



Annual Report 2015



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WHAT THEY HAVE SAID TO PRIDE



Kateřina Saporová

Executive Director of Prague Pride Festival, in the Introduction to the Prague Pride Festival Catalog

“We are somewhere between the Islamic State and Ireland here: people don’t stone gays and lesbians to death, but legalizing gay marriages is still a long way ahead. We can enjoy relative freedom, and yet we are still the target of bullying – big or small. It is happening at school, at work, but also in our Parliament, whose members have had the act on adoption of children by the second parent on their agenda for a year, and refuse to proceed with it.”



Věra Jourová

the European Commissioner for Justice, Consumers and Gender Equality, when answering the question whether she believes that same-sex couples in the Czech Republic will be allowed to marry in the near future.

“I believe they will. Czech society is open and progressive. This spring, for instance, the Czech Republic endorsed a draft of the European regulation re-defining the property rights of international married couples and civil unions. Same-sex couples can now marry in a number of (not only) European countries as well as in the USA, and I believe it is just a matter of time before the Czech Republic also joins the group.”



Johanna Sigundadottir

the former Prime Minister of Iceland and a guest of Prague Pride 2015, in the interview for the August issue of Marie Claire

“No one should end up in jail (or even get killed) because of feelings that they were born with. What homosexuals feel to each other is the same kind of love that is experienced by heterosexuals. I hope that one day people will understand this – even though we still have a long way to go. And I also wish the society was no longer so excited about all those silly stories telling us that sexual orientation is a matter of preference, lifestyle or that it can be cured.”



Lord John Browne

the former CEO of British Petrol, author of the Glass Closet, and a guest of the Pride Business Forum in 2015

“When we look at companies striving to get the people in their teams more involved, and compare their business results with those in which the employees are not involved, the former have 2 % higher annual profits. And you simply can’t get your teams involved if some people are left out. All CEOs should ponder upon that and try to find ways to get their staff more enthusiastic about the company mission – and for that you need to include everyone, even your LGBT staff.”



Conchita Wurst

the winner of Eurovision 2014 and a guest of Prague Pride 2015, when answering the question: "What is your 'recipe' against homophobic bullying?"

"You need to change the way you think about the people bullying you. Don't give them the opportunity to hurt you. However, you can only do that if you really know who you are. And if you know that there are people who love you because you are that way."



Mirek from Kroměříž

about the peer mentoring portal www.sbarvouven.cz

"I am so glad that this portal was established. I already learned about it a year ago when I became interested in LGBT, and I came across an article about Filip. I was deeply depressed myself back then, being rejected by my classmates and my father. Last November I was already so desperate that I didn't know what to do, so I started to communicate with one of the mentors, Svatava (Filip's mother). Now I feel better and I can clearly see why this portal is so important. When I receive the money from my temp job, I am going to donate 100 CZK every month to help cover the operation costs of the portal. It is not a huge amount, I know, but better than nothing, right? There are so many people who can benefit from this kind of mentoring."



Petra Kutálková

the author of the sociological study *Duhové rodiny ve stínu státu* (Rainbow Families Shunned by State)

"It is obvious that families of same-sex couples with a child or children are not considered to be complete, full families. [...] In addition to the existing legislation barriers, which do not allow these children to achieve the same level of legal status that is enjoyed by children from heteroparental families, these barriers in a way also support the prejudice and myths in the society, and as a result make the parents (and particularly the children) face doubts about the validity of their own family arrangement on a daily basis."



Michaela Marxová

Tominová

the Czech Minister of Labour and Social Affairs, when answering the question if she believes that same-sex couples will be allowed to marry in the near future.

"I don't know. Every now and then conservative segments of Czech society become quite visible and take you by surprise. But if there is anything I can help with to legalize homosexual marriages, I will most definitely do that. This legal step will be appreciated by those who want it, and do no harm to anyone else. I can't possibly imagine in what way my heterosexual family would be threatened by homosexual marriages."



Czeslaw Walek

Chairman at Prague Pride, in his blog at www.boyle.cz

"Marriage is a conservative institution, and in fact, a lot of young people today – gay or straight – are not so eager to marry. Nonetheless, marriage is still considered by the society to be the symbol of devoted love, and that is why it became the bastion that gays and lesbians are hoping to capture because it symbolizes equality to them, whereas Christians and conservative people tend to protect it as a symbol of resistance against loosening of morals."

I. Prague Pride Activities in 2015



1. PRAGUE PRIDE FESTIVAL

OUR BIG
THANKS TO
all the 150
volunteers –
without their
help there
would be no
festival!

1. Why did you volunteer at the festival?

Bára: I have a lot of LGBT friends and from what they've told me as well as from my own experience I can say that although Czech society claims to be really free and laid-back, oftentimes it is not so (in a number of ways – from human rights to animal rights). Volunteering for Prague Pride is a great chance for me to meet like-minded people, find new friends, broaden my horizons, and perhaps also open some people's eyes. I try to do that in my private life too, but it is not very easy.

