



UK PRIDE ORGANISERS NETWORK

2021 AGM Report



Co-Chairs Report – Jenny Dewsnap

2020/21 has been a challenging year. A year where as a board we have not been able to meet face to face but one where we have regularly met online.

We started the year, a new group and with one single main objective – to pick up the CIO Status and move it forward to conclusion. This I am proud to say we have done – thanks to Elliott especially for his hard work on this and his constant poking of me in particular to complete actions.

We are now a CIO. This is a very simple process I remember Gian saying way back. I can tell you it is anything but simple.

The associated changes to the constitution, the lengthy debates about the nuances contained within the constitution... I'll let Elliott tell you more about that in his update, but it's not, in any way, simple.

We have written, re written, amended and checked the constitution, the policies and the processes. We have introduced new license agreements for UK Pride and Conference Hosts.

We went back to the drawing board with the membership. A new database, a new list and lots of work to engage prides in membership. Whether that was the easy renewals, the returning prides, the new prides or those that insisted, despite our best efforts to explain why we were doing this, that they are already members and have been for years.

Deb, our Membership coordinator has used every ounce of her skill and has created an incredible database and vast knowledge base that we are extremely happy with. Again more in her report that will be read out shortly as she isn't able to be here with us this weekend.

We've delivered a regular newsletter to members and we introduced the member online network meetings during Covid. If Deb were here I know she would and I know Matthew too will be pleading with you for content – we need your input, we need that engagement in the newsletter.

In the middle of all this the website and emails one day disappeared. Finally after much digging and back tracking we learned that the renewals and all original registrations sat behind passwords set by someone no longer involved with UKPON and that there was no way to restore without finding this person – which we tried and failed to do. So unknown to us payment reminders had been ignored and we were up the creek. But - we designed, re wrote all the copy and delivered the new website in days and eventually resolved most of the email issues we'd clearly had for some time.

Matthew joined the board in the role of Comms and ... well I'll let him tell you – If I steal his thunder then I'll be in a heap of trouble. But apart from everything else he and Lee have pushed through on the new logo, which believe me was a long and detailed process. We believed with the new CIO status and the 'new look' website and the feeling of emerging from the 2 years of inactivity we needed something fresh and new. We also wanted it to reflect Prides in 2021 and give you all options to use the multiple versions. We have received nothing but good feedback since its introduction.

Greg isn't able to be here, but we have resolved, finally, a couple of issues re long standing financial issues. His report will be presented shortly.

Nigel... I'm saying nothing... he's a breath of fresh air at every meeting, we miss him when he's not there... but he's got a lot to say about his forward plans and needs YOUR help.

The last year has been a pleasure to work with this group. We have all had our difficulties and our tragedies. As a board we've suffered ill health, changes in our lives and challenges. BUT, this is a solid team. A team with loads more to give and a team that can't wait to have that long overdue Board Away Day early in the New Year.

I am optimistic about UKPON and the future. As we head into 2022, a big year for us all in the Pride movement we have a lot to do. We need to consider issues around representation and comms, we need to think about the 50th anniversary in the UK of the Pride movement, we need to grow the membership to more than the incredible numbers we already have – over 50% of prides in the UK are members of UKPON but I'd like to see this grow to nearer 70% in the coming 12 months.

But having members is one thing, engaging them and representing them and delivering services for them is what we, as a group will be judged on, and 12 months in we have all the foundations now in place and an organisation now solidly positioned to achieve great things.

I am extremely proud of the current board for their hard work to get us to this place.



Co-Chairs Report – Lee Bowditch

It is an understatement to say that 2021, like 2020, has been a challenging year for many prides across the UK. The ongoing COVID-19 pandemic has affected all of us in different ways, however, the display of resilience and responsiveness that our pride community showed this year has been truly inspirational. We have adapted our prides from physical to digital events and continued to deliver what we love doing so much. We have even had new prides start in the midst of the pandemic lockdown. We also have sadly lost loved ones and colleagues of our pride family due to COVID-19.

They will be truly missed, but never forgotten.

Over the last year the UKPON board has achieved more than we hoped for considering the circumstances of the pandemic situation. This has included:

- A letter from Tim Davie Director-General of the BBC, in response to an email from the board, apologising for the statement saying that BBC News staff cannot attend pride events. This was following guidelines published stating that employees shouldn't attend marches about "controversial issues" and where some were reportedly told that meant they may not be able to join Pride events, which support LGBTQ+ rights.
- Successful completion of the application to the Charity Commission taking UKPON to charity status. Charity number 1194049.
- As a result of the process and charity status being granted a new constitution, policies, and procedures have been written inline with the charities objectives.
- We have been actively contacting non-members resulting in membership of UKPON being doubled since the board was elected.
- New branding, including website and logos, was launched alongside becoming a charity. The logos have been designed to include most of the common pride flags used with more coming in future.
- Monthly newsletters have been sent out to members which include various topics, current affairs, and updates for that time on what's happening.

