

MEMO

From Frank van Dalen, VP InterPride

To RD's Europe InterPride and president EPOA

CC -

Date January 29th 2016

Subject Membership development

Introduction

Each year InterPride and EPOA attract prides in Europe who choose to be a member of InterPride and EPOA. InterPride and EPOA have the ambition to grow. In this memo the analysis is shared from 2011 till 2016 regarding the membership. This analysis can be used for a strategic approach to fulfill the ambition to grow the organizations. Sources are the annual reports from 2011 till and including 2015. A special thanks to Emmanuel Temores from Mexico City who volunteered to subtract all the members from the different annual reports and create overview for analysis purposes.

Europe and EPOA

Since members of EPOA are also members of InterPride and vice-versa this analyses limited to Europe can serve it purposes for EPOA as well. It is the ambition to have the membership in Europe growing. The numbers in this analysis are retrieved from the annual reports from InterPride and might differ from membership lists held by EPOA. The trend however is what counts.

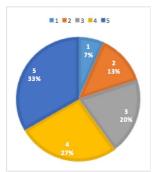
Membership numbers – limited to Europe

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Total members	2011	2012	2013	2014	2015	2012	2013	2014	2015	15 v 11
Total	189	155	193	163	165	82%	125%	84%	101%	87%
Europe	40	31	36	28	33	78%	116%	78%	118%	83%

Over a period of 5 years InterPride/EPOA has decreased 13% in membershipnumbers. Both Europe and the USA contribute to this loss. As Pride Radar has shown, especially in the Americas and Europe, there is a drastic increase of number of prides. But InterPride/EPOA have not been able to profit from this growth.

Loyalty

Of all the members InterPride/EPOA has had since 2011 only 16% has been member all 5



years. 17% of the prides have been member for 4 years. From the 11 prides that have been member for 4 years, only 3 were not member in 2015. This means that InterPride/EPOA do lose members for a year who will return one year later. From a financial perspective this is a lost opportunity. A total of 67% of the members have only been member for 1 up to 3 years since 2011. It seems InterPride/EPOA have difficulties to develop long term relationships with the members.

One year membership

Since 2011 we have a total of 39 out of 64 members that have been member only for one year. Assuming that persuading new members to join InterPride/EPOA is time-consuming, losing members after only one year can be considered to be a low return on investment.

Balance between gain and loss

Overall	2012	2013	2014	2015	2012	2013	2014	2015
New		35	41	79		18%	25%	48%
Lost	70	6	77		45%	3%	47%	
Europe								
New		5	11	3		14%	39%	9%
Lost	15	1	20		48%	3%	71%	

In Europe we see more prides terminating the membership then new members coming in. It is fair to conclude that investing in keeping existing members is sensible and will benefit InterPride/EPOA when it comes to its ambition to grow the membership.

Membershipnumbers per IP-region

	•		•						
	2011	2012	2013	2014	2015	20 ²	12 201	3 2014	2015
IP8	5	5	6	8	5	100	<mark>% 120</mark>	% 133%	63%
IP10	7	2	3	0	1	29	<mark>% 150</mark>	% 0%	-
IP11	3	3	3	5	6	100	% 100	<mark>% 167%</mark>	120%
IP12	10	8	8	5	6	80	% 100	% 63%	120%
IP13	6	7	7	4	5	117	% 100	% 57%	125%
IP15	2	1	2	2	4	50	% 200	% 100%	200%
IP14	15	5	7	4	6	33	% 140	% 57%	150%

Members from 2011 till 2015 – based on annual reports

In the appendix the total list of members over the last five years and the years that they were member of InterPride is listed.

Conclusions

- 1. Many prides do not have a long lasting relationship with InterPride/EPOA
- 2. In areas where the number of prides is increasing drastically, InterPride/EPOA does not show to benefit from it
- 3. Even when decrease of membership numbers is relatively, the number of prides that actually leave the organization can be considered to be quite big
- 4. At the same time InterPride/EPOA is capable of attracting new prides, but (as already concluded) has trouble keeping them
- 5. A considerable number of members is absent for a short period of time to return after one or two years

Impact and observations

- 1. Attracting new members requires more effort then renewing the membership of existing members when the benefit of InterPride/EPOA can be made clear and is felt by the membership
- 2. A fairly small number of prides are the foundation of InterPride/EPOA they run the show, with the risk of newcomers not feeling included
- 3. It is valid to investigate why a relatively large number of prides are absent for one or two years, in order to return this can be considered to be a loss on membership fees

Short term proposal

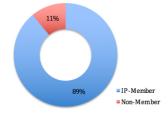
Using the Pride Radar list reaching out to prides in Europe to persuade them to become member of EPOA and InterPride. This can be done by creating a brochure with the next elements:

- Europride in 2016 Amsterdam
 - o Are there any benefits to mention?
- EPOA and InterPride conference 2016 Montpellier
 - Training
 - o Capacity building
 - o Networking
- Worldpride in 2017 Madrid
 - o Are there any benefits to mention?
- Becoming part of the European Pride movement networking/support
- Visibility of the events in EPOA and InterPride communications

For small and big prides, for new and already established prides.