Květoš: I volunteered because I wanted to meet active people from the LGBT community and find new friends. And also to try what civic activism is like – doing something for the right cause.

Jana: I got involved because it simply made sense. I was going to take part in Pride anyway, and I'm always happy to help with things that appeal to me. But it was also a nice opportunity to meet new people and see what's behind the festival scenes.

2. What was your job?

Bára: Last year I had more responsibilities – Queershop, helping out at Langhans Palace with exhibitions and film screening; I also helped at the "headquarters" – just in case they needed to bring something, take stuff away or go and buy things. In the parade, I was in charge of one of the floats (together with a few other people).

Květoš: I was monitoring the parade to make sure everything's going fine, I was handing out leaflets at Letná, and then I helped with packing and cleanup when it was all over.

Jana: I was in charge of one of the floats (the Microsoft one).

3. Did you enjoy what you were doing?

Bára: Oh yeah! Most of all I enjoyed selling items in Queershop on Střelecký Island where you can meet lots of different people and you never get bored. Last year there was a great team – I hope this year there will be too!

Květoš: I really enjoyed working with interesting people.

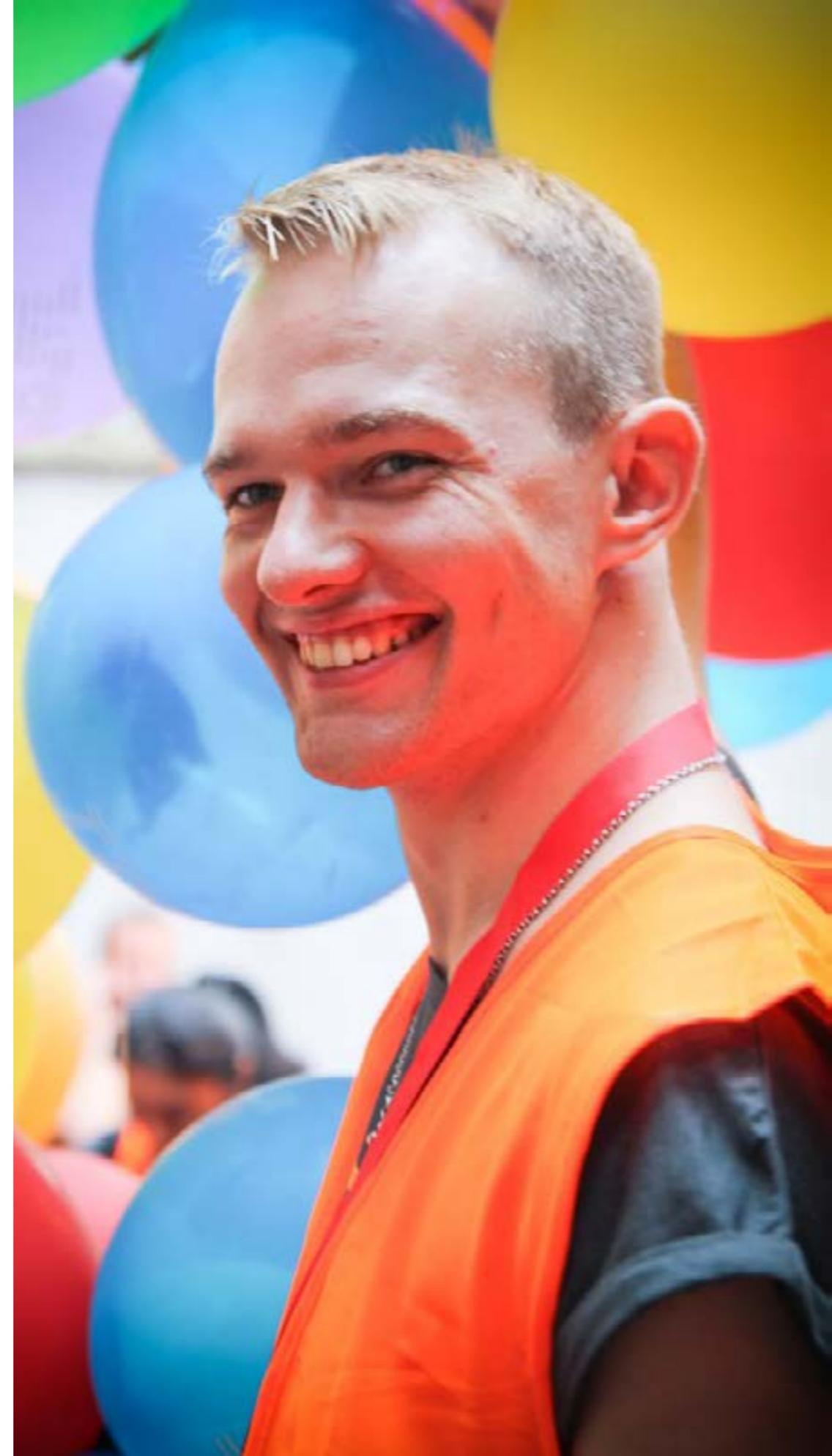
Jana: I did – because I went with the parade. And the parade had so much positive, joyful and pleasant energy – unbelievable, really! And I met nice people too.