So, as I move into my second year as Co-Chair of UKPON I look forward to continuing the work with a fantastic board and delivering more of the goals UKPON sets out to achieve. I also look forward to the end of the pandemic and to seeing prides across the UK getting back to delivering their events in a normal fashion to them.

Secretary's Report – Elliott King

UK Pride Organisers Network CIO

We started this term with the aim of completing the application to the Charities Commission of achieving CIO status, after a lot of paperwork and exchanges with the Commission we were granted registration as a CIO on 9th April 2021. At this point legally the organisation has operated as a CIO under the constitution that members approved previously.

As part of the process the Charities Commission reworded the objects of the CIO and this was reported to the EGM that was held in July 2021.

Work has now started to wind up and dissolve the UK Pride Organisers Network Ltd company, which is a requirement of the Charities Commission, and this will be completed once the bank accounts have been transferred.

Board Meetings

The Board of Trustees has met on a monthly basis over the past 12 months, all these meetings have been via zoom and we have not yet met in person due to the pandemic. As a CIO we have developed a Trustees' Conflict of Interests Policy and Register of Interests in line with statutory guidance.

Governance

An EGM was held in July 2021 to consider a motion from the Board to extend the terms of all Trustees to reflect the pandemic interruption, this motion was agreed by members. It was agreed that one Trustee who was due to re-election on the original schedule in 2022 would not have their term extended to rebalance the distribution of elections, the Trustees will agree who this will be in due course.

At the AGM in 2020 which was held via Zoom members approved the UK Pride and UKPON Conference licensing agreements as well as the Code of Conduct for Members.

Affiliations

UKPON continues to be a member of the LGBT consortium as well as associations with EPOA and Interpride.

Treasurer's Report – Greg Stephenson

First year on the board

2021 has been a very eye opening experience coupled with the impact of COVID 19 it's made for an interesting 12 months. I feel this year has been a really strong year for the board to put in firm foundations to enable future growth of the network, without these firm foundations in place future progress would be hampered.

I designed our new website at the start of 2021 and look forward to this being a great resource for members and non members as we head into 2022. This clean and newly branded website will be crucial for sign posting new members and keeping members up to date.

Financial Review

Upon taking the role a large amount of historical monies were owed to UKPON. My first task was to track down the history of these monies and try to recover as much as possible. I'm pleased to say a large amount of this was recovered but sadly due to time elapsed since the invoices were raised some of this money was unrecoverable.

UKPON remains in a strong financial position, as you'd expect this year has resulted in minimal spending but also minimal income. With our charity status now secured this should open a wide range of funding sources not previously available as a CIC.

We are well on with opening a new bank account for the charity, this has suffered delays from banks due to the impact of COVID 19 but hope this will be finalised in the coming weeks.

Balances as of 30th September 2021

Current Account: £5572

Paypal Account: £773

Total: £6345

NB. Given the change to charity status a full set of accounts will be published inline with the new dates as set by the charity commission along with a full trustees report.

If anyone has any questions please email me treasurer@ukpon.lgbt and apologies for not being with you this weekend.

Membership Report – Deb Barrow

I'm sorry I can't be there with you this year and hope you're having a wonderful Conference experience. I have thoroughly enjoyed my first year as Membership and Outreach Officer on the Board of Trustees at UKPON. It has been a pleasure to get to know member Prides and the people who organise them and those give support across the community as Affiliate Members. It's been a very busy year despite the constraints of organising Pride events during the pandemic and I feel we have laid some solid foundations as a relatively new Board. Like each Board member I set a Work Plan at the start of my tenure identifying 8 key tasks and am pleased to report the following progress...

1. I have amended the UKPON Membership Application Form to include asking Member Prides to share their strengths as well as areas for development in order to facilitate closer networking but also with the aim of building a 'Skills Database' to enable better support for fledgling Prides or those seeking new challenges.
2. With the help of the Board I created a 'Membership Offer' and a 'New Members Pack'. I wanted to set out the benefits as well as the responsibilities of joining UKPON to encourage non-members to join, as well as clarifying the support and networking opportunities available to all.
3. Over the year I have maintained an up-to-date UKPON Members Database, welcoming all new Members personally with a friendly email, details of the Membership Offer, the new Members Pack and a Calendar of specific dates for the LGBTQ+ year ahead. The database is used to approve new members to our private (Members Only) Facebook group which I am one of the Admins on.
4. I created a MailChimp account to store Member details as well as facilitate easy communications from the Board to members through regular newsletters which go out to all members. I try to include useful signposting and use it to strengthen our networking and support systems as well as sharing ideas and practice from across a range of UKPON Members. I believe it has quickly become a sound means of keeping in touch and is used by the Board as well as individual UKPON Members to share important news and updates.
5. I have further developed our database of 'All Known UK Prides' with contact details, website and social media channels and this is coded to show all current UKPON Members, allowing me to target non-members with invitations to join us.
6. I have been looking, with the Board, at the current idea of regional hubs, groups of neighbouring Prides who can perhaps more closely work together supported by UKPON. Future ideas include inviting applications for Regional Facilitators to run these as 'Hubs' enabling closer working between neighbour Prides, better buying power maybe because of economies of scale as well as sharing of resources.

