

Member Engagement

Progress Report 2025





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Member Engagement Progress Report 2025

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TGEU (Transgender Europe) is a trans-led nonprofit for the rights and well-being of trans people in Europe and Central Asia. TGEU represents over 280 member organisations across 50 countries.

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Introduction

This report provides an overview of TGEU's membership engagement work throughout 2025, building on the ongoing commitment to strengthen trans-led organising, leadership, and collaboration across Europe and Central Asia. The main sections of this report, such as *Protect our People*, *Support our Members*, *Strengthen our Networks*, are structured around goals outlined in TGEU's Strategic Plan, reflecting the priorities that guide our approach to supporting trans communities in the region. It documents the ways in which TGEU supported members during a year marked by limited resources and shifting priorities, and how our activities evolved in response to changing needs within the network.

Over the course of the year, TGEU focused on expanding access to practical support, strengthening organisational capacity, and facilitating opportunities for peer connection and learning. This included crisis response efforts, targeted trainings, leadership development programmes, consultations, and initiatives designed to increase sustainability and visibility for organisations operating in challenging contexts. The work undertaken reflects a continued effort to prioritise approaches that are adaptable, member-led, and rooted in long-term movement-building.

The report brings together the key activities, outcomes and insights from 2025, highlighting what was achieved, where progress was made, and which areas require further attention. It also outlines priorities for the upcoming year, informed by lessons learned and emerging needs identified by members. The goal is to offer a clear picture of how TGEU's support has contributed to strengthening trans organising, and how future efforts can better respond to community realities.

Our Membership

This year, TGEU's membership continues a rate of steady growth, demonstrating the ongoing interest of trans activists and organisations in accessing and connecting with our network. As of December 2025, TGEU has over 650 regular and supporting members, including over 280 organisational members and more than 360 individual members from 50 countries. This growth highlights the value members place on TGEU as a space for connection, information, and support across Europe and Central Asia.

Impact & Activities 2025 Highlights

- **Subgranting:** Increased the number of partnerships from 3 in 2024 to 4 in 2025, expanding support to EU-based organisations and maintaining flexible assistance for 6 EECA groups navigating disrupted funding.
- **Member engagement:** continued through consultations, on-site visits, and networking opportunities, enhancing relationship-building and enabling tailored and relevant support. Leveraging our current CRM, we were able to grant members access to update their profiles directly in the database. This move also gave us an opportunity to reconnect with members and to get some insights into their work and changes in the organisations. To continue on this path of strengthening member engagement with TGUE, and each other, we are now exploring a new member engagement platform which we anticipate to roll out in mid 2026.
- **Capacity-strengthening:** conducted the second and final cycles of our 2 flagship programmes, i.e., Trans Feminine Leaders Academy and Fundraising Empowerment Programme, training over 20 participants. In addition through established strategic partnerships we managed to offer leadership and movement building training opportunities for over 20 participants.
- **Knowledge production and dissemination:** developed and shared toolkits and resources reaching members across the network, equipping them with the skills and knowledge to respond to emergencies and sustain their organising.
- **Emergency response support:** provided members with trainings, webinars, and curated resources to strengthen their organising and sustainability in response to funding cuts by donors, including those from the U.S. administration.
- **Trans refugee intersectional organising:** co-created a practical resource guide with trans refugee activists and supportive partners to enhance refugee-led organising across Europe.
- **Targeted EECA-focused capacity-building** redesigned with webinars on UN advocacy and fundraising.

The highlights above provide a snapshot of the key initiatives undertaken this year. The following sections offer a closer look at these activities, outlining their objectives, outcomes, and the ways in which they contributed to strengthening trans organising across our network.

Protect our people

At the beginning of the year, in response to funding cuts experienced by many of our members, including TGEU as well, we prioritised providing as much support as possible to groups facing crises. This included organising meetings and webinars focused on fundraising strategies, a topic that also came up frequently as the main focus of our ongoing 1:1 consultations with members. To further increase accessibility, we introduced bi-weekly virtual office drop-in hours, providing an informal space for members to connect with TGEU staff, ask questions, share feedback and/or get support.

In February, we conducted a survey among our membership to assess the impact of the funding cuts on trans-led organisations and their communities. The findings revealed widespread financial losses and disruptions to essential services, such as psychological support, legal aid, and community spaces across multiple countries. Many organisations reported being forced to scale down or suspend operations, with some transitioning entirely to volunteer-led models. Despite these challenges, members also shared examples of resilience such as developing new fundraising strategies, building mutual aid networks, and strengthening partnerships to sustain their advocacy work.



Graph: Survey results of the question “What proportion of funds will be lost” showing two thirds of the respondents said they are losing over half of their funding.

The survey findings led us to reassess our priorities on crisis support, ensuring that members most affected by funding cuts receive timely and targeted assistance. To achieve this we undertook a number of proactive steps. For instance, in order to share strategies, ideas, and resources that can support fundraising efforts, we developed a [resource page](#) on our website as a collective knowledge base. To provide members with more up to date information and funding opportunities, we also revived our newsletter and are sharing funding opportunities through our mailing lists. In addition, we introduced bi-weekly drop-in office hours in RU and ENG, as a space for our members to easily connect with the community building team.