4. Will you help us with the next festival as well?

Bára: I will be honored to – in fact, I have already arranged accommodation for that.

Květoš: Next year I will definitely join the team as well.

Jana: I'll be happy to help out this year too.



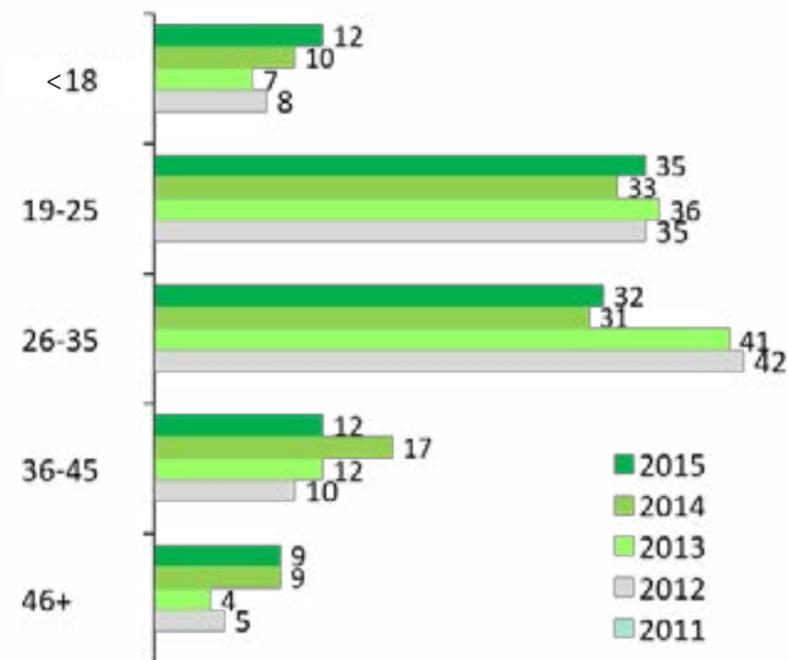
Prague Pride 2015

The fifth year (already!) of the Prague Pride Festival took place from 10 to 16 August 2015 at a number of locations in Prague, under the auspices of the Prague Mayor Adriana Krnáčová, and Jiří Dienstbier, the Czech Minister for Human Rights, Equal Opportunities and Legislation. The festival was one week long and attracted a record number of people: seventy-six thousand visitors in total. It is estimated that up to thirty-five thousand people joined the Saturday parade, which went through the historic centre of Prague, and the music events at Letná attracted 22 500 visitors. This year's festival theme had a provocative slogan "We all have the same temperature, 36.5 °C"* , which, instead of emphasizing differences, focused on what all people have in common. The campaign was praised by experts and won The Campaign of the Month award in July. It included citylights, bigboards, posters and leaflets, the campaign primary target, however, was the online world. The festival website was visited by 52 427 people in 2015, 37 204 of them being unique users. The festival week hosted 122 events, co-organized with the kind support of 52 program partners. The Prague Pride organization itself organized 12 festival events in total. The Pride Village, Pride House and Pride Theatre were all multi-day events, which consisted of dozens of different activities.