My next tasks include...

- asking all current members to renew their membership as per our Constitution which invites renewal on an annual basis.
- another mailshot to current UK Prides who are not currently members.
- developing the notion of the 'Skills Database' so I can put new Prides in touch with experienced Prides depending on their needs.
- using a section of the newsletter as a campaigning tool to reach out to members with a view to combining forces on a number of campaign issues.

Current membership statistics as of 28/09/2021

Membership Type	Number of Members
Active Members	80
Provisional Members	21
Associate Members	8
Affiliate Members	9
Online Only Members*	2
Total UKPON Membership	120
Total UKPON Membership (Excluding Affiliates)	109

* No longer used as a category

Current Facebook Group Membership

	Number
Individual representatives on the closed FB Group	170
Member Organisations represented on the closed FB Group	85
Percentage of Member Prides represented on the closed FB Group	71%

Current UK Pride Stats

	Number
ALL Known UK Prides	216
UKPON Member Prides	109**
UKPON Member Percentage of all known UK Prides	50%**

** (up from 53 members in November 2020 which was around 25% of all known UK Pride)

I would be really pleased to hear from any members with feedback on what has been achieved in the area of Membership and Outreach so far as well as with ideas for future development. Or indeed with any questions you may have.

I look forward to continuing to get to know you and working to support you as a Trustee of the UK Pride Organisers Network.

You can reach me on membership@ukpride.net



Inclusion Officer Report – Nigel Briers

Since being in post in October 2020 and during a difficult period for many pride organisations and on a personal level, the network has remained an integral part of connecting individuals and communities.

My role has enabled me to focus upon the gaps within our community and I have offered support to those that have reached out.

In order to obtain an understanding of our strengths and weakness I offered the network to engage with an introductory survey which was accessed through our membership officer.

Although the uptake was poor, nine pride organisations offered answers to allow some evaluation of the way in which we plan, implement and deliver our events.

This feedback will be made available in the foreseeable as we re-engage with other Pride organisations within the network. It is my desire that we are able to draw upon this and move forward with a willingness to support inclusivity.

My role has also allowed me to explore the possibility of engagement with Recovery from addiction within the LGBTQ+ communities. I have actively engaged with My Umbrella who embrace, educate and promote the

Equality and Diversity for all and supported Animagi during the formation of their community interest company who outreach to individuals who may otherwise be marginalised and become less visible.

I hope during and after conference to continue to deliver a better understanding of inclusion and accessibility.

If you require any further information or indeed have any suggestions please don't hesitate to contact me via the board email. board@ukpride.net

Comms Officer Report – Matthew Kenworthy Gomes

I would like to share a little journey of mine over these 2 years, the inspiration of the support and why I am here. In 2020 I had no intention of joining the UK Pride organisers team, enjoying my employment role, and settling into 2020 was great. That was until I was fired from that role for being “too gay”. Yes, those were the actual words. It has been a journey for all of us over the last two years, and for me it’s been of support and awareness through the pandemic. From supporting Global Pride content curation, and the delivery of the project to now being on the board a anti race discrimination charity. With this increased passion I am here today supporting UK Pride organisers network through its initial comms and assessing its next steps to support the community in the best possible way.

It has been a very interesting year, with many conversations happening around campaigns and the need for process to enable the voice of all the UK Prides to come together. With many learnings on the way over the last year, we are inviting everyone to join us on that journey to ensure we get it right for us as a charity but most importantly for us as a community.

During the last 12 months we have:

1. With many board conversations we developed and designed a fresh main logo alongside members of and representations of our community flags and members of logo, new and fresh to sit along side the new CIO.
2. Created a new process for everyone across the board to have a dedicated day to share out content across our social media platforms. Facebook & Twitter mostly, we are about to re-engage with Facebook to bring back the ownership of the UK Pride Insta account, which we still do not have access to.
3. Supported the move from the old Facebook group to the new Facebook community group.
4. Created and managed the “Lets get together” meet up zoom network meetings, across February, March, April, May & June. With an average attendance of 17 people (organisations) total of 86 people organisations attended.
5. We generated 35k higher reach with Facebook with small campaigns and a video introduction to the board. However, we generated 400k less impressions over twitter in the same period.
6. We have started a piece of work around lobbying and what this means for the network. This work is ongoing, and this has impacted the level of comms engagement over the last year.
7. We have partnered with current UK Pride to ensure their comms vision is delivered across UKPON audience.
8. We have partnered with current UKPON Conference to ensure their comms vision is delivered across the UKPON members. Pride in Gloucestershire. To ensure there is



alignment and visibility of the UKPON Conference for members

Next Steps:

- A full and comprehensive comms plan across all social media.
- Calendar of events to be added to UK Pride organisers network website with a managed process.
- A process created and managed to support and deliver lobbying and full member agreed campaign.
- Maintain the brand and drive engagement toward the UK Pride Organisers Network
- Working with media / business partners and stakeholders to enhance the UK Pride Organisers Network brand recognition to support its members, financing & lobbying.

You can reach me on media@ukpride.net

