgium	Full Year
Dimitri Tsambrounis Region 15 Director	Athens Pride Athens, Greece	Full Year
Toni Reis Region 17 Director	Associacao Paranaense da Parada da Diversidade Curitiba, Parana Brazil	Full Year
Sahran Abeyundara Region 19 Director	Equal Ground Colombo, Sri Lanka	Full Year
Brett Hayhoe, Region 20 Director	Pride March Victoria Melbourne, VIC Australia	Full Year

## Goals from 2007 Conference

The delegates of the 2007 conference charged the Board with seven goals to be completed before the 2008 conference. Some had earlier deadlines. It is our duty at this time to report on the status of these goals:

- The Member Services Committee was to have the website in three languages by the Mid-Year Meeting.

This goal was accomplished by May 2008, a month after the Mid-Year Meeting. There are still some buttons that have to be translated and VP/Member Services promises that it is being worked on. Details should be in the Member Services Committee Report.
- An E-bulletin was to be issued quarterly by the Communications Subcommittee.

There was one issue released. The editor had problems receiving promised article for inclusion. Then, he found he did not have the time to produce the E-Bulletin. Another volunteer agreed to take on the responsibility of editing the bulletin, but articles have not been submitted to produce another bulletin.
- A Resource Center was to be developed by VP/Operations Mark Chapman.

The minutes from the plenary are not clear on what this is to be. It has not been announced to the board or the membership if it was completed.
- A Member Guide was to be compiled by the VP/Member Services.

This has not yet been presented as completed.
- The Scholarship Subcommittee Co-Chair set a goal of starting the process for 2008 Conference scholarship Grants as of 15 January 2008.

A first draft of the 2008 Scholarship Application was received on 4 February 2008.

- The Scholarship Committee Co-Chair set a goal to work with Member Services for a Mentoring Program for the 2008 Conference.

The Scholarship Co-Chair received a list of registered delegates on 15 September, 2008. He is reviewing it and will be contacting delegates about being mentors. Once agreed to, he will match them up with first time attendees.

- The Co-Presidents are to create an Annual Report of the organization that will include financial reports and reports from all the committees, subcommittees and regions.

At the Mid-Year Meeting the Co-Presidents requested that all reports be to them by 1 September 2008. They would then compile them into this report for distribution by 23 September 2008, one month before the conference. Co-President Russell Murphy prepared the first draft on 13 September 2008.

Reports received by that date were:

- Treasurer's Report/Finance Committee
- Media and Public Relations Assistant Report
- Human Rights Action Subcommittee
- Regions 2, 3, 6, 11, 19 and 20 reports

- Should the resolution for a Strategic Planning Committee pass, the board will create the Standing Rule immediately so the committee can form and start work.

The resolution did pass as the 2007 Conference. Per InterPride's standard operating procedures, the Methods and Standards Committee began work on the Standing Rule for the committee. The Resolution was specific as to membership and qualifications so it took a while to draft and discuss the proper language so that all the points of the resolution were addressed. The board passed the new Standing Rule (01.03, Sections 8 and 9) on 12 January 2008. An email was sent immediately to all who expressed interest in the committee so the membership list could be complete. Only one person responded with the information on their qualifications for the committee. Several follow-up emails have been sent and, yet there have been no other responses with their qualifications.

The resolution was specific that the Strategic Planning Committee consists of 5 people from the board and 5 people from the general body. It was also specific that these people have some strategic planning experience to serve on the committee. It also stated that two people from the same organization could not serve on the committee. The Standing Rule was written to reflect this. There were ten people that expressed interest in the Strategic Planning Committee at the conference. There were two organizations that had two people each on the list. However, all were contacted about the committee. One of the pairs sent an email that stated they would pull out so the other could serve on the committee. It is unfortunate that the individuals that were very enthusiastic about strategic planning for the organization have neglected to respond. Hence, at this time the Strategic Planning Subcommittee has only one member and therefore not operational.

## Goals from the 2008 Mid-Year Meeting

As previously stated, the board set some goals of it's own at the Mid-year meeting. Some of them were based on, or expanded the goals set by the delegates of the 2007 conference. Others were ones the board saw as a need to better serve the membership.

- The Treasurer set a goal to research other domain names to protect the InterPride and WorldPride names.
  - Research began in August 2008 and a list, with costs, is being prepared for the board to consider.
- VP/Ops Hatch set a goal to research Word mark and Trademark of WorldPride and InterPride.
  - An attorney, Michele Huff, has given me the following information regarding acquiring a trademark for InterPride and WorldPride.
  - Currently, there is no trademark registered for InterPride or for WorldPride. Michele suggests we register in Class 41, entertainment and education. We will need to provide a description of the services the organization provides. Then we must show the word mark used in interstate commerce (this means we need to show that the name is used outside of the state of Texas). The attorney has indicated to me that WorldPride will be more difficult to trademark, as the words are generic. There will not be an issue in regards to InterPride.
  - The cost for the registration of the trademark is \$325 per mark per class. If w registered both, it will cost \$650.
  - The attorney fee for completing the application and follow-up is \$200 per hour (this is a non profit rate). Michele estimates that this would take approximately 2 hours to complete.
- VP/Ops Hill, as Chair of the Method and Standards Committee set a goal to send an email to interested parties of the Strategic Planning Committee by 26 April 2008.
  - This was done and the results are discussed above.
- The Co-Presidents set a goal to call for database spec so we can improve our database.
  - This was done by the due date of 30 April 2008.
- CSIC Chair was to put out a call for bids on the 2010 conference.
  - The due date was 30 April 2008. The call was sent on 14 May 2008.
  - Scholarship Applications were to be done by 30 April 2008 by the Scholarship subcommittee lead by its co-chairs. . First call for applications was sent on June 1, 2008. The committee felt that April 30 was probably too early as Pride season was just kicking into gear.
- The website translations that were to be up by the Mid-Year set a new goal of 30 April 2008.
  - Results discussed above.
- VP/Ops Chapman agreed to produce a corporate design manual/style guide by 1 May 2008.
  - It has not yet been presented to the board.
- The Communications Committee was given a deadline of 15 May 2008 to release the first E-Bulletin.

- At least one more was to follow before the conference. The first one was sent the end of May. A second one has been called for repeatedly, but articles have not been submitted to make it worth sending.
- WorldPride Subcommittee Chair was to send out a call for WorldPride bids by 15 May 2008.
  - This was not done as Co-President Murphy took on too many responsibilities. He did send a reminder the beginning of August to the two organizations that indicated interest in bidding on the title for 2012. Both organizations have submitted bids.
- The board requested monthly Financial Reports from the Treasurer by the 15<sup>th</sup> of the following month.
  - The board received monthly reports for July and August. The treasurer did report to the Co-Presidents in early July that he was having personal problems that delayed the May and June reports. He has been fully functional since mid-August.
- Co-President Murphy agreed to rewrite the Regional Director Guide by 30 May 2008.
  - He reports that he has started this project several times but has a 'writer's block' around it. Coupled with other duties, it is not complete.
- Co-President Murphy agreed to contact Heritage of Pride member Alan Reiff about updating the Portuguese website.
  - Alan agreed to do so and was given log-in information by the VP/Member services. He had trouble at first logging in, but has been given instructions and a demonstration. Alan has asked a native speaker to work with him but scheduling conflicts have delayed the process. He hopes to do it soon.
- R2 Director Megowan agreed to compile the requested Database specs into a working draft of a database by 1 June 2008.
  - He sent a draft out for comment close to the requested date.
- Co-President Murphy agreed to draft the purpose statement from the MSG into fundraising language by 1 June 2008.
  - This was completely forgotten about. The drafting of this report has reminded him and he will work on it in the coming weeks. This language will be used in the Sponsorship packet mentioned below.
- The need for an Online Office was agreed upon by the board.
  - VP/Ops Chapman took on the responsibility of setting it up by 1 June 2008. The board has not received notification that this has been done.
- The board voted to reaffirm that the name of the organization is InterPride and to have our legal documents reflect that.
  - Co-President Murphy took on the task, hoping to have it done by 30 June 2008. He received information from the State of Texas and former Co-President Siska (an accountant and resident of Texas), who was involved in the initial incorporation of the organization. Co-President Murphy admits to not fully understanding the legal process to make the change. He has had other duties and responsibilities delay his further contact with Former Co-President Siska who is willing to assist in the process.
- Proposals for a new and improved website were expected from VP/Ops Chapman by 30 June 2008.



- The board has not yet received them.
- VP/Ops Chapman, VP/member Services and R2 Director Megowan were to develop a timeline for transition to a new website by 30 June 2008.
  - It has not yet been received by the board.
- The need for a Sponsorship Packet was expressed by the board. A deadline of 8 August 2008 was agreed upon and VP/Ops Chapman took on the responsibility of developing it.
  - It has not yet been received.
- In order to complete the Annual Report by the conference, it was agreed that all Committee, Subcommittee, Executive Member and Regional Reports needed to be submitted by 1 September 2008.
  - Reports submitted on time are mentioned above.
- The Scholarship Committee is to have a discussion about non-members receiving scholarships by 1 October 2008. This came from the thought that it might encourage membership.
  - This will probably happen at the Conference.
- An announcement of a new website is to be given to the membership, and possibly go live by 23 October 2008. The Communications and Website Subcommittee, lead by VP/Ops Chapman, VP/Member Services and R2 Director Megowan, took on this responsibility.
- The WorldPride Committee is to have a proposal changing the nature of WorldPride by 23 October 2008. This would be discussed and voted on during the conference. The thought behind this is the EuroPride model.
  - The subcommittee chair requested EuroPride information, but never received it. He has since found it on the EPOA website and is reviewing it. An email discussion of the committee is planned in the next few weeks so that he committee can meet this goal.
- A new database is to be ready for use by 1 November 2008. R2 Director Megowan and VP/Ops Chapman have agreed to work on it together and present it to the board for review.
- The new website and database are to be ready for the Membership to renew, or join, for the 2009 year by 1 December 2008. VP/Member Services has agreed to assist in making this happen.

It is only fair to note here that a couple of board members have informed the Co-Presidents of the reasons for their seeming inactivity.

- The Treasurer's is mentioned above.
- VP/Ops Chapman sent the Co-Presidents an email the end of August stating his other duties and responsibilities have kept him busy and away from InterPride work.
- At the end of July, the VP/member Services informed the Co-Presidents of a computer crash and the difficulty of recovering his information. He also lives in hurricane territory and has had to deal with several storms.
- VP/Ops Hill recently informed the board of his election as Chair of Twin Cities Pride and the events leading up to that and the transition has kept him busy.