RD's from InterPride as well as board members of EPOA can reach out to de prides in Europe. Making EPOA and InterPride relevant in the perception of the prides in Europe will help increasing the membership.







			2.1.11	2011	2042	2042	204.4	2045	
	Continent		Pride Name	2011	2012	2013	2014	2015	average
	urope	Belarus	LGBT Human Rights Project "GayBelarus"	<u> </u>	<u> </u>	0	<u> </u>	0	
	urope	Czech Republic	Prague Pride, Prague	0		0		0	
	urope	Estonia	Baltic Pride, Talinn	0	0	0	0	0	
	urope	Hungary	Rainbow Mission Foundation	0	-	_	0	0	
	urope	Hungary	Budapest Pride			_		0	
	urope	Latvia	Baltic Pride, Riga, Latvia	0	0	0	0	_	
	urope	Latvia	Mozaika – LGBT and their friends Alliance	0	0	0	0	0	
	urope	Lithuania	LGL, Baltic Pride	0	0	0	0	0	
	urope	Moldova	Gender Doc-M, Chisinau	<u> </u>	0	0	0	0	
	urope	Moldova	Information Center "GenderDoc-M"	0	0	0	0	0	
8 E	urope	Poland	Warsaw Pride	0	0	0	0	0	
8 E	urope	Poland	Fundacja Rownosci	0	0	0	0	0	
8 E	urope	Romania	Accept Romania	0	0	0	0	0	
8 E	urope	Russia	Project GayRussia (Moscow Pride)	0	0	0	0	0	
8 E	urope	Ukraine	UPO Gay Alliance Ukraine	0	0	0		0	
9 C	Caribbean	Bahamas	Society Against STIs and HIV (SASH) Bahamas	0	0	0	0	0	
9 C	Caribbean	Costa Rica	Pride Costa Rica	0	0	0	0		
9 C	Caribbean	Puerto Rico	Luis Roberto Conti, San Juan	0	\circ	0		0	
9 C	Caribbean	Puerto Rico	Coalicion Orgullo Arcoiris Inc.				0		
10 E	urope	Ireland	Dublin LGBTQ Pride	0	0	0	0	0	
10 E	urope	Northern Ireland	Belfast Pride		0	0	0	0	
10 E	urope	United Kingdom	UK Black Pride	0	0	0	0	0	
	urope	United Kingdom	Birmingham Pride		0	0	0	0	
	urope	United Kingdom	Cardiff Wales LGBT Mardi Gras	0	0	0	0	0	
	urope	United Kingdom	Pride in Brighton and Hove	0	0	0	0	0	
	urope	United Kingdom	Manchester Pride		0	0	0	0	
	urope	United Kingdom	Pride London	0	0	0	0	0	
	urope	Denmark	LGBT Faroe Islands	0	0	0	Ō	0	
	Europe	Denmark	Copenhagen Pride	0	0	0	0	0	
	urope	Iceland	Gay Pride Reykjavik	Ŏ	ŏ	Ö	ŏ	ŏ	
	Europe	Norway	Skeive dager/Oslo Pride	0	0	0	0	0	
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	urope	Germany	IG CSD Stuttgart e.V.	0	0	0	0	0	
	urope	Germany	LuST e.V./CSD Nordwest	0	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	urope	Germany	Braunschweig Pride						
	urope	Germany	Hamburg Pride e.V.		0	0	0	0	
	urope	Germany	Verein für sexuelle Emanzipation e.V./Braunschweig Pride		0	0	0	0	
	urope	Germany	CSD Rhein Neckar e.V.	<u> </u>	0	0		0	
	urope	Germany	Berliner CSD e.V. Berlin Pride	-	0	0	9	0	
12 E	urope	Germany	Cologne Pride	0	0	0	0	0	
	urope	Germany	CSD in Konstanz e.V. / Konstanz Pride	0	0	0	0	0	
12 E	Europe	Switezerland	Zurich Pride Festival	0	0	0	0	0	
13 E	urope	Belgium	Casa Rosa	0	0	0	0	0	
13 E	urope	Belgium	The Belgian Pride vzw/asb	0	0	0	0	0	
13 E	urope	France	AEC Toulouse	0	0	0	0	0	
13 E	urope	France	Lesbian and Gay Pride de Marseille	0	0	0	0	0	
13 E	urope	France	Tous & Go	0	0	0	0	0	
13 E	Europe	France	Lesbian and Gay Pride Montpellier						
13 E	urope	Netherands	Pride United, Amsterdam	0	0	0	0	0	
13 E	urope	Netherands	Gaypride Amersfoort	0	0	0		0	
13 E	urope	Netherands	Amstrdam Pride	0					
13 E	urope	Netherands	Roze Zaterdagen Nederland				0	0	
14 E	urope	Italy	Associazione Lista Lesbica Italiana	0	0		0	0	
	urope	Italy	ARCIGAY		0	0	0	0	
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	urope	Italy	Circulo di cultura omosessuale Mario Mieli/Roma Pride					0	
	urope	Portugal	Pride Azores	0	0	0	0	0	
	urope	Portugal	Porto Pride Party/Portugal Gay Porto	0	0	0	0	0	
	urope	Spain	Maspalomas Gay Pride	ŏ	ō	Ō	ŏ	Ō	
	Europe	Spain	Barcelona Pride/ACEGAL Barcelona	0	0	0	0	0	
	urope	Spain	Madrid Pride AEGAL	ŏ	ŏ	ŏ	ŏ	ŏ	
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15 Europe	Bulgaria	Bilitis Resource Center Foundation	0	0	0	0		
15 Europe	Croatia	Zagreb Pride	0			0		
15 Europe	Greece	Thessanoliki Pride	0	0		0		
15 Europe	Greece	Athens Pride	0				0	
15 Europe	Serbia	Belgrade Pride Parade	0	0	0			