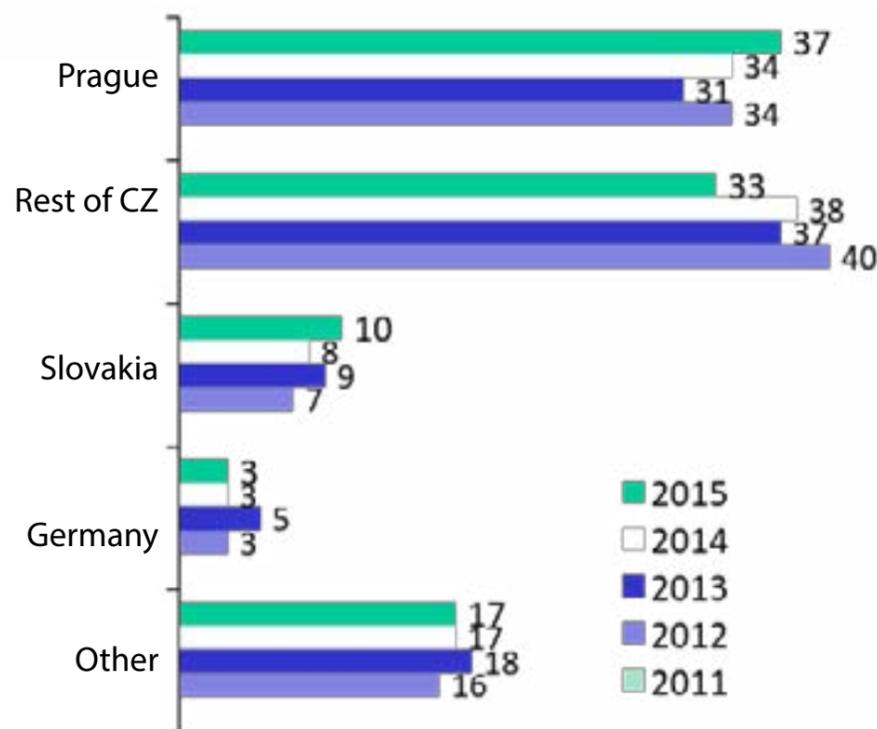
The fifth Prague Pride also brought more festival guests than ever before – icons of the culture scene as well as important people from the business world and other areas of the society. There were several international stars among the guests, such as the winner of the Eurovision Song Contest 2014, the bearded singer Conchita Wurst, 130 members of The London Gay Men's Chorus (currently the largest male choir in Europe), the former Prime Minister of Iceland Jóhanna Sigurðardóttir, the Olympic swimmer and medalist Johan Kenkhuis, and the American nun Jeannine Gramick. Madonna expressed her words of support to Prague Pride on her facebook profile, and over 600 articles, TV and radio reports appeared in the Czech media as well as abroad. Among the most significant ones was the August issue of Marie Claire magazine, which had a rainbow cover and brought an exclusive full-page interview with the former Prime Minister of Iceland Jóhanna Sigurðardóttir. The profile interview with Lord Browne was published by Hospodářské noviny; Jeannine Gramick's sister was invited to ČT24 Události (a news program of Czech TV); a unique interview with twins (each with a different sexual orientation) was published by Bravo magazine; and on the first day of the festival, Marketing&Media published an article focusing on Prague Pride marketing.

*One of the most common colloquial Czech expressions for "queer" is "teplý", which literally means "warm".

AGE PROFIL



PLACE OF ORIGIN



2. LGBT EQUALITY IN THE WORKPLACE

Having an open and friendly working environment is good for business, and it doesn't really matter whether you are in San Francisco or Prague

Selisse Berry is the founder and director of Out & Equal Workplace Advocates, a global non-profit organization which focuses on creating a working environment that is safe and friendly to LGBT people. Her vision and leadership largely contributed to the fact that business America is now a leader in promoting LGBT rights.

Czeslaw Walek, Chairman at Prague Pride, was the global manager of Out & Equal during his Fulbright scholarship stay.

1. Selisse, there seems to be a competition among American companies today – who has more diversity and inclusion, and who gives more support to the LGBT community. But when you started with Out & Equal, the situation was quite different, wasn't it?

Well, the beginning was tough. I often felt misunderstood and not welcome. To change this approach required a lot of patience and numerous face-to-face meetings during which I tried to explain who gays and lesbians are and what is this thing called the LGBT community. I wanted the business people to get to know us and feel more comfortable when we are around. We started with our Building Bridges training. In those days, we focused mainly on introducing gays and lesbians: whenever we started speaking about transgender or bisexual people, the conversation came to an end. It was hard enough for the business representatives to understand gays and lesbians – T and B were more than they could handle back then. The next step was to encourage LGBT people to come out at their workplace. We wanted to give them the support they needed, and so we began to organize the Executive Forum – meetings of LGBT managers.

2. This year's Out & Equal Summit was attended by more than 3000 experts from around the globe. Today it is probably the world's largest conference on LGBT equality in the workplace. That's right. But it took quite a while before we got here! Our first summit twenty years ago only had some 200 participants. One of the companies, which was at that time in charge of the conference production, left all the work unfinished the moment they learned what the conference was about. It was not easy in those days, you know? Nevertheless, I believe in continuous communication and education. That is also why we didn't give up and created this safe space in which people (regardless of their sexual orientation) can talk freely about diversity and inclusion as well as learn from one another. The number of participants has been growing over the years. The real breakthrough, I guess, came with the first CEO of a large corporation on the list of the conference participants. The companies were becoming less afraid to sponsor the event openly, and our first global summit in London in 2010 confirmed that Out&Equal is now a global player in the LGBT equality issue.

3. Selisse, how can one implement global values of diversity and inclusion in an environment that is often unfriendly to LGBT people?