## Board Voting

The board votes on behalf of the membership. All votes are by public roll call. Therefore it is only fair to report to the membership how the board voted through out the year. The roll call of votes for the Mid-Year Meeting is included in the minutes of that meeting. Here is the record of email votes by the board since the conference in October 2007. Blank cells indicate no vote received, shaded cells indicate the board member was ineligible to vote.

Name/Position	Transfer to QuickBooks on line	FY 07 Conference Deficit	AGM Board minutes	Change title to Media Assistant	Formation of Strategic Planning Committee: 1/12/08
Trisha Clymore Co-President	Y		Y	Y	Y
Russell Murphy Co-President	Y	Y	Y	Y	Y
Mike Iacono Secretary	N	Y	A		
Ross Chapman Treasurer	Y	Y	Y	Y	
Terry Fleming Vice President Member Services	Y	Y		Y	Y
Mark Chapman Vice President of Operations	Y	Y	Y	Y	Y
Doña Hatch Vice President of Operations	Y	Y			
David Hill Vice President of Operations	Y	Y	A		Y
Katrin Jonsdottir Vice President of Operations	Y	Y		Y	Y
Carl Gommer Region 1 Director	A	Y	A		Y
Ron DeHarte Region 1 Director			N		Y
Jer Megowan Region 2 Director	Y	Y	Y	Y	Y
Ruth Ann Ethridge Region 3 Director	Y	Y			
Fred Huebener Region 4 Director	Y	Y	Y	Y	Y
John Lovin Region 4 Director	Y	Y			
Jennifer Sheffield Region 5 Director	Y		Y		Y
Charles Richards Region 5 Director		Y	Y	Y	
Billy Urich	Y	Y	Y	Y	Y

Name/Position	Transfer to QuickBooks on line		FY 07 Conference Deficit		AGM Board minutes		Change title to Media Assistant		Formation of Strategic Planning Committee: 1/12/08	
Region 6 Director										
Paul Sanders Region 6 Director	Y		Y		Y		Y		Y	
Ramona Westgate Region 7 Director			Y		Y		Y		Y	
Marie-Lin Lacerte Region 7 Director	Y		Y				Y		Y	
Thomasz Baczkowski Region 8 Director	Y		Y				Y			
Paul Birrell Region 10 Director	Y		Y		Y		Y		Y	
Kristin Sævarsdottir Region 11 Director	Y		Y				Y			
Robert Kastl Region 12 Director	Y		Y		Y		Y		Y	
Hans DeMeyer Region 13 Director	Y		Y							
Dimitri Tsambrounis Region 15 Director	A									
Toni Reis Region 17 Director	Y		Y							
Sahran Abeyesundara Region 19 Director	Y		Y		Y					
Brett Hayhoe Region 20 Director	Y		Y		Y				Y	
EC Yes	8	24	8	26	4	15	6	17	6	18
RD Yes	16	89%	18	100%	11	79%	11	100%	12	100%
EC No	1	1	0	0	0	1	0	0	0	0
RD No	0	4%	0	0%	1	5%	0	0%	0	0%
EC Abstain	0	2	0	0	2	3	0	0	0	0
RD Abstain	2	7%	0	0%	1	16%	0	0%	0	0%
Total Cast	27		26		19		17		18	
% Responding	90%		87%		63%		57%		60%	
Executive Committee	9		9		9		9		9	
Quorum	5		5		5		5		5	
Regional Directors	21		21		21		21		21	
Quorum	6		6		6		6		6	
Total Board	30		30		30		30		30	
Total Quorum	11		11		11		11		11	

Name/Position	Board Code of Ethics; 1/12/08	Additional Board Duties 1/18/08	CSIC Revision: 2/15/08	Mandatory Theme Workshop: 2/21/08	Appointment of Regional Directors: 3/3/08
Trisha Clymore Co-President	Y		Y	Y	Y
Russell Murphy Co-President	Y	Y	Y		Y
Mike Iacono Secretary		N	Y	Y	N
Ross Chapman Treasurer			Y		Y
Terry Fleming Vice President Member Services	Y	A	Y		Y
Mark Chapman Vice President of Operations		N		Y	
Doña Hatch Vice President of Operations	Y		Y	Y	Y
David Hill Vice President of Operations	Y	Y	Y		Y
Katrin Jonsdottir Vice President of Operations	Y	N		Y	Y
Steve Ganzell Region 1 Director					
Frank Rubio Region 1 Director					
Carl Gommer Region 1 Director		Y		Y	
Ron DeHarte Region 1 Director	Y	N	Y	Y	
Jer Megowan Region 2 Director	Y	N	Y	Y	Y
Ruth Ann Ethridge Region 3 Director		N	Y		Y
Fred Huebener Region 4 Director	Y		Y		Y
John Lovin Region 4 Director					
Jennifer Sheffield Region 5 Director		N			
Charles Richards Region 5 Director		N	Y	Y	
Billy Urich Region 6 Director	Y	N	Y	Y	Y
Paul Sanders Region 6 Director	Y	Y	Y	Y	Y
Ramona Westgate Region 7 Director	Y	N			

Name/Position	Board Code of Ethics; 1/12/08		Additional Board Duties 1/18/08		CSIC Revision: 2/15/08		Mandatory Theme Workshop: 2/21/08		Appointment of Regional Directors: 3/3/08	
Marie-Lin Lacerte Region 7 Director							Y		Y	
Thomasz Baczkowski Region 8 Director	Y		N		Y		Y			
Paul Birrell Region 10 Director	Y		N		Y		Y		Y	
Kristin Sævarsdottir Region 11 Director	Y						Y			
Robert Kastl Region 12 Director							Y		Y	
Hans DeMeyer Region 13 Director										
Dimitri Tsambrounis Region 15 Director					Y		Y		A	
Toni Reis Region 17 Director	Y						Y		Y	
Sahran Abeyesundara Region 19 Director	Y				Y				Y	
Brett Hayhoe Region 20 Director					Y		Y		Y	
EC Yes	6	17	2	4	7	19	5	19	7	18
RD Yes	11	100%	2	24%	12	100%	14	100%	11	90%
EC No	0	0	3	12	0	0	0	0	1	1
RD No	0	0%	9	71%	0	0%	0	0%	0	5%
EC Abstain	0	0	1	1	0	0	0	0	0	1
RD Abstain	0	0%	0	6%	0	0%	0	0%	1	5%
Total Cast	17		17		19		19		20	
% Responding	57%		57%		63%		63%		67%	
Executive Committee	9		9		9		9		9	
Quorum	5		5		5		5		5	
Regional Directors	21		21		21		21		21	
Quorum	6		6		6		6		6	
Total Board	30		30		30		30		30	
Total Quorum	11		11		11		11		11	

Name/Position	Business outside of In-Person meetings	Mid-Year Meeting Minutes	Remote Participation of in-person Meetings
Trisha Clymore Co-President	Y	Y	
Russell Murphy Co-President	Y	Y	Y
Mike Iacono Secretary		A	N
Ross Chapman Treasurer	Y		
Terry Fleming Vice President Member Services	Y	Y	N
Mark Chapman Vice President of Operations	A	Y	N
Doña Hatch Vice President of Operations	Y	Y	Y
David Hill Vice President of Operations	Y	Y	Y
Katrin Jonsdottir Vice President of Operations	Y	Y	
Steve Ganzell Region 1 Director		Y	
Frank Rubio Region 1 Director		Y	
Jer Megowan Region 2 Director	Y	Y	A
Debra Martin Region 3 Director			Y
Tony Ross Region 3 Director			
Fred Huebener Region 4 Director	Y		Y
Ann McCoy Region 4 Director			
Jennifer Sheffield Region 5 Director		Y	
Charles Richards Region 5 Director			
Billy Ulrich Region 6 Director	A	Y	A
Doreen DeJesus Region 6 Alternate Director		Y	
Keri Aulita Region 6 Director	Y		Y

Name/Position	Business outside of In-Person meetings		Mid-Year Meeting Minutes		Remote Participation of in-person Meetings	
Marion Steele Region 7 Director					Y	
John Boychuk Region 7 Director						
Thomasz Baczkowski Region 8 Director						
Paul Birrell Region 10 Director	Y				N	
Kristin Sævarsdottir Region 11 Director						
Robert Kastl Region 12 Director						
Hans DeMeyer Region 13 Director						
Dimitri Tsambrounis Region 15 Director						
Toni Reis Region 17 Director						
Sahran Abeyundara Region 19 Director						
Brett Hayhoe Region 20 Director	Y				Y	
EC Yes	7	12	7	12	3	8
RD Yes	5	86%	5	92%	5	57%
EC No	0	0	0	0	3	4
RD No	0	0%	0	0%	1	29%
EC Abstain	1	2	1	1	0	2
RD Abstain	1	14%	0	8%	2	14%
Total Cast	14		13		14	
% Responding	47%		43%		47%	
Executive Committee	9		10		9	
Quorum	5		5		5	
Regional Directors	20		8		22	
Quorum	6		6		7	
Total Board	29		18		31	
Total Quorum	11		11		12	

**This table is a summary of each board member's response to votes called for in the past year:**

Name/Position	Total Votes Cast	Total Eligible Votes	percentage of Response
Trisha Clymore Co-President	10	13	77%
Russell Murphy Co-President	12	13	92%
Mike Iacono Secretary	9	13	69%
Ross Chapman Treasurer	7	13	54%
Terry Fleming Vice President Member Services	11	13	85%
Mark Chapman Vice President of Operations	10	13	77%
Doña Hatch Vice President of Operations	9	13	69%
David Hill Vice President of Operations	11	13	85%
Katrin Jonsdottir Vice President of Operations	10	13	77%
Steve Ganzell Region 1 Director	1	4	25%
Frank Rubio Region 1 Director	1	4	25%
Carl Gommer Region 1 Director	6	9	67%
Ron DeHarte Region 1 Director	6	9	67%
Jer Megowan Region 2 Director	13	13	100%
Debra Martin Region 3 Director	1	1	100%
Tony Ross Region 3 Director	0	1	0%
Ruth Ann Ethridge Region 3 Director	5	10	50%
Fred Huebener Region 4 Director	10	12	77%
Ann McCoy Region 4 Director	0	2	0%
John Lovin Region 4 Director	2	10	20%



Name/Position	Total Votes Cast	Total Eligible Votes	percentage of Response
Jennifer Sheffield Region 5 Director	5	13	38%
Charles Richards Region 5 Director	6	12	46%
Billy Urich Region 6 Director	13	13	100%
Doreen DeJesus Region 6 Alternate Director	1	1	100%
Keri Aulita Region 6 Director	2	2	100%
Paul Sanders Region 6 Director	10	10	100%
Marion Steele Region 7 Director	1	2	50%
John Boychuk Region 7 Director	0	3	0%
Ramona Westgate Region 7 Director	6	10	60%
Marie-Lin Lacerte Region 7 Director	6	10	60%
Thomasz Baczkowski Region 8 Director	7	13	54%
Paul Birrell Region 10 Director	12	12	92%
Kristin Sævarsdottir Region 11 Director	5	13	38%
Robert Kastl Region 12 Director	7	12	54%
Hans DeMeyer Region 13 Director	2	13	15%
Dimitri Tsambrounis Region 15 Director	4	12	31%
Toni Reis Region 17 Director	5	12	38%
Sahran Abeyesundara Region 19 Director	6	12	46%
Brett Hayhoe Region 20 Director	9	12	69%

There were a few votes of just the Executive Committee and here is that record.