A Project of the Human Rights Committee of InterPride

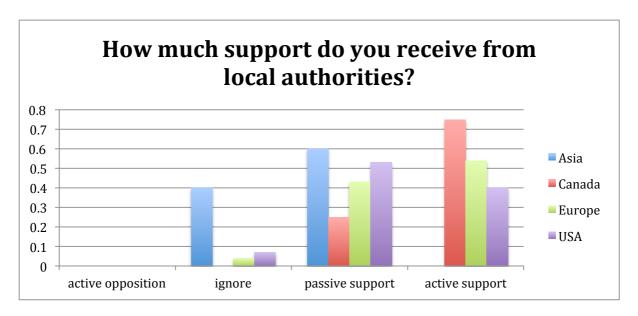
October 2015

World analysis survey

An analysis was created with the data that was received from the surveys. Almost 90 pride organizers filled in the surveys. Unfortunately we have not received enough data from the continents South America, Africa and Oceania; therefore we could not include these continents. Because of some significant differences a separate section was created for Canada.

Canada receives a lot of active support from local authorities. Europe and the United States are quite equal considering the support they get. The situation in Asia is remarkable different, which could be declared by their political situation.

An interesting element for further investigation will be if the United States will receive more support next year now the same-sex marriage has became legal in all states.



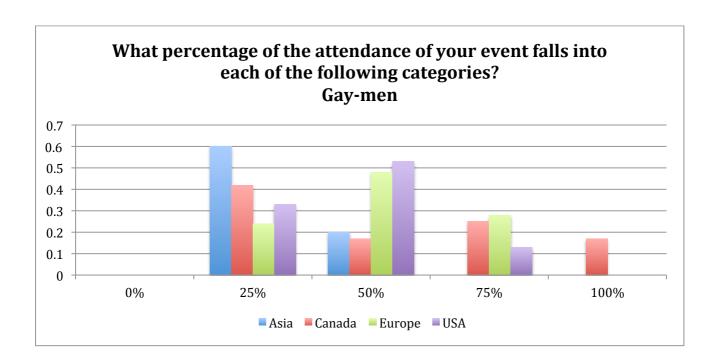
For the survey 6 registers were created to measure the support. These registers are:

