

## WORKPLAN 2019

### Overall mission

The overall mission of the European Pride Organisers Association (EPOA) is to support and promote its members, to encourage and facilitate the growth of the Pride movement in Europe, and to advocate for the Pride movement at national and international level.

Members of the Board of EPOA have functional responsibilities to carry out certain aspects of work in contribution to the achievement of this overall mission. These are listed under 4.2 in the [EPOA Bylaws](#). Their specific responsibilities for 2019 are detailed below, and members are asked to approve this Workplan.

### All board members

- To attend and participate in a majority of board meetings, attend EuroPride and the Annual General Meeting, and to represent the Association and advocate for the Pride movement at every opportunity
- Where there is a change in Board Member, to complete handover from the predecessor by the time of the November 2018 board meeting

### President

- To provide strategic leadership to the board
- To support new board members in their induction to the role
- To represent the board in the media, and to be the lead spokesperson
- To encourage further diversity in the organisation at board elections in 2019
- To continue to be the key liaison point with InterPride

### Secretary

- To continue to provide support to board meetings including minutes
- To ensure EPOA adheres to its responsibilities under the Constitution, Bylaws, and as an international not-for-profit association registered in Belgium

### Treasurer

- Develop (by November 2018 board meeting) a budget for 2019
- Develop (by spring 2019 board meeting) a draft financial plan for 2019-2021
- Explore additional funding opportunities outside of membership and EuroPride fees, and present a paper to the Board (cf. Strategy & Work Plan 2018)
- Work with colleagues to support financial elements of the Balkan Pride initiative
- Work with the Auditor for 2018's accounts, appointed at the 2018 AGM, in preparation for their report at the 2019 AGM

## **Communications & Media Coordinator**

- Continue to work to position EPOA as *the* key source of information on Pride in Europe
- Finalise and test EuroPride Host Communications Guide with hosts of EuroPride 2019 and 2020, and present Guide at the AGM 2019
- Evaluate Communications Strategy approved in January 2017 and present three year Strategy at board in early 2019 (available to members upon request)
- Continue publication of monthly email Newsletter for members
- Develop public open-subscription newsletter to launch in spring 2019
- Continue to develop external communications and achieve further audience growth
- Continue to develop member communications and supporting members' own communications

## **Conference Coordinator**

- To work with the host city of the EPOA AGM in 2019 to ensure the event is well planned, well attended, and as accessible as possible
- Should the EPOA AGM not be a joint event with InterPride, to work with InterPride colleagues and others to encourage EPOA members to attend the InterPride Annual Conference and to ensure EPOA representation at that event

## **EuroPride Coordinator**

- Subject to the approval of the AGM, implement the 'Strengthening EuroPride' paper and manage the formation of the EuroPride Advisory Board
- Continue to work with organisers of EuroPride 2019 and 2020 to support the development of their events
- Work with members bidding for EuroPride 2022 and 2023 to support the development of their bids
- Ensure appropriate reporting from EuroPride hosts at the AGM

## **Human Rights Coordinator**

- Oversee, develop and manage delivery of the Balkan Pride initiative, subject to adequate funding being found
- Be EPOA's liaison point with key partners such as OutReach International and ILGA
- Be alert to national, European and international human rights issues and campaigns, and alert the Board to these
- Manage the process for applications to the Solidarity Fund, and make recommendations to the Board

## **Membership & Outreach Coordinator**

- Coordinate series of five webinars (cf. Strategy & Work Plan 2018) for member Prides, to take place before spring 2019
- Strengthen relationships with existing national Pride platforms and, where possible, attend national conferences etc
- Support the development of new and emerging national Pride platforms
- With other board members, work to secure five new members from Balkan and Eastern Partnership countries
- With other board members, work to increase membership in EEA states (EU plus Iceland, Norway, Switzerland, UK) by 20%
- Enhance role of Membership & Outreach Coordinator as members' main contact point with EPOA, ensuring strong information flow between the organisations