Name/Title	October Finance Statements	AGM EC Minutes	November Financial Statements	January Financial Statements	Total Votes Cast	Total Eligible Votes	percentage of Response
Trisha Clymore Co-President	Y	Y			2	4	50%
Russell Murphy Co-President	Y	Y	Y		3	4	75%
Mike Iacono Secretary	Y			Y	2	4	50%
Ross Chapman Treasurer	Y	Y	Y		3	4	75%
Terry Fleming VP/Member Services					0	4	0%
Mark Chapman VP/Operations	Y		Y		2	4	50%
Doña Hatch VP/Operations	Y		Y		2	4	50%
David Hill VP/Operations	Y	Y	Y	Y	4	4	100%
Katrin Jonsdottir VP/Operations		Y			1	4	25%
EC Yes	7	5	5	2			
EC No	0	0	0	0			
EC Abstain	0	0	0	0			
Total Cast	7	5	5	2			
% Responding	78%	56%	56%	22%			
Executive Committee	9	9	9	9			
Quorum	5	5	5	5			

## Reports of the Board and Committees

### Vice Presidents of Operations Reports

Each of the Vice Presidents of operations is tasked with liaising with five of the regions. For the regions that do not have representation, the Vice President of Operations is to take on the duties of the Regional Directors.

#### Mark Chapman, Regions 8, 12, 13, 14, 15

My first year as a Vice President started with the roundup of the successful InterPride Conference 2007 in Zurich. The year running up to the conference was my apprenticeship in InterPride. Invigorated by the good drive and buzz we got out of the Conference and the exchange with fellow Pride Organisers, I started to look at the challenges I thought, InterPride was facing. To me the three foremost challenges for the organisation were Marketing, Fundraising and Workflow.

#### My tasks

At the Mid-Year Meeting in Vancouver I presented the board with some of my ideas. To market our association better, I presented a new content structure and visual appearance for the official website. The basic intention behind the design was to make our presence more attractive, instantly more accessible for members and more interesting to the public.

As for fundraising I made a brief analysis of the current positioning of InterPride in terms of strengths, weaknesses, opportunities and treats and then draw some conclusions. To get more funding for our association, it has to present it self more professionally. I therefore suggested a manual for our visual appearance coordinating our look globally and of course a new website.

As for workflow I presented briefly a "Virtual Office" based on a hosted SharePoint solution offered by diverse web hosting companies for reasonable rates. My intention was to get the board work more efficiently together by exchanging working documents on a common platform. The other benefit would be, to have an archive of our continuous work. Officers contribute a lot of work and ideas during their term of office. Once they leave, the information is mostly lost. A shared platform would not only produce a work structure it would also guarantee that, the joint knowledge to remain in the association and trough external back-ups the safety of the data.

Being an enthusiastic and driven person I wanted to have all these tasks done in a short period of time and promised the board implementation by no later than May. Then all my tasks and time got the better of me.

### **What have I achieved?**

The “virtual Office” will be up and running for testing and comments by the board before the Conference 2008.

A full functioning new website will be presented to the membership at the conference in Vancouver. And after approval through the board it will go live.

Still on my list to do are the Corporate Design Manual for our standardised appearance and documentation for prospective sponsors and donors.

### **My duties as VP for the Regions 8, 12, 13, 14 and 15**

- I attended the EPOA board meeting in Vienna in January 2008.
- In April 2008 I attended the InterPride Mid-Year Meeting in Vancouver
- I attended EuroPride 2008 in Stockholm and organised a travel package for the Swiss delegation of about 40 people to visit the absolutely fantastic Event at the end of July. The Swiss team also organised a special reception at the residence of the Swiss Ambassador in Stockholm for the hosting and other Pride Organisers, Swedish dignitaries and VIPs.
- To support the Absolut Colors initiative, I organised the Absolut Colors EuroPride Summer Party in the G-Colors Club in Zurich.
- Beginning September I organised with the help from CSD Zurich and other partners, the EPOA conference 2008 in Zurich. The conference occurred in a very familiar, productive and relaxed atmosphere. Once again the hospitality of Zurich and Switzerland was much appreciated and we had great evenings out partying.

Apart from the AGM, discussions were held on the human rights situation in our southern and eastern countries, the implications of WorldPride on EuroPride and other Pride related matters. The membership was also pleased about the newfound relationship between InterPride and EPOA and is hoping to further improve the working together. It was also decided to reintroduce a scholarship programme.

Specially to mention is the appointment of the Pride Organisers *Circolo di Cultura Omosessuale Mario Mieli* in Rom to organise EuroPride 2011.

13 European Pride Associations from 10 countries attended. The executive board was elected for a new term. The officer's elected are

- Vincent Lorijn (Secretary, Utrecht, Netherlands),
- Markus Manegold (Treasurer, Brunswick, Germany),
- Paul Turner (Outreach and Member Services Coordinator, Stockholm,
- Juan Carlos Alonso Reguero (EuroPride Coordinator, Madrid, Spain),

- Andrea Maccarrone (Media and Internet Coordinator, Rome, Italy),
- Kurt Krickler (Human Rights Coordinator, Vienna, Austria),
- Anita Hilleström Vagli (Diversity Coordinator, Stockholm, Sweden)
- Hans De Meyer (Conference Coordinator, Brussels, Belgium).

After eight years as president Robert Kastl decided to take a well-deserved break. The Members acknowledge the great efforts he has put into developing the association and improving the EuroPride Events in Europe. The board wants to thank Robert Kastl for his dedication and extensive work for EPOA. We wish him all the best for his future.

The Members entrusted me to follow in Robert's position and elected me to be his successor as President of EPOA. A surprising, and initially not intended, outcome for myself.

And last and believe me, by no mean least, I still work hard as responsible person for marketing my hometown Pride and its upcoming big event EuroPride 09.

Respectfully submitted  
Mark Frederick Chapman  
Vice President Operations, InterPride  
President EPOA

### **Doña Hatch, Regions 1, 2, 3, 5, 6**

As this was my first year in this position, I feel as though there were more projects that perhaps I could have been of assistance with. With that being said I guess it worked out for the best considering I had surgery and was out of commission for several months. I was unable to attend either Region 3/4 or the CAPI mid-year conferences due to my surgery.

The first accomplishment I completed was finding a replacement RD to take my place in Region 3. Tony Ross from Albuquerque Pride filled the vacancy and has done a very good job. Tony and I have both been in contact with smaller pride organizations around the state giving encouragement and offering advice. I've spoken with the group in Farmington, NM, which is part of the Navajo Nation. Tony has worked with Las Cruces and with Socorro.

I have repeatedly emailed and phoned the people with Denver Pride, but no one has responded.

I attended Albuquerque Pride this year. Albuquerque Pride honored Pride on the Plaza as an outstanding community organization.

### **David Hill, Regions 4, 10, 17, 19, 20**

No report submitted

**Katrin Jonsdottir**, Regions 7, 9, 11, 16, 18  
No report submitted

**Vice President of Member Services Report**  
No report submitted

### Treasurer's Report/Finance Committee

I am pleased to present the membership with a copy of the Financial Statements for Fiscal Year Ended 31 December 2007. These statements were prepared by me from the data provided by my predecessor Suanne Pauly. I assumed the financial control of InterPride as Treasurer at the close of the October 2007 AGM where I was elected. Upon receiving the source documents and the data file for the accounting software I performed a general review of the entries made till that date. Subsequent to my review there were a few changes to accounting policy that needed to be enacted and thus mentioned to you, the membership.

First off, I transitioned the accounting policy for the organization from a more informal cash basis to an accrual basis. Accrual accounting is where you recognise revenue and expenses when they occur, rather than when the funds are received and/or disbursed. Accrual accounting is considered more in line with Generally Accepted

Accounting Practices (GAAP) than cash accounting. Secondly I reorganized the chart of accounts of the organization into a more logically grouped order, with the ability to show expenditures specifically under the categories of Scholarship, Operations and Administration. Lastly, as part of the process to ensure that we were in compliance with IRS tax codes, I adjusted the chart of accounts and the accounting process to recognise

InterPride Unaudited Statement of Financial Position As of December 31, 2007		
	2007	2006 (PY)
<b>Assets</b>		
Current Assets		
Cash & Bank	\$21,872	\$20,966
Receivables	\$6,850	\$0
Investments	\$62,725	\$41,450
Prepaid Expenses	\$7,840	\$0
<b>Total Assets</b>	<b>\$99,287</b>	<b>\$62,417</b>
<b>Liabilities &amp; Net Assets</b>		
Current Liabilities		
Payables	\$6,560	\$0
Deferred Revenue	\$15,000	\$0
<b>Total Liabilities</b>	<b>\$21,560</b>	<b>\$0</b>
Net Assets		
Unrestricted Net Assets	\$69,944	\$62,417
Temporarily Restricted Net Assets	\$7,783	\$0
<b>Total Net Assets</b>	<b>\$77,727</b>	<b>\$62,417</b>
<b>Total Net Assets &amp; Liabilities</b>	<b>\$99,287</b>	<b>\$62,417</b>

restricted fund balances. Restricted funds are those amounts that we have collected that are designated to a specific project, primarily for us that would be our scholarship program.

These statements are comparative versus the Fiscal Year Ended 31 December 2006.