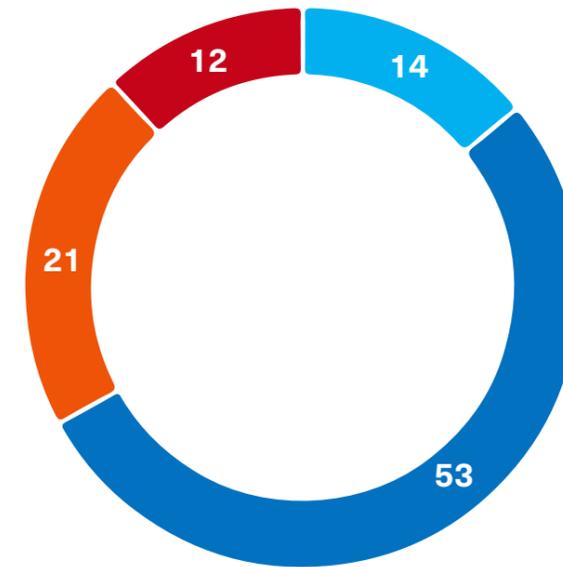
I believe that companies should always pursue their mission with integrity – that is the crucial thing. If you run your business in the US and you believe in diversity and inclusion, you need to find ways to honor these values in each of your branch offices around the globe – India or the Czech Republic. And the main reason for that is business. Studies have shown that companies supporting inclusion and diversity in their team in the long term achieve better results and higher profits. That is why it is so important to create inclusive environment for everyone, including LGBT – at least within your company. No law can stop you from doing that. Sometimes taking a small step is enough: a few words from the boss at a company meeting or open support to Pride week or a lecture by an LGBT person. Companies often support networks of their LGBT employees or give these people the same benefits that the state only guarantees to married couples, etc. What I often hear is that the company management believes no such support is really necessary because "it is clear to everybody, right?" or on the contrary – because they assume it would be somehow too risky for them – but showing a little respect to someone is never risky, is it?



Business Growth through Diversity

In 2015, we organized several activities in order to improve the situation of LGBT people in the Czech working environment and to make the companies on the Czech market become more sensitive to LGBT issues. In collaboration with IBM and Hilton Hotel, we organized the Pride Business Forum again – the fifth one already. We also carried out a survey prior to this event in which we had asked gays and lesbians how happy they were at their workplace. Throughout the year, we worked with several companies, consulting the strategies and activities that they use to improve the equality of LGBT people in the workplace (Vodafone, Česká spořitelna), and we were invited by these companies to deliver lectures and participate in debates. In the second half of 2015, Czeslaw Walek, Chairman at Prague Pride, went to the San Francisco organization Out & Equal to get new experience during his Fulbright stay and see how LGBT equality is promoted in the US workplace.

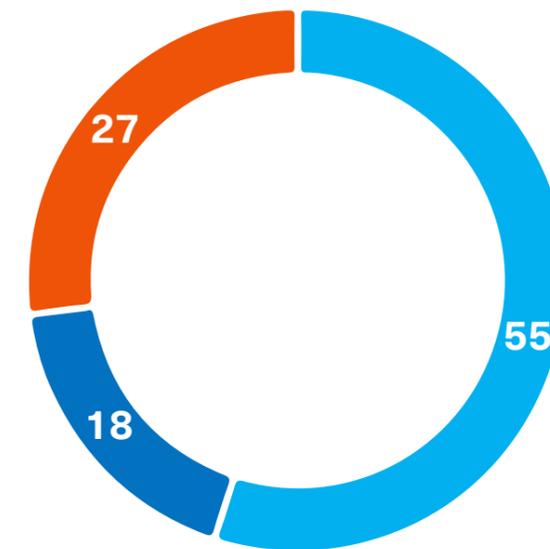
The Pride Business Forum has now become an integral part of Prague Pride. For the fifth time we introduced interesting business people who help to create the best possible business environment for LGBT people – employees, suppliers as well as customers. The Pride Business Forum's theme in 2015 was "Business Growth through Diversity". The main speaker of the conference was Lord John Browne, the former CEO of British Petrol and the author of *The Glass Closet: Why Coming Out Is Good Business*. The conference was hosted by Evan Davis, the economic analyst and presenter for a BBC current affairs program. The debate focused mainly on the role of management in active promotion of diversity. The participants had an opportunity to hear personal stories of lesbians and gays from the Czech working environment as well as see the results of the Prague Pride survey through which we had tried to understand how this environment is perceived by gays and lesbians today. The last panel discussion with Czech business representatives was about LGBT equality in the context of diversity of Czech companies. The results of the survey carried out in Czech companies by Byznys pro společnost (Business for society) were presented; the survey tried to understand how LGBT equality is perceived in the Czech working environment. The other speakers at the forum were Liz Bingham, our partner in Ernst & Young, Claudia Brind Woody, IBM vicepresident, Branislav Rovný, Sales Manager at Vodafone ČR, Edita Šilhánová, Member of Board at Pivovary Staropramen, Dita Stejskalová, Director of Ogilvy PR, Dušan Savič, Brown & Forman Director, Czeslaw Walek, Chairman at Prague Pride, Pavlína Kalousová from Byznys pro společnost, and many others. The conference at Hilton Praha was attended by 250 guests.



HIDING ONE'S SEXUAL ORIENTATION IN THE CZECH WORKPLACE

- Out only to people in his/her team
- Entirely hiding his/her identity
- Entirely out
- Other

2013 - 2015
n=690/460, in %



SHOULD COMPANIES SUPPORT DIVERSITY IN THE WORKPLACE?