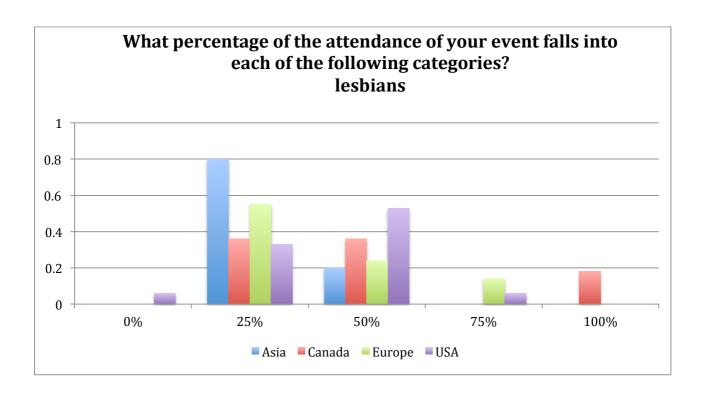
- Permits
- Free premises
- (Police) Security
- Cleaning public space
- Subsidies
- Participation in parade

In the graphic on the next page can be seen how many of the above aspects were provided by their (local) government.

Attendance pride events

There is not much variation in the kind of visitors of the pride events when is comes to sexual preferences. As can be seen, gay-men are a bit more represented at events, especially in Europe.





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	★ West Pride	Göteborg	Westpride

InterPride Region 13		
IP Pride Event	City	Pride Organizer
X Amersfoort Pride	Amersfoort	Stichting Amersfoort Pride
✓ Amsterdam Pride	Amsterdam	Stichting Amsterdam Gay Pride
X Antwerp Pride	Antwerp	Antwerp Pride vzw
X DIVERSITY PARADE - Marche des Fiert	Arras	Artogalion
X Dordrecht Pride	Dordrecht	Dordrecht Pride
✗ Festival et Marche des fiert	Toulouse	Arc en Ciel Toulouse
X Gay Cirkus X Gay Cirkus	Avignon	Gay Cirkus
✓ Gay Pride Paris	Paris	Inter-LGBT
✓ GAYMAT	Esch-sur-Alzette	Rosa Lëtzebuerg
X Les Fiert X Les Fiert	Namur	Fiertés Namuroises asbl
X Les Folies Gourinoises X Les Folies Gourinoises	Gourin	Festygay
💢 Lesbian & Gay Pride Angers	Angers	Quazar
Lesbian & Gay Pride Basse Normandie-Marche des fiert	Caen	Centre LGBT de Normandie
💢 Lesbian & Gay Pride Biarritz	Biarritz	Lesbian & Gay Pride Biarritz Impact
💢 Lesbian & Gay Pride Bordeaux	Bordeaux	Lesbian & Gay Pride de Bordeaux
★ Marche aixoise de la visibilit	Aix en Provence	Aix Vanguard
★ Marche Arc en Ciel	Chalon-sur-saône	Rainbow
X Marche de l¹	Orléans	Centre LGBT Orléans
★ Marche des Diversit	Montpellier	Lesbian & Gay Pride Montpellier Languedoc-Roussillon
★ Marche des fiert	Dijon	Cigales
★ Marche des fiert	Grenoble	Centre LGBT de Grenoble Cigale
★ Marche des fiert	Auxerre	Traits d'Union
★ Marche des fiert	Lille	Lesbian & Gay Pride de Lille
★ Marche des fiert	Nancy	Collectif LGBT Lorraine
★ Marche des fiert	Lyon	Lesbian & Gay Pride de Lyon
★ Marche des fiert	Poitiers	Collectif LGBTI Vienne Deux Sévres
★ Marche des fiert	Rouen	Laisse Bien Ta Gaiet
★ Marche des fiert	Tours	Centre LGBT de Touraine
★ Marche des fiert	Rennes	Centre LGBT Rennes
★ Marche des fiert	Le Mans	Homogene
★ Marche Europ	Strasbourg	Festigays
★ Mijnstreek Pride Mijnstreek Pride Mijn	Heerlen	Eurorue
X Pink Parade	Nice	AGLAE/Centre LGBT Côte d'azur
✓ Pride de Nantes	Nantes	Centre LGBT de Nantes
X Pride Marseille	Marseille	collectif Idem
× Pride Metz	Metz	Couleurs Gaies
X Rotterdam Pride	Rotterdam	Rotterdam Pride
★ Roze Maandag	Tilburg	Stichting Roze Maandag
X Roze week Alkmaar	Alkmaar	1811 Dance & Drinks
X Roze Woensdag X Roze Woensdag	Nijmegen	Stichting Roze Woensdag
X Roze Zaterdag 2014	Eindhoven	
X Roze Zaterdag 2015	Maastricht	Stichting Maastricht Colours You 2015
X Roze Zaterdagen Nederland	Amsterdam	Stichting Roze Zaterdagen
★ The Belgian Pride	Brussels	The Belgian Pride vzw/asbl
※ Wath	Den Haag	Stichting Wath