You will see that we ended the year on a surplus, primarily because during the year IP recorded revenue for the InterPride Magazine that was for both fiscal years 2007 (\$15k) and 2006 (\$10k), as well as the receipt of the World Pride license fees from Jerusalem Open House. On 31 December 2007 we had total cash balance of \$84,597.27 with receivables totalling \$6,850.00, and payables totalling \$6,560.16. The receivables balance primarily consists of scholarship pledges that were made at the 2007 AGM and the payables balance is primarily expenses for travel and the conference. The Temporary Restricted Fund Balance is \$7,7783.20 which includes both scholarship pledges that were made during the 2007 AGM and a small balance from the remaining reserve used to fund scholarships to that conference.

Membership revenue was up last year over 2006, however as I mentioned above there is no true comparison for revenues beyond that (i.e. license & contract fees) as they were recognised in 2007. This has created a slight difficulty in preparing comparative

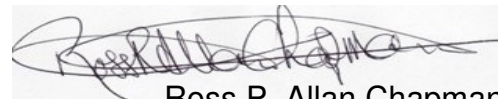
<b>InterPride</b>			
<b>Unaudited Statement of Operations</b>			
<b>Year Ended 31 December 2007</b>			
	<b>2007</b>	<b>2007 Budget</b>	<b>2006 (PY)</b>
<b>Revenue</b>			
Membership Revenue	\$15,237	\$14,500	\$13,166
License & Contract Fees	\$29,000	\$12,500	\$0
Scholarship	\$7,971	\$10,000	\$11,921
Donations	\$322	\$0	\$0
<b>Total Revenue</b>	<b>\$52,530</b>	<b>\$37,000</b>	<b>\$25,087</b>
<b>Expenses</b>			
Scholarship Expenses	\$9,963	\$12,500	\$11,426
Board & Conference Expenses	\$26,479	\$38,125	\$12,126
Conference Losses	\$5,000	\$0	\$0
Regional Support	\$2,186	\$7,500	\$1,543
WorldPride	\$0	\$0	\$4,382
Administration	\$2,633	\$3,600	\$1,945
<b>Total Expenses</b>	<b>\$46,261</b>	<b>\$61,725</b>	<b>\$31,422</b>
<b>Other Revenue</b>			
Interest & Investment Income	\$1,843	\$1,200	\$1,503
Temporary Restricted Revenues			
Scholarship Pledges	\$15,234	\$0	\$0
Scholarship Pledges Contra	(\$7,971)	\$0	\$0
<b>Total Other Revenue</b>	<b>\$9,107</b>	<b>\$1,200</b>	<b>\$1,503</b>
<b>Other Expenses</b>			
Realized Loss on Exchange	\$66	\$0	\$5
<b>Total Other Expenses</b>	<b>\$66</b>	<b>\$0</b>	<b>\$5</b>
<b>Excess/Loss of Revenue over Expenses</b>	<b>\$15,310</b>	<b>(\$23,525)</b>	<b>(\$4,837)</b>
<b>Net Assets Beginning of Year</b>	<b>\$62,417</b>		<b>\$67,254</b>
<b>Net Assets End of Year</b>	<b>\$77,727</b>		<b>\$62,417</b>

statements as there is no actual ability to compare revenues from an accrual basis against a cash basis. Scholarship expenses were down as there was less available than 2006 and Operating expenses were up over 2006, however this was to be expected as we were travelling to Europe in comparison to within the North American continent. Administration expenses increased slightly due to costs associated with the transfer of financial documents as well as increased bank costs as we began a process of wire transfers for payments to our non North American vendors. Please note that there was an unreported deficit in fiscal year 2006. Beginning this year and continuing forward the membership will be receiving these statements as part of the Boards commitment to transparency.

Other changes within the year are that we transitioned from a desktop version of QuickBooks Accounting Software to QuickBooks Online. This has allowed members of the Executive Committee and Finance Committee to be able to view reports at their leisure whenever they so desire. Further, credit card processing was transitioned to online as well so that I am able to process credit cards from wherever I am currently located. Thus making payment of pledges at the AGM that much easier. Lastly, both the Co-presidents now have online access to the bank accounts.

The Finance committee is in the process of reviewing our policies for both Conference Funding Guidelines and Board Travel Assistance. We hope to have these revised policies in place at this conference or shortly thereafter. Once the committee has had a chance to review the interim statements for 2008, as well as the proposed budget for 2009 I will be presenting them to the membership during the second plenary.

Lastly I take pleasure in reporting our 2008 membership numbers. In 2008 we had a total of 140 members that had joined or renewed within the year. This number includes members from all but 3 regions (R9 – Central America, R14 – Northern Mediterranean, and R18 – Middle East). This is probably the most diverse membership base we have ever had. Furthermore, with the arrangement with EPOA I foresee further increases of our membership base in 2009 as well as more board seats filled from the traditionally under represented regions, thus making InterPride much more International.



Ross P. Allan Chapman  
Treasurer

### **Media and Public Relations Assistant, Brett Hayhoe**

As my first year in this role, although not a busy year, I have enjoyed it immensely. I did enjoy writing the pre-amble for our International Pride Magazine and have finally gathered media contacts from around the world – which will make sending out releases a lot easier in the future. Thank you to the members of the organisation who helped with this exercise. It was particularly helpful with the dissemination of the ABSOLUT COLORS information

### **Committee Reports**



**Conference Structure and Integrity, Trisha Clymore, Chair**

The call for bids on the 2010 conference went to the membership in late April. Only one organization responded with interest and actually submitted a bid for the 2010 conference. This bid went to the committee for review and comments and these are now with the bidding organization for finalization prior to the conference.

This committee worked with the Vancouver 2008 hosting committee. A master conference schedule was introduced and will be partially followed this year with continued implementation moving forward.

**Scholarship, Paul Sanders and Trisha Clymore, Co-Chairs**

This committee reviewed and updated the scholarship guidelines and instructions.

The notification of Scholarship guidelines and applications went out to the membership in May with a deadline of July 18<sup>th</sup>. The committee received 15 valid applications from the United States, Canada, Europe and Africa.

The committee met online twice in August to determine scholarship grants. The last month we have been monitoring acceptance, booking flights, rooms and following up.

On behalf of the Scholarship Grant Recipients, InterPride thanks the following for donations to the Scholarship fund:

<b>Corporations:</b>	<b>Individuals:</b>
Best Buy via employees David Hill of Twin Cities Pride and Paul Sanders Pride Alliance of Long Island	Jimmy Blackley of Christopher Street West Ross Chapman of Pride Toronto Chris Clarkin of Christopher Street West Trisha Clymore Atlanta Pride David Fiss of San Francisco Pride Kevin Jones of Kentuckiana Pride Don Mills of Central Alabama Pride Pam O'Brien of Cape Cod Gay Pride Rodney Scott of Christopher Street West Richard Svendsen of Northern Pride Association Toti Thorarinn of Reykjavik Gay Pride
<b>Member Organizations:</b>	
Boston Pride Christopher Street West/LA Pride Northern Arizona Pride Association Pride Toronto San Francisco Pride St. Pete Pride Vancouver Pride Society	

**Fund Development, Mark Chapman, Chair**

No report submitted, however, an analysis was provided to the board at the Mid-Year meeting:

**Fund Development – current situation**

InterPride's financial income is currently based of the following sources:

- **Membership dues**  
Membership dues are the major source of income. To increase the Associations funds, it's logical to motivate more Prides to become members. This means the association has to offer interesting benefits to all members and prospect members. Apart from the annual conference with educational value and scholarships, all other benefits are currently for North American members only. With the membership programme of InterPride and EPOA, there is a great chance to increase the membership in Europe.
- **Donations from enterprises and individuals**  
Donations are made more or less at random and goodwill, there is no strategy in place to systematically approach prospect donators. It is down to individual members of the Associations board to acquire donations – this is done successfully. Currently donations are not listed publicly.
- **Pride Magazine**  
The Pride Magazine has being a stable source of income. So far it's prime weakness for a growing international association is it's focus on North American readers and advertisers. There is little to no distribution in countries outside the US. Alas, it's only available in English.
- **Local sponsors for conferences**  
Members hosting an AGM and conference have successfully organised local sponsors and donators to partly fund the conference and recreational activities. There are no international sponsors in place, funding the conference on a regular basis.
- **Website Sponsor**  
Site Street offers a reduced rate on it's hosting and programming services. Unfortunately the websites visual appearance is no longer up to date.

### **InterPride SWOT Analysis**

What are the strengths, weaknesses, opportunities and threats of InterPride from the Fund Developments view point?

#### **Strengths**

- Association of good standing
- Good organisational Methods and Standards in place
- International association with members in more than 16 countries

- Reaches millions of people through its members
- Clear focus group > LGBTI
- Annual international conference in different member cities for over 26 years
- Scholarship programme
- Holds the licence to the title WorldPride
- Benefits for member (Insurance, lower rates)
- Pride Magazine

### **Weaknesses**

- Not widely known to the general public
- Low profile towards other NGOs and governmental organisations
- Low to no visibility in public
- Members mainly in western democratic countries, currently predominantly North American members (65 out of 91)
- Focus group socially not accepted in every country
- One of many activist groups
- No physical office/headquarter
- Not very transparent in it's working processes, inefficient virtual office
- Large board
- Benefits available to US members only
- Pride Magazine currently focused on North American readers and advertisers

### **Opportunities**

- Gain more visibility through our members at their events (banners, etc.)
- Make it mandatory for members to put a visual link to InterPride on their websites
- More information and service orientated website with instant benefits for all
- Attractive and more informative brochures about InterPride
- Coherent Corporate Design for all our board members > professional appearance
- Establish an easy to administrate and transparent virtual office to handle our tasks more professionally
- Only association for Prides on a global level
- Great potential to grow in countries with developing Human Rights
- Licences the title WoldPride on a regular basis (every 2 or 4 years)

### **Threats**

- Other NGOs with professional fulltime administration gather more funds
- No recognition in wider public, not perceived as an international Association
- Intercultural differences (US vs. Europe vs. ...)
- Currently unattractive website and information material

### **Conclusion**

- We need **Corporate Design standards**

- Manual for our visual appearance
- We need a new **Website**
  - Generates more traffic on our site
  - Increases the chances of attracting new Members and finding Sponsors
- We need an easy to use and transparent **Virtual Office**
  - Strengthens and enforces Leadership Development

### **Human Rights and Diversity Affairs**, Russell Murphy, Chair

This committee is tasked identifying human and civil rights issues that relate to the mission of InterPride. It is also tasked with reporting on these issues and making any recommendation for action to the board and membership. Three of the five subcommittees are related to specific issues of race, gender and age. It is also tasked with overseeing the WorldPride title.