- Yes
- No
- I don't know

n=460, in %

BIG THANKS to all our mentors without whom the portal www.sbarvouven.cz would not be here, and thousands of gays and lesbians would have no one to turn to.

I am at the end of my journey now, but it was not always so. Some four years ago I was at the very beginning of my transition, confused and anxious, searching the Internet for all kinds of available information about transsexuality, and sending desperate emails to the authors of the only two blogs dealing with sex change that I'd found. These blogs had long been dead, though. No one replied. I was so alone in all this – and it would have been enough for me if I could just find one person who had gone through the change and who could help me sort things out – my thoughts, dreams and life.

It was impossible to stop the incessant flow of my thoughts back then, but I was just as much carried away by the change and its spell, so I started to write the blog about the change myself, and from a person that needed help I became someone who was mentoring others. I knew all too well how important it is to give support to a person seeking help, to offer him/her a helping hand, even if all it means is saying a couple of sentences – because this is what I had missed so much myself in the beginning.

By coincidence, a few months ago I came across the peer mentoring portal Sbarvouven.cz. The idea of helping other people with my own experience made me enthusiastic right away, and I applied as a transgender mentor (until then there had only been one transgender boy). As a matter of fact, I do the same thing that I used to do with my blog. But since the communication and mentoring are monitored by an expert supervisor, I am more relaxed now because I know that if someone really desperate and suicidal contacts me, I can handle the situation better. Fortunately, we have not had anybody like that yet.

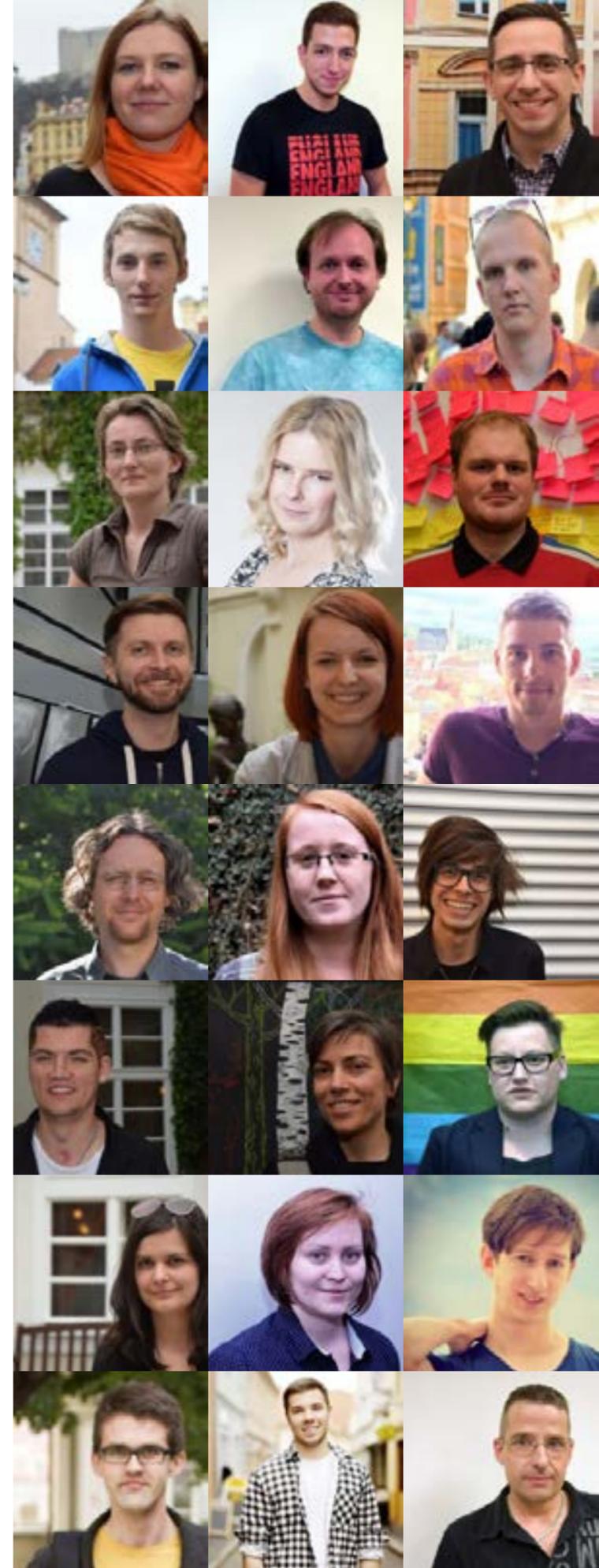
I have been contacted by both older and younger people, most of them (so far) biological men from the Czech Republic and Slovakia who would like to have a female body. I always try to listen to their story as well as encourage them because that can be truly healing in this kind of situation. Quite often I am (like the other transgender mentors working for the portal) the first person with whom these people share their secret. And I really try to do my best not to disappoint them or lose their trust. I know very well myself that these issues cannot be put off “for some other day”, and so I respond quickly whenever possible, oftentimes even in the middle of the night, if I am not asleep.