The most active of the subcommittees is the Human Rights Action Subcommittee. It has an extensive email list and all members share information that is learned and gathered. The majority of the information shared concerns Lesbian and Gay issues in non-North American countries. Recently more Transgender and North American violations and issues have been presented.

While the email list is active in the sharing of information, there is not much discussion on action and/or advice to the board for action. Many of the situations presented are time sensitive and a discussion would not allow for immediate action. As chair, I have added my name to several petitions sent to the email list. I have done this with discretion; issues that I thought might be controversial within InterPride, I signed privately; issues that are similar to ones discussed by the membership and agreed upon in theory, I have used my title as Co-President. I would like the committee to set some guidelines for the Chair to use to alert the Co-Presidents that a letter from InterPride needs to be sent. I admit to not sending many letters as I do not feel I write well and many times do not know all the facts to write an appropriate letter. It would be good if the committee had a letter writer, or several, that could draft letters for the Co-Presidents when necessary. The committee also needs a volunteer that can work with the Communications and Website Operations Subcommittee to keep issues current on the News and Human Rights sections of the website.

The Human Rights Action Subcommittee chair has submitted a full report.

The Gender Issues, Intergenerational and Ethnic Diversity Subcommittees have been inactive since their inception. I would like the committee to discuss their need.

The WorldPride Committee was tasked by the board to review itself. That process will be taking place soon and be continued at the conference.

Respectfully Submitted

Russell Murphy, Chair

**Ethnic Diversity**, Katrin Jonsdottir, Chair  
No report submitted

**Gender Issues**, Katrin Jonsdottir, Chair  
No report submitted

**Human Rights Action**, Billy Urich, Chair

The InterPride Subcommittee on International GLBTI Human and Civil Rights continues to be an active means of communication for various HR issues globally. Most members of the group participate in group dialogue and posting to the group. We have been able to keep each other abreast of such issues as the request for Aegis in Athens, ENDA progress in the US, the illegal closing of Lambda Istanbul, the horrifying events of May 11<sup>th</sup> in Chisinau, etc.

InterPride and some of its members have been involved with sending letters of support for Prides in hostile areas: Riga, Moscow, Chisinau, etc. and some have sent letters of condemnation to governmental officials in hostile areas including Istanbul, Turkey, Moscow and Moldova.

Ken Coolen of Vancouver Pride Society traveled to various Pride events around the world with a documentary team in support of Human Rights education. He sent periodic emails from the events and promised to elaborate to any one who asks at the conference.

The committee email posting group has been a source of networking and establishment of Sister City Pride alliances with the exchanging of banners, flags etc., with Memphis and Colombo, Sri Lanka as an example.

Terry, Jer and Russell have been instrumental in getting the HR section on the IP website up and running.

Whenever possible, I have made copies of various printed and video media available to members who request such information. Many organizations show this information to their respective communities to increase the knowledge base and to raise awareness of Human Rights issues globally.

A number of Prides have had an increased focus on HR at their events. Both Vancouver and Reykjavik have assisted TEMA (Belarus) in fundraising. San Diego had Peter Tatchell from OUTRAGE!UK as their guest speaker at their event. Vancouver, Memphis, Rhode Island, CT, Jersey Pride, Inc, Warsaw, Reykjavik, Stockholm and of course, Atlanta and more all had an increase of Human Rights issues and awareness as a prominent part of their Pride events.

As subcommittee chair I recommend that the committee and the board discuss the following goals for the future:

- Representation at ILGA World Conference in Vienna November 2008
- Representation at the Copenhagen OUTGames Human Rights Conference in 2009
- The establishment of a closer working relationship with the EPOA HR Coordinator
- Possible InterPride Human Rights participation in Zurich and Warsaw EuroPrides
- Greater emphasis on alliances with HR organizations such as Amnesty International, ILGA and IGLHRC
- Closer attention to timely posting of info on HR section of the InterPride website with the possible appointment of coordinator to oversee and update the information as needed
- Continue education on global GLBTI HR issues with respect to Pride endeavors.
- Workshops for St. Petersburg InterPride Conference 2009
- Continue to encourage and work for InterPride participation of struggling organizations in hostile environments with a concentrated focus on Africa, the Caribbean and Asia.

Submitted by  
William Urich, Subcommittee Chair

**Intergenerational Issues**, Ruth Ann Ethridge, Chair  
No report submitted

**World Pride**, Russell Murphy, Chair

The WorldPride Subcommittee was inactive for most the year. This is primarily due to the lack of membership as I was the only member of record after the 2007 conference. I do not like operating an established subcommittee of one.

At the Mid-Year Meeting it was suggested that InterPride model WorldPride after EuroPride. The suggestion was not to make it an annual event as EuroPride is, but have it on a more regular basis. It was expressed that EPOA has made money from the EuroPride title and that there is no reason why InterPride should not from the WorldPride title. The Board tasked the WorldPride Subcommittee with reviewing the Standing Rule and coming up with a recommendation by the conference. Also, three people expressed interest in serving on the committee, which makes it a proper subcommittee.

As chair, I thought if we were going to model WorldPride after EuroPride, we should know more about the model. I first went to the EPOA website to see if the guidelines for EuroPride were posted, but did not find them. I

sent a request for them to VP/Ops Chapman as I assumed a future host of EuroPride would have them. He informed me that he did not have a current copy, but would have R12 Director Kastl, who at the time was President of EPOA, send them to me. I never received them.

Recently I found the guidelines on the EPOA website. I am reviewing them and will send them to the committee to review as well. We will then begin discussion on change. Hopefully, we will have a proposal during the conference.

Last year Pride London and Stockholm Pride expressed interest in bidding for the WorldPride title for 2012. Both organizations have submitted bids to the Executive Committee, per the guidelines. Both organizations meet the qualifications for obtaining the title and will be invited to make a presentation to the delegates at the conference where a vote will be taken. To be awarded the title, a bid must receive 2/3 of the vote.

Respectfully Submitted  
Russell Murphy, Chair

**Member Services**, Terry Fleming, Chair

No report submitted

**Alumni and Recognition**, Perin Hurewitz, Chair

No report submitted

**Communications and Website Operations**, Terry Fleming and Jer Megowan,  
Co-Chairs

No report submitted

**Methods & Standards**, David Hill, Chair

**Methods and Standards Committee**

Based on a wide range of input received from various sources during and subsequent to the 2007 Annual General Meeting in Zürich, an ambitious agenda was developed and was taken up upon confirmation of the Committee's membership late in 2007. Unfortunately, owing to time and other constraints, we were unable to get through the thirty-plus items that had been identified for action. We were, however, able to get through the most pressing items.

To date, the Committee has considered, referred to and had approved by the Board of Directors, policy proposals on the following subject areas:

- The creation of a Strategic Planning Subcommittee, per the Membership's resolution.
- Changing the title of the position of "Press and Public Relations Assistant" to "Media and Public Relations Assistant".

- The creation of a code of ethics, including provisions regarding conflicts of interest.
- Cleaning up of the CSIC mandate.
- Policies regarding the handling of business outside of called in-person and electronic meetings.
- Policies regarding the electronic participation of those unable to attend in-person meetings of the Executive Committee and Board of Directors.
- Revisions to conference policy regarding the Theme Workshop being mandatory.
- Appointment of Regional Directors from underrepresented Regions.

The Committee has also considered and referred to the Board policy proposals on the following topics:

- Modification of the standards for policies governing Regional operations.
- Standardization of terms and other matters regarding Regional Directors appointed from underrepresented Regions.
- The handling of meeting minutes and reports of actions outside of meetings.
- Requiring that all Resolutions of the Membership have a sunset provision, to ensure that “old” Resolutions are cleared from the Organization’s books when they no longer serve any purpose.

Respectfully submitted,  
David W. Hill, Chair

Committee Membership

David W. Hill, Twin Cities Pride and InterPride Vice President of Operations, Chair  
 David Schauer, St. Pete Pride  
 Sue Doster, Heritage of Pride (resigned mid-session)  
 Paul Sanders, Pride Alliance of Long Island  
 Carl Gommer, Phoenix Pride (resigned mid-session)  
 Kevin Jones, Kentuckiana Pride  
 Russell Murphy, Heritage of Pride and InterPride President  
 Trisha Clymore, Atlanta Pride Committee and InterPride President  
 Terry Fleming, Community Center of North Central Florida and InterPride Vice President of Member Services  
 Perin Hurewitz, Heritage of Pride  
 Pam O'Brien, Cape Cod Pride  
 John Boychuk, Vancouver Pride Society and InterPride Regional Director (R07)  
 Ross Chapman, Pride Toronto and InterPride Treasurer  
 Jennifer Sheffield, Atlanta Pride Committee and InterPride Regional Director (R05) (resigned mid-session)  
 David Hansen (resigned mid-session)  
 Bill Nienaber, Twin Cities Pride  
 Michael Gorsuch, Capital City Pride (Des Moines, Iowa) and InterPride Alternate Regional Director (R04)  
 Mike Iacono, Christopher Street West and InterPride Secretary  
 Brandon Barron, Atlanta Pride Committee



**Leadership Development, Russell Murphy, Chair**

Leadership Development Subcommittee left the 2007 conference with five members; one of which was from an organization that had not renewed its membership for 2007 or 2008. Carl Gommer of Phoenix Pride resigned as Regional Director and all InterPride committees in February. This left the subcommittee with three members and no chair. Normally, if a subcommittee has no chair, it is the responsibility of the chair of the parent committee to act as chair. However, VP/Ops Hill had already indicated his intentions to run for the Co-President position and the Standing Rule for the subcommittee is specific that a person seeking office cannot serve on the committee.

At the Mid-Year Meeting I agreed to take on the chair of this subcommittee. I sent an email to the three listed as members to see if they were still interested in serving. I received two responses; one was with a question about InterPride operations, but did not indicate that they wanted to continue serving on the committee. The other felt that two people from the same organization should not serve on this committee and since they were also from Heritage of Pride, decided to step down. So, I became a committee of one again.

As this subcommittee is tasked with identifying possible candidates, and does not make any nominations or endorsements, a request has been made to change the Standing Rule to allow more to serve.

While I don't like acting as a committee of one, I have made plans for Leadership Development. After agreeing to be its chair, I reviewed the job descriptions of all board positions. I had VP/Ops Hill review them and they were then posted on the member site.

At the 2007 Conference several delegates requested information from people planning to be placed in nomination in advance of the conference. I feel this is a fine idea and will do my best to make this happen. I am planning on sending an email to all registered delegates for the 2008 conference. The email will announce the open Executive Committee positions and include the job descriptions. People that are interested in running for an office will be requested to submit a short biography to demonstrate their qualifications for an Executive Committee position.

Recently, VP/Ops Hill has indicated that he will not seek the office of Co-President and has offered to serve on this committee. We will review all submissions to make sure that the persons meet the bylaw mandated requirements. All will be notified if they meet these basic requirements.

If the person submitting a bio expresses an interest in a specific position, it will be removed as it could indicate a nomination and/or endorsement by this committee. We will send all bylaw qualified bios to the registered

delegates so they are aware of who might be nominated at the conference.

I think this will allow for a more informed decision by the membership.

Respectfully Submitted  
Russell Murphy, Chair

Subcommittee Membership

Carl Gommer, Phoenix Pride, former Chair (resigned February 2008)

Perin Hurewitz, Heritage of Pride (did not continue past April 2008)

Russell Murphy, Heritage of Pride and InterPride President (added as Chair April 2008)

LaQuise Bryant, South Florida Diverse Minority Pride (organization has not renewed membership in 2007 or 2008)

Morningstar Vancil, San Francisco GLBT Pride Committee, Inc. (did not indicate interest in continuing)

Holly Fischer, St. Pete Pride (no response to emails)

**Strategic Planning, No Chairs Designated**

As noted previously in this report, this Subcommittee was created in response to a Resolution of the Membership. There are now procedures in place regarding the appointment of members to the Subcommittee – interested persons (Board and non-Board) must submit their names and credentials to the Chair of the Methods and Standards Committee, who will then propose a slate of members to the Board for its review and approval.

The subcommittee has been unable to form, owing to a lack of non-Board members willing to serve as its members, despite multiple attempts at recruiting membership. Hopefully, this situation will be resolved at the forthcoming conference in Vancouver.

Subcommittee Membership

At the present time, this Subcommittee has no members, pending Board appointments.

Respectfully submitted,  
David W. Hill, Chair, Methods and Standards Committee

**Regional Reports**

**Region 1, Steve Ganzell and Frank Rubio, Regional Directors**

Ron deHarte & Carl Gommer Regional Directors Region 1 gave an update on InterPride and held elections for the 2 RD positions and alternate RD position.

RD: Carl Gommer, term expires at IP 2008 resigned his position, Steve Ganzell was elected to fill the vacancy until 09 Regional Conference.

Steve Ganzell  
Christopher Street West/Los Angeles Pride  
7551 W Sunset Blvd. Suite # 201

Los Angeles, Ca. 90046

[sganzell@lapride.org](mailto:sganzell@lapride.org) or [steve.ganzell@interpride.org](mailto:steve.ganzell@interpride.org)

RD: Ron deHarte was elected to fill the vacancy this term expires at 2008 Regional Conference in Long Beach, Ca. Rodney Scott was unanimously elected to fill this position. Due to InterPride guidelines that state no 2 Regional Directors be from the same pride organization Rodney Scott stepped down as RD.

Alternate RD: Mikayla Connell resigned from her position. Frank Rubio was elected to fill the alternate RD position term expires at 09 Regional Conference. Due to the vacancy when Rodney Scott stepped down alternate RD Frank Rubio stepped up to the RD position. This term will expire at 2010 Regional Conference.

Frank Rubio  
Long Beach Lesbian & Gay Pride Inc.  
P.O. Box 2050  
Long Beach, Ca. 90801

[vpentertainment@longbeachpride.com](mailto:vpentertainment@longbeachpride.com) or [frank.rubio@interpride.org](mailto:frank.rubio@interpride.org)

John Boychuk from Vancouver InterPride Conference Society gave a presentation about the 2008 InterPride Conference to be held in Vancouver, BC. October 23-26, 2008.

Newest events and event we have recently been made aware of in Region 1 are, MARCHA LGBT GUADALAJARA, Southern Utah Pride, Bakersfield Pride, Riverside Pride and Sedona Gay Pride. We've contacted most of these organizations and informed them of the Regional Conference and InterPride. Sedona Gay Pride and Bakersfield Pride attended the 2008 Regional Conference in Long Beach, Ca.

Organizations that are new InterPride members for 2008 from Region 1 are Southern Utah Pride, Bakersfield Pride, and LA Valley Pride.

\*As Regional Directors we are outreaching to pride organizations new and old to attend the annual conference and become active members of InterPride. We will continue to promote the InterPride membership values to the pride organization within our region.

Long Beach Lesbian & Gay Pride, Inc. has submitted a bid for the 2010 InterPride Conference and is currently in discussing with the CSIC committee.

### **Regional Conference Summary:**

The Regional Conference was held February 8-10, 2008 in Long Beach, Ca. and hosted by Long Beach Lesbian & Gay Pride, Inc. InterPride officers and board members in attendance were InterPride Co-President Trisha Clymore, InterPride Secretary Mike Iacono, board members John Boychuk, Carl Gommer, Ron deHarte and Mikayla Connell. There a currently 39 active pride organizations in

the region of those 21 were represented at the conference. There were representatives from 25 pride organizations and 1 sponsor that attended the conference.

The 83 registered attendees were from the US states of California, Arizona, Nevada, New Mexico and Georgia. There were also attendees from Tijuana and Mexico City, Mexico and Vancouver, British Columbia. The mayor of Long Beach, Bob Foster welcomed the conference attendees Friday morning. There were workshops presented by Equality California, Equality Arizona, GLAAD and Toast Masters. Other workshops included Go Green, a Youth Panel, Who Owns Pride, Volunteer Recruitment, On Site Cash Management and many others. The two most talked about workshops were Successful Leadership presented by Rodney Scott President of Christopher Street West/LA Pride and Motivational Speaking presented by Rosalyn Taylor-O'Neal author of the Seven Keys of Success.

The social events started Thursday night with dinner and free entry to Club Ripples and to one of the best drag shows on the west coast "The Dream Girls Revue" at Club Ripples. A Friday night mixer was held at the Long Beach Pride office sponsored by Budweiser, Bacardi and Barefoot Wine. Saturday night's dinner was held on the Ambassador, a yacht that cruised the Long Beach coastline, the evening consisted of dining, dancing and networking. The conference was very well attended and many positive comments were made about the conference to the host Long Beach Lesbian & Gay Pride, Inc., InterPride Regional Directors and the CAPI board.

The next Regional Conference will be held in San Francisco, CA 2009 exact dates TBD, and will be hosted by San Francisco LGBT Pride, contact [info@sfpride.org](mailto:info@sfpride.org).

Current Region 1 Pride organizations and CAPI members:

Organization	Dates	Organization	Dates
Albuquerque, New Mexico, USA	June 13-14, 2008	Phoenix, Arizona, USA	April 12-13, 2008
Bakersfield, California, USA	30-Aug-08	Reno, Nevada, USA	August 16-17, 2008
Bisbee, Arizona, USA	June 13-15, 2008	Sacramento, California, USA	21-Jun-08
Chico, California, USA	7-Jun-08	Sacramento Pride	
Flagstaff, Arizona, USA	21-Jun-08	Sacramento, California, USA	31-Aug-08
Fresno, California, USA	7-Jun-08	Rainbow Festival	
Honolulu, Hawaii's, USA	June 27-28, 2008	Salt Lake City, Utah, USA	June 6-8, 2008
Humboldt, California, USA	14-Sep-08	San Diego, California, USA	July 18-20, 2008
Lake Havasu City, Arizona, USA	September 13-14, 2008	San Jose, California, USA	June 14-15, 2008
Las Vegas, Nevada, USA	May 2-3, 2008	San Luis Obispo, California, USA	6-Jul-08

Organization	Dates	Organization	Dates
Los Angeles / West Hollywood, California, USA	June 6-8, 2008	San Francisco, California, USA	June 28-29, 2008
Christopher Street West		Santa Barbara, California, USA	12-Jul-08
Los Angeles, California, USA	July 1-6, 2008	Pacific Pride Festival	TBA
LA Black Pride, "At the Beach"		Santa Barbara, California, USA	
Los Angeles / Studio City, California, USA	12-Oct-08	Santa Barbara Pride	1-Jun-08
Los Angeles / Valley Pride		Santa Cruz, California, USA	
Long Beach, California, USA	May 17-18, 2008	Santa Fe, New Mexico, USA	June 20-28, 2008
Mexico City, DF, Mexico	28-Jun-08	Sedona, Arizona, USA	TBA
Modesto, California, USA	27-Sep-08	Tijuana, Baja California, Mexico	June 20-21, 2008
Monterey, California, USA	12-Jul-08	Torrance, California, USA	21-Sep-08
Palm Springs, California, USA	November 1-2, 2008	South Bay Pride	
Pasadena, California, USA	14-Sep-08	Tucson, Arizona, USA	18-Oct-08
San Gabriel Valley Pride		Ventura, California, USA	23-Aug-08

Submitted by,  
 Frank Rubio & Steve Ganzell  
 Region 1 Directors

**Region 2, Jer Megowan, Regional Director**

2008 has been a good year for Region 2. We have gained 2 new prides in Oregon, stronger ties with prides in the region and better networking. I am working closely with Portland and Salem Pride to improve our networking and strengthen Oregon and Washington so we do a better job with outreach in the eastern and northern states of Region 2. Below is a list of current or forming Prides. \*= InterPride Member

Identity, Inc. Anchorage, AK	Eugene/Springfield Pride, Eugene, OR*
Out Spokane, Spokane, WA*	Family Pride, Portland, OR
Out Kitsap, Kitsap, WA*	Latino Pride, Portland, OR
Out in Tacoma, Tacoma, WA*	Hermiston Pride, Hermiston, OR (1 <sup>st</sup> year)
Olympia Pride, Olympia, WA	Pride Northwest, Portland, OR*
Peninsula Pride Alliance, Port Townsend, WA	Southern Oregon Pride, Ashland, Medford, Central Point, OR
Party in the Park, Vancouver, WA	
Seattle Out and Proud, Seattle, WA	Montana Pride Network, Helena, MT
Bend Pride, Bend, OR	Your Family, Friends, & Neighbor, Boise, ID
Black Pride, Portland, OR	Wyoming Equality, Cheyenne, WY
Capitol Pride, Salem, OR*	Casper Picnic in the Park, Casper, WY

Currently, I am helping Southern Oregon Pride become its own organization after the recent closure of the Abdill-Ellis center in Ashland. Eugene PRIDE will serve as the umbrella 501c3 while Southern Oregon Pride completes paperwork, and satisfies the 5 year advanced ruling period for 501c3's. Eugene PRIDE also sponsored both Southern Oregon and Salem Prides this year to help defray



some of their upfront costs of event planning. I have strongly encouraged them to become members of InterPride, as well as Salem, which is having difficulty getting people to assist with the planning of their Pride event. Eugene PRIDE will work closely with Salem and Southern Oregon Pride to support them as much as possible. We also gained a new pride in Hermiston, this year was their first event and it went very well. I will work on attending both Bend and Hermiston next year to let them know the benefits of InterPride membership and to provide support from the western side of the state. This year Frank from Out in Tacoma will be in attendance at the AWC, I am not sure if he has intentions of being a Regional Director or not, it would be great if he so chooses, meanwhile we will try to work together to form a more solid support network for the Pacific NW Prides.