Unfortunately, I am not able to see what is inside other people's heads, so I can't make diagnoses, as some people contacting me would like me to do. But we usually talk about life, dreams, and the omnipresent longing to do things (which, in the beginning, can be hard to understand) that people of the same sex normally don't do. And even when the client's situation looks really desperate, there is always a way out. Like in the situation of a biological boy whose first sentence was: “Hope Mom will never ever find out!” (that her son wishes to be a girl). Then one day she saw him putting her clothes on, and made a big deal out of it, giving him a lecture, full of reproaches. A few weeks later I received a message which the writer called “good” and which said he finally sat down with his mom and they talked about it.

Some people do not even want to change their sex. They only feel that something is different and they just need to understand what the heck is going on, and so we talk about it. I also find this to be a kind of “therapy”.

I have no problem whatsoever to discuss these issues openly with anyone whenever they need to (even though I don't have so much free time myself, but as I said before, I once needed help myself and didn't get it, so I know that a helping hand can be a real miracle sometimes). And actually, mentoring the clients helps me too in a way. I'm so happy that we have this portal now and that I'm a part of it.

Tereza, mentor of the www.sbarvouven.cz portal



Saying you're queer isn't easy, and being OK with it can be just as difficult.

In February 2015, we started the peer mentoring portal www.sbarvouven.cz for LGBT people struggling with their life situation. The portal does not provide professional advice or counselling: it is rather meant to be a place that these people can go to when their lives get rough – because of their different (or supposedly different) sexual orientation – and where they can chat to people who were once dealing with similar issues. There are forty mentors now with all kinds of background and experience, ready to listen to anyone seeking help and chat with them online. The conversations are monitored by three professional supervisors, who come to help whenever necessary. All of our mentors are volunteers. In 2015, the portal was visited 96 604 times and the mentors were contacted by 1168 people, most of them being under 25 and living outside of Prague. These people usually asked for help with problems related to their coming out – leaving the closet or simply accepting one's queerness. But the mentors were also dealing with homophobic bullying and helped four persons who were suicidal. We also launched a massive campaign in 2015 primarily targeting young people. Fifty thousand people saw our video, we handed out ten thousand information leaflets, and twenty-one thousand people saw our articles and banners. Ester Janečková became the patron of the portal, which has greatly helped its publicity. We also educated our mentors (by organizing six education trainings) and our experts – 68 people who attended one of our five trainings held at different places of the Czech Republic.

Our first year

- We had 96 000 visitors in total.
- Our mentors helped 1160 people.
- 90 % of our clients were less than 25 years old; 73 % were under 21.
- What are the most frequent challenges faced by the portal clients?

OBAVY Z COMING OUTU



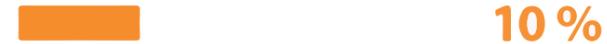
NEJISTOTA O VLASTNÍ SEXUALITĚ



ODMÍTNUTÍ ZE STRANY RODINY



PROBLÉMY SE SEBEPŘIJETÍM



- The videospot about our portal was seen by 50 000 young people during the film festivals One World in Schools, Febiofest and Mezipatra.
- The information about the portal appeared on Czech TV, Czech Radio, in Bravo and Top Dívky magazines and in the daily press.



Abych zapadl,
dělám, že

nejsem
teplej

Spousta gayů a leseb se kvůli strachu z posměšků nebo šikany radši přizpůsobí svému okolí. Taky pořád něco předstíráš? Nevíš, jak to říct? Pojď si o tom promluvit s někým, kdo tím prošel taky.



4. LGBT RIGHTS ARE HUMAN RIGHTS

“I have never given up on the idea of having children.”

Interview with Tomáš Koška and Jan Hamouz

1. Most hetero couples simply wake up in the morning and when the pregnancy test tells them that they are going to have a baby, they need to deal with it. For same-sex couples or hetero couples who can't have children it is the other way round: the decision to have a child comes first, and then the couple tries to figure out how to make it happen. I was wondering if you could you share with us the internal process that led you to the decision “OK, let's have a baby”. We both wanted a child from the very beginning of our relationship. We wanted to look after someone: share our love and care, and pass on what we had learned from our parents. In fact, I have never given up on the idea of having children. Then the longing became stronger a few years ago when we were almost forty years old, and the group of our friends consisted mainly of childless individuals and couples.

2. Why did you choose surrogacy? Were you considering other options too?

In the beginning, we were thinking about adoption, but the whole program was very complicated. Then one day I was on a business trip and saw a TV documentary about surrogacy. It told a story of a childless couple from Europe and a totally crazy American woman (mother of four children), who gave birth to their twins. The story was full of emotions, love and happiness. When I arrived home, I put a binder on the shelf, and two years later our son was born. A friend of mine and his partner are now getting ready for foster care – we would like to consider this option as well in the future.

3. And why the US?

Well, I studied in the US, so I know the situation there and the language very well. It is also one of the few countries in the world where surrogacy is actually supported. There is a network of highly specialized agencies and the US surrogacy legislation is also good. In other words, you become a part of the system that works well and has a lot of respect for the role of surrogate mothers.

4. What does your daily routine look like?

It is what we always wanted it to be. Breakfast, brushing the teeth, preparing snacks, pre-school, work, sport, dinner together and bedtime stories. In terms of logistics, I feel I can handle three or four kids.

5. What are the reactions of Czech people when they learn that you are family with two dads?

The reactions to a family with two dads are positive – it is just really funny that so few people actually realize it. A gay friend will not go with you to the playground for kids and he will not be into talking about your parental problems either. We get a lot more support from people who are already parents themselves.

6. What solution did you find for the legal status of your children in the Czech Republic?

This country has the concept of “mother and father” – or “just mother” and “just father”. The system simply fails to recognize you and so you have a child but get no help or support from the state. We made a decision that the name of the surrogate mother (not the biological mother) will be mentioned in our child's birth certificate along with the name of the biological father, which is acceptable for Czech institutions. We will do the same thing with other children too. We pay taxes like anybody else and we hope that the system will be able to see us one day and offer more than it does today, e.g. allow adoption by the second parent or the option to have both fathers mentioned in the birth certificate.



Rainbow Families Shunned by State

About a thousand of children in the Czech Republic are already growing up in the families of lesbian or gay couples. Their legal status, however, is uncomparable to the status of other children: the rainbow families (how they are often called) face a lot of challenges and unresolved issues. That is why Prague Pride decided to help them and organized a series of networking and education events. In 2015, there were four cycles of these meetings for families attended by 75 people in total. One third of the participants were gay men whose path to parenthood is much more complicated than it is for lesbians and it usually requires help of surrogate mothers, which is quite demanding financially as well as legally. The parents really appreciated the opportunity to get in touch with other homoparental families and share their experience with them. All of these events were hosted by therapists and focused on various aspects of getting ready for parenthood and changes in life that come with children.

Each of the events also looked more closely at one particular issue, e.g. legislation, social work, child psychology, family therapy, and gynecology. In May 2015, there was a weekend seminar for families with small children, the next weekend event focused on lesbian women.

Nevertheless, people can learn more about the situation of homoparental families in the Czech Republic even if they cannot participate in these family events. Prague Pride published a book in the autumn of 2015 called *Duhové rodiny ve stínu státu* (Rainbow Families Shunned by State), written by the sociologist Petra Kutálková. The text is easy to understand and interesting to read, and it provides an overview of the challenges faced by LGBT parents today. For the first time in history it also deals with the issue of surrogacy. The book is based on author's interviews with LGBT people and also uses the material from the discussions during the family workshops. The whole text can be downloaded for free at www.praguepride.cz.

PETRA KUTÁLKOVÁ

DUHOVÉ RODINY VE STÍNU STÁTU

SITUACE HOMOPARENTÁLNÍCH RODIN S MALÝMI DĚTMI

PRAGUE PRIDE 2015

II. Financial Report





Balance Sheet of Prague Pride, z. s.

Code	Account Name	Debit	Credit
211000	Cash register	39,638.00	
221002	Bank	694,819.05	
221003	Bank (Fio, 200413429/2010)	27,814.36	
221004	Fio banka, a. s. 2600823827/2010	26,484.48	
311000	Subscribers		46,059.36
321000	Suppliers		6,513.42
336000	Settlement with social security institutions ..		200.00
342000	Other direct taxes		3,394.25
343220	21% VAT on output		3,536.21
347502	Norwegian funds – OSI		10,210.34
368000	Financial obligations to members of the association		287,247.42
379101	Financial obligation to team members PP		48,211.00
388000	Estimated receivables		85,000.00
932000	Retained earnings, accumulated deficit		491,662.49
	Balance Profit	68,840.12	

Income Statement of Prague Pride, z. s.

Code	Account Name	Debit	Credit
501000	Material consumption	403645.02	
502300	Fuel	1913.00	
512000	Travel costs	812991.60	
513000	Representation costs	54504.02	
518000	Other services	4228162.77	
518002	Transport allowances	38560.48	
518100	Postage	23694.00	
518200	Rent	98018.00	
518300	License fees	44930.00	
521000	Wage and labour costs	788281.00	
527000	Social costs defined by law	200.00	
538000	Other taxes and fees	40420.00	
543000	Donations	1000.00	
544000	Contractual penalties and fees on late payment	1017.00	
548000	Other operation costs	19201.90	
563000	Exchange losses	33135.96	
568000	Other financial costs	9072.42	
602000	Revenues from sales of services		1056350.81
604000	Revenues from sales of goods		3175.00
628100	Grants and subsidies		4505777.66
682000	Other financial income – Donations		1102283.82
	Balance Profit	68,840.12	