Respectfully Submitted  
Jer Megowan Region 2 Director

**Region 3, Debra 'Tree' Martin and Tony Ross, Regional Directors**

I'm not really sure what required content for these reports is so I'm going to wing it.

I assumed this position a few months back and have spent some time reading and networking. I've yet to speak to the other Director for the region. Hopefully, this will be rectified prior to the 2008 AGM.

So far I've established contacts with the newly formed San Antonio GLBT Chamber of Commerce and some folk wanting to establish a Pride in the SE Texas communities Northeast of Houston.

I wish there were some sort of continuity books kept by prior Directors that could be passed on to their replacements. These books would contain projects they were working on or had completed, source information, previous Reports, and such. Having these would give new Directors guidance and be a historical record for the Region.

I'm looking forward to the 2008 AGM.

Respectfully Submitted,  
Debra Martin  
Region 3, Director  
Unity Foundation, Chair

**Eligibility:**

I am a member of Albuquerque Pride in the state of New Mexico, USA I have been very active functioning at various levels on the Board for nearly fourteen years. Currently, during this fiscal year, I hold the position of Director of PrideFest and Bookkeeper.

**Duties fulfilled to InterPride:**

I have attended Regional Conferences at Long Beach in January 2007 and St. Louis for Region 3. Albuquerque Pride is a member of CAPI; therefore, I attended as a voting member. PJ Sedillo, President of Albuquerque Pride also attended. During the weekend conference I was able to advance the mission of InterPride by collaborating with other Pride members in various cities. As a result of attendance, I met individuals from Flagstaff Pride, and we established a working relationship this year. Support was offered to Albuquerque Pride on the day of our event, and members of Albuquerque Pride attended Flagstaff Pride to assist them with their event. In years past both Prides were held on the same day; therefore, it was impossible for key staff of either Pride to assist the other city.

I attended Region 3 Pride, and it was there that my appointment to the position of Regional Director was discussed. I was ultimately approved to serve in this capacity. I was the only member of Albuquerque Pride to attend. At this conference I was able to connect with other Pride Organizers and gather information helpful for the development and continued growth of Albuquerque Pride.

I have established contacts with GLBTQ organizers in Santa Fe, Flagstaff, Las Cruces, and Socorro, New Mexico. I have attempted to get these individuals signed up to attend the International Conference this fall, to no avail. I will continue my endeavors to encourage them to become members of InterPride and attend one of the Annual Meetings.

I attended Phoenix Pride April 11-13, Flagstaff Pride June 20-22, and Santa Fe Pride June 28. At Phoenix and Santa Fe I assisted building a float and drove the float entry in the parade. Besides these Pride events and attendance at Regional Meetings, I have been very busy with Albuquerque Pride.

**Duties fulfilled to Albuquerque Pride:**

Having served for many years for Albuquerque Pride, I continue to be a pillar of the organization. This year was again a year of growth and pain. Albuquerque Pride had been organized with a structure of Co-Presidents. In late December 2007, the female Co-President moved to California. The Executive Board of Directors continued the business of organizing the Pride event without her expertise and knowledge. As a result, this was a challenging year, yet very successful.

I was responsible to collect all registrations for booth and parade entries. We accepted reservations via mail and on the internet. This year we had over 140 booths and 120 parade entries. Our Parade was approximately 3.5 miles in length from the University of New Mexico to the New Mexico State Fairgrounds where we held our PrideFest. Fairgrounds staff report we had over 15,000 in attendance. Albuquerque Pride holds its event the 2<sup>nd</sup> Saturday of June each year.

The three day event began Thursday evening, June 12, with a candlelight vigil service. Art pieces were received this same time for the annual juried Art Show. Friday evening we had the Art Show opening, the Pride Idol competition, the annual pet parade, and an evening concert by DeepDickollective and God-Des & She.

Saturday was the Pride Parade to the PrideFest grounds. The event is host to a family and youth area with special family events and activities. There is an annual car show, a queer bakeoff, GLBTQ movie theatre, Hair Bowl and poetry reading. The fairgrounds are host to various entertainment venues. On the main stage we had Josh Zuckerman, Frenchie Davis, and our headliner, Amber. The evening wound down with Pride hosting a youth dance while all the adults attended various adult venues for the evening.

I have been very actively involved in re-organizing Albuquerque Pride. With the re-structuring I am currently responsible to the Executive Board as the elected Director of PrideFest and appointed as the bookkeeper.

I will be attending InterPride in Vancouver. This will be my 8th InterPride Annual General Membership of attendance.

Tony Ross  
Region 3 Director, InterPride, Inc

**Region 4**, Michael Gorsuch \* and Fred Huebener, Regional Directors

***\*Ann McCoy of Pride St. Louis was elected at the regional conference, but resigned in August. Michael Gorsuch was elected as the Alternate Regional Director but it is not yet known if he has accepted the step up to fill the vacancy.***

No report submitted

**Region 5**, Charles Richards and Jennifer Sheffield, Regional Directors

The Region 5, AKA Prides Of the South East, Conference was held in February hosted by the MidSouth Pride in Memphis, Tennessee. The conference was well planned with many interesting workshops. Mobile Pride was awarded the POSE Conference for 2009 and Capital Pride Richmond, Virginia will host the 2010 Conference. Representatives from Mobile meet with Region 5 Director, Jennifer Sheffield, Region 5 Alternate Director, Radar Williams, and Vice President/Member Services, Terry Fleming in May for initial planning for the 2009 conference. I was unable to attend due to my father's death. The 2009 POSE Conference will be February 20 - 22. Information will be sent to all POSE groups in October 2008.

The POSE newsletter was sent to all POSE organizations in April providing a recap of the 2008 conference and introducing re-elected Director, Jennifer Sheffield and Alternate Director, Radar Williams.



POSE has yahoo group for discussion and a MySpace presence.

Three pride organizations in Virginia have started to work on some cooperation efforts to enhance September Prides in Virginia.

I have corresponded with three new prospective organizations about InterPride membership.

I have also been in contact with Athens Pride for a possible co-relationship outside our home region.

Charles Richards  
InterPride Director Region 5

**Region 6**, Keri Aulita and Billy Urich, Regional Directors

Region 6, AKA North East Regional Prides (NERP) mourned the passing of two important people in our family: Pam O'Brien of Cape Cod Gay Pride and Michael Segovia of Gay Pride Rockland. They continue in our hearts and memories but will be sorely missed.

The NERP 2008 Regional Conference was held in 'Beantown' USA (Boston, MA), and splendidly hosted by the Boston Pride Committee. A number of informative workshops were offered including a 2-part session presented by Dr. Philip Princetta (San Diego Pride) on Pride Board organization.

In response to a letter to Heritage of Pride from Moscow Pride, a brief discussion was held on the possibility of providing financial assistance to prides in Hostile environments. The general consensus was that it would be difficult to justify sending money to foreign Prides when most of our own organizations are facing their own financial challenges. However, in keeping with the spirit of assistance typical of NERP, some pledges came from the floor from a few member organizations and individuals. Boston Pride offered to handle any wire transfer of funds.

Keri Aulita of Boston Pride was elected Regional Director and Doreen DeJesus of Brooklyn Pride was elected as Alternate for the RD Team. Doreen will be filling in for Keri in Vancouver.

RD team member Urich went to Baltimore and Washington, DC in April to meet with representatives of Pride organizations in the area: Chesapeake Pride (Annapolis, MD); Baltimore Pride and Capital Pride DC. Meetings were informative and productive. Intent was to bring Baltimore back to InterPride, ascertain the disposition of the recently reorganized Pride producer in DC and see what the larger groups can do to support and assist the newer, struggling Pride in Maryland's Capitol city. Meetings were informative and productive. Outreach to other Pride organizations within the region is ongoing throughout the year.

The weekend following the meetings in DC/Baltimore, the Mid-Year InterPride Board meeting was held in Vancouver, BC, hosts for the InterPride 2008 conference. Billy attended in person and Doreen participated electronically.

A number of NERP members have had an increased focus on Human Rights issues at their events. Rhode Island, Jersey Pride, Inc. and Connecticut Pride had displays and or specific information printed in their Pride Guides regarding the state of Human Rights internationally.

The RD6 team has held very productive phone conference calls and is in contact electronically. The team is well focused with an admirable esprit de corps. Doreen has set up an online communications forum for the RD team with archiving capability. We will be working on a newsletter-styled communications system for disseminating information to the region which will enhance the old-fashioned letter format of the past. We have also revisited the possibility of a website, but will wait until more information is available to us regarding individual regional space on the InterPride website. A NERP logo is in the design stages and coming along nicely. We hope to present a few ideas at the regional caucus in Vancouver and again at the Philly NERP conference next year during the second weekend of March, 2009.

Philly Pride is working hard to keep prices to a bare minimum to encourage greater attendance and participation. For this to occur, it was necessary to change the traditional date from the first to the second weekend in March, as all accommodations were booked for a major event in the city. During Boston's NERP, Philly Pride members gave us a taste of what to expect next year for their NERP event: it will be nothing short of spectacular.

Respectfully submitted,  
The NERP Region 6 Regional Directors Team  
Keri Aulita, Doreen DeJesus and Billy Urich

**Region 7** John Boychuk and Marion Steele, Regional Directors  
No report submitted

**Region 8**, Tomasz Baczkowski, Regional Director  
No report submitted

**Region 9**, No Representation  
No report submitted

**Region 10**, Paul Birrell, Regional Director  
No report submitted

**Region 11**, Kristen Sævarsdottir, Regional Directors

My first year as a regional director has been quite interesting and also a little bit confusing. The fact that all communication between the board of directors happens in English has sometimes made me a little bit passive in the talk between people, but I have tried to follow up the discussion as I can even though I have not participated a lot in the discussion. It seems to me that the American members of the board should try to keep in mind that not all members of the board have English as their first language and try to talk less local English and in a broader sense e.g. internationally.

Communication between prides in the region is not very strong. I have contacted the Oslo Pride (Skeive dager) and the Copenhagen Pride) in order to invite them to advertise their prides in InterPride magazine but without luck. Even the spokesperson I talked with in the Copenhagen Pride did not seem to be aware of what InterPride is. It is worrying that neither the Danes nor the Norwegians are interested in participating in InterPride. I wonder how we can increase their interest in InterPride.

In the Faroe Islands the Gay Pride movement seems to be forming itself over the last 2 – 3 years. The movement has had some problems because of prejudice but the society seems to be little more ready for the movement than it was few years ago. We have kept in touch with our neighbors in the Faroe Islands, the Icelandic group helped with the first two Prides and Reykjavik Gay Pride has sent the Torshavn Pride some financial support. They know we are ready to support them whenever they need our help and ask for it.

There has been a little misunderstanding between the Stockholm Pride and Reykjavik Gay Pride. Paul Turner was told (by a member of EPOA) that the EPOA directors would become regional directors under the agreement between the 2 organizations. After having talked with Paul we did an agreement that he would stop introducing himself as the region 11 director. But we agree that this is a matter for further debate between InterPride and EPOA.

After we from Reykjavik Gay Pride got to know Svyatoslav Sementsov (Slava) from Belarus on last year's InterPride conference we decided to put our focus on Belrusia this year. Reykjavik Gay Pride and the Gay organization of Iceland (Samtökin 78) organized a fundraiser for the Gay Pride movement of Belarus (TEMA) and we managed to collect 1000 Euros. That money will be used to organize Gay pride celebrations in Minsk and in Gomel. We also invited Slava to visit Reykjavik Gay Pride and he lectured about the situation in Belarus. Many people attended and his talk was very interesting. Slava spent five days with us and I like to think that his visit gave him an insight in our movement and how we work and hopefully he saw how it is possible to gain big achievement in a short time.

This year's Reykjavik Gay Pride program started at the 6th of August and ended at the 10th. This year was the 10th anniversary of Reykjavik Gay Pride so we put an extra effort into the celebration. We did some new things this year that really

were very successful. We opened up a Pride service center and a shop on the main street in Reykjavik and that was a big and important step for us. The center became very popular in only a few days and the gay population as well as the others liked to have the center so visible and colorful in downtown Reykjavik. We also moved the opening ceremony to one of the biggest theater hall in the city and that gave the ceremony a new and more respectful image.

To the Board of directors and the Pride committee it has always been important to invite foreign LGBT artist to perform in the Reykjavik Gay Pride. This year the artists were from Germany, Denmark, Norway and USA. Of course the festival also featured a colorful line of Icelandic artists from the LGBT scene in Reykjavik. Reykjavik Gay Pride has had the fortune to get a grand support from the City hall every year. That financial support has recently increased and makes the work for the Pride committee easier, not as stressful and gives us the change to do big things. There is a lot of political support with us from all parties in the parliament and many ministries supported us financially and in other ways this year. The Minister for foreign affairs, Ingibjörg Sólrún Gísladóttir, was the main speaker on the stage after the Gay parade and that is the first time a minister speaks officially on our events.

Reykjavík Gay Pride has become one of the most vibrant and popular events in Reykjavik's cultural calendar. The Gay Pride has grown in ten years from a one day event for 1500 people to a major four day festival, attended by an incredible quarter of the Icelandic nation. Around 90.000 people attended this year's Parade and that was probably the biggest candle on our birthday cake. We will hopefully continue to grow every year as an important human right parade as well as a celebration of pride and joy for all Icelanders.

Reykjavik 17.th of October  
 Kristin Sævarsdottir  
 InterPride Regional Director, Region 11

**Region 12**, Robert Kastl, Regional Director  
 No report submitted

**Region 13**, Hans DeMeyer, Regional Director  
 No report submitted

**Region 14**, No Representation  
 No report submitted

**Region 15**, Dimitri Tsambrounis, Regional Director  
 No report submitted

**Region 16**, No Representation  
No report submitted

**Region 17** Toni Reis, Regional Director  
No report submitted

**Region 18**, No Representation  
No report submitted

**Region 19**, Saharan Abeyesundara, Regional Director

### **MEMBERSHIPS**

After the INTERPRIDE AGM in Zurich 2007 I contacted the INTERPRIDE member organizations in my region, to date I have not heard back from any one of them. This could be due to change of email or Incorrect contact details as listed in the INTERPRIDE records.

I have also “Googled” PRIDES in the region and tried to contact their organization through their websites. I heard back from two organizations, Taiwan and Bangkok. The only literature and or information available to new members, is what is currently on our website. The feedback I have received is that the information really does not help these potential new members make a decision on membership and the question that kept being asked is “how much will it Cost?” As they were all so unclear.

### **WORKSHOP / PRESENTATION**

In January this year, I conducted a workshop on PRIDE and also a presentation on the history of INTERPRIDE at the 3<sup>rd</sup> ILGA ASIA conference held in Chiang Mai, Thailand. The workshop was a great success and there was a lot of interest shown at the workshop from organizations across ASIA to join INTERPRIDE however they all wanted to take away with them some kind of printed material that they could show their organizations back home about INTERPRIDE, unfortunately I had nothing to give them. I was told that it was difficult for LGBT organizations in the region to have access to LGBT info on the internet and that a lot of their countries, sensor or block sites that have LGBT content.

### **FIRST EVER PRIDE MARCH IN CHIANG MAI**

Although homosexuality is not illegal in Thailand, only Bangkok has a PRIDE march. Chiang Mai is the spiritual capital of Thailand and until now has not had a PRIDE march due to heavy religious and cultural restrictions and prejudices. In January this year they had their first ever march and I was privileged to be part of this historic event.

### **SIMULTANEOUS PRIDES ACROSS INDIA**

This year marked a milestone in the history of the LGBTIQ movement in South Asia, on the 29<sup>th</sup> of June 2008, LGBT activists across India; in Delhi, Bangalore

and Calcutta, coordinated and held their first ever PRIDE marches. I sent the organizers a letter that had been read out in their respective cities. The letter read as follows;

To our fellow Queer Activists in India,

I was Humbled and Proud when I heard of the Events and Marches planned for the 29<sup>th</sup> of June 2008.

These amazing steps forward, are historic, and I applaud you for your determination and courage. It is about time that the leaders of our nations take note that we, the queer people of South Asia, are no longer willing to sit and take all the ridicule, abuse, violence and inequality that we have been subjected to for years. They need to know that we all stand tall, together and demand our rights as human beings.

The 29<sup>th</sup> of June is also the Launch of the COLOMBO PRIDE WEEK here in Sri Lanka. So as you march down the streets of India, know that you have your Queer brothers and sisters here in Sri Lanka stand beside you. We celebrate your work and determination to see your countries free of Homophobia and Hate and wish you all the very best in your endeavors for this amazing historic event.

**Sahran Abeyesundara**

Chairperson Equal Ground,  
Regional Director ASIA -INTERPRIDE,  
Asian Representative on the Board of ILGA

[www.equal-ground.org](http://www.equal-ground.org)

[www.interpride.org](http://www.interpride.org)

[www.ilga.org](http://www.ilga.org)

**COLOMBO PRIDE and the PRIDE MAGAZINE**

Between the 29<sup>th</sup> of June and 6<sup>th</sup> of July EQUAL GROUND hosted our 4<sup>th</sup> annual PRIDE week. The week was our biggest and most fantastic yet. We had the PRIDE magazine which arrived just in time for the start of Colombo PRIDE week. It was amazing to see the response we had to the magazine, Sri Lanka was featured in the magazine and gave the local LGBTIQ community a sense of belonging to wider movement, someone commented to me that they now realize that they are not alone in the struggle for equality and freedom and felt that they had international support and that what we do in Sri Lanka is not going unnoticed. So I would like to thank the producers of the magazine for having made such a great difference to how members of the ASIAN queer community view themselves and their struggle.

**VANCOUVER PRIDE**

I was honored to be chosen as the Grand Marshal for the 30<sup>th</sup> Annual Vancouver PRIDE celebrations by the Vancouver PRIDE Society. But the recognition was really not for me nor for the work I do, but rather for the millions of LGBTIQ people that live in countries across the world that still discriminate on grounds of Sexuality or gender identity or in countries that still criminalize Homosexuality. It was an amazing 10 days. The festivities were extremely well organized and our

message of equality and freedom for all was heard loud and clear throughout their celebrations. I left Vancouver elated and knowing that there are people on the other side of the world fighting for our global cause; to see the queer communities across the world FREE of homophobia and hate. Well done Vancouver Pride Society.

### **SUGGESTIONS**

- I feel that in ASIA in order to grow our membership we need to attend the various LGBT conferences and seminars that are hosted in the region armed with the correct informational leaflets on INTERPRIDE and a printed membership application forms. As relying only on the INTERNET is not the best way to reach the many PRIDE organization. It would even be better to acquire a booth at some of these in order to better demonstrate the work of INTERPRIDE.
- I feel that it would be better to have a fixed Membership rate for Asian organizations.
- IT is important to have representation at Asian PRIDES by pride organizers from more developed PRIDES.

### **Region 20, Brett Hayhoe, Regional Director**

2008 was the year Pride March Victoria had to have. We enjoyed perfect weather, as opposed to the previous year where it rained the whole day and the wind drove people away in the hundreds. The new design, pointing stages toward the bay, worked perfectly, and everyone, including the officials from the City of Port Phillip, had a great time.

We posted a loss on budget however nowhere near what it could have been and the organisation is now in a financial rebuilding stage. Fortunately this year we have engaged a sponsorship professional who has already exceeded expectations making this coming year's event look like being a true financial success. At the time of writing this report, Pride March Victoria was making final touches to the arrangements for this year's major fundraising event – The Great Aussie Bake-Off. This looks like being a truly magnificent event this year which will certainly add to the overall success of the 2009 March – scheduled for Sunday the 01<sup>st</sup> of February.

In June this year I also attended Brisbane Pride, on the invitation of Gay and Lesbian Tourism Australia. I presented a speech about InterPride to a networking gathering and attended the Fair Day the following day. I spoke with their President who informed me that the numbers of people marching had doubled from the previous year and the whole day certainly seemed like a fabulous success.

InterPride membership-wise, Pride March Victoria is certainly more than happy to continue ours – particularly now that I am President – and South Australia has also joined. I am working on other areas and expect to have at least three new members by the end of this calendar year.