Support Our Members

Our ongoing programmes continued to play a key role in member support, including the second cycles of the Fundraising Empowerment Programme and the Trans Feminine Leadership Academy.

Programmes

Fundraising Empowerment Programme (Second Cycle – Closing Phase):

In 2025, TGEU continued the second cycle of the Fundraising Empowerment Programme, further strengthening the fundraising capacity of trans activists and organisations across the region. This year's training featured a guest facilitator from the Guerrilla Foundation, who provided first-hand insights into grant writing, the theory of change, and shared practical tools and resources to support fundraising efforts.

Participants worked intensively on developing project ideas and budgets, applying what they had previously learned about narrative building and adapting language to donor frameworks. The interactive sessions enabled participants to transform abstract ideas into fundable project concepts, enhancing both their confidence and strategic thinking around sustainability.

Following the training, the cohort joined an online meeting with participants from the first cycle, creating an opportunity for exchange and collective learning. This session, organised in partnership with Mama Cash, was open to TGEU's broader membership

and revisited key themes around funding accessibility and community-driven grantmaking. Several participants have since reported successfully securing grants for their initiatives, demonstrating the concrete impact and lasting value of the programme in building trans-led organisational resilience.



Photo: W'qaas Ali Khan from Guerilla Foundation leads an interactive session on the foundations of grant writing during an Advanced Fundraising training held at the TGEU office in Berlin

Feedback from participants

"When I saw TGEU's call for Fundraising Empowerment Training, I did not think twice about applying to be part of it. I feel privileged to have been selected as one of the participants and I am grateful to have participated in this training because the knowledge, insights, and skills I gained are not only beneficial to my personal and professional growth but also valuable for our migrants and racialised trans community and organisation, especially during these challenging times. I appreciate that the organizing team recognised the potential in our "proposed project" for the grant writing and presentation activity. It was a delightful surprise to have an awarding session that acknowledged "promising ideas/initiatives," which created an uplifting and encouraging atmosphere. Through the valuable strategies and key insights that I have learned from the training, we were successful in obtaining the Spark Fund from Mama Cash." (Maui Galang, Co-Founder and Co-Chair at Filipino Trans Europe, Netherlands)

"Participating in TGEU's Fundraising and Empowerment Training made all the difference for us. Maybe it wasn't that much the specific skills, although fine tuning and improving my fundraising skills was important, it was more the empowerment, feeling re-energised and motivated. Back in Seville from the first part of the training, I started to contact funders with the aim of introducing ourselves, and when we had a phone call with Calala , Fondo de Mujeres and they offered us financial support, we suddenly could see our dream project , organising the first ever state non-binary meeting in Spain becoming a reality. The funding wasn't enough, but it was seed funding which motivated us to start organising, and in the process we raised more funding. Now it's just two weeks until the meeting, and we are really excited, and grateful for TGEU, which in a way made this possible". (Alana Queer, Treasure at Sexualiarte, Spain)

Trans Feminine Leaders Academy (Second Cycle – Closing Phase):

In 2025, the Trans Feminine Leaders Academy (TFLA) reached the closing stage of its second cycle. A training/retreat was held in Lisbon, Portugal, bringing together 10 of the participants for an in-person meeting focused on movement building, fundraising, and advocacy - particularly on engaging with the EU Gender Equality Strategy.

During the training, participants applied the skills and knowledge gained throughout both parts of the Academy to develop and refine their own projects. They presented these projects to the group, exchanged feedback and ideas, providing mutual support.

To build on these connections, a follow-up online meeting was organised, gathering TFLA alumni from both cohorts 1 and 2. The aim of this session was to create a valuable space for networking, sharing resources, and exploring collaboration for those working on similar issues or in related fields. The continuation and expansion of the TFLA network underline the long-term impact of the programme and its role in strengthening trans feminine leadership across our region.



Photo: Second in-person training of the Trans Feminine Leaders Academy in Lisbon with the 2024/25 cohort and TGEU

Feedback from participants

"My experience at the Transfeminine Leaders Academy has been transformative. As a transfeminine activist and social worker, I carry the struggles and hopes of my community within me. TFLA strengthened my leadership and provided me with the tools to organise, advocate and build change alongside other inspiring transfeminine leaders across Europe.

My journey in this movement began in Thailand where I documented trans lives and losses. This experience taught me the importance of our dignity and stories. Today through TGEU I continue to fight for transgender rights with renewed determination. This programme reminds me that our power lies in our community and I am committed to using that power to uplift, protect and create safer futures for all trans people". (Kath Khangpiboon, Czechia)

"The Trans Feminine Leadership Academy was THE unique experience to connect through our feminine energy shared by all of us trans bodies. It was the first time that I was able to share and be inspired by other dissident leaderships in an incredibly safe space from other countries. I hope that more femme bodies are able to enjoy it as well in the future." (Chebi Bouroncle, Spain)

EECA-focused capacity building

Since our EECA-focused project was terminated in April 2025, we had to significantly scale down the capacity-building support we offer to our EECA members. After a period of adjustment, we restructured our capacity-building activities to respond to our members' most urgent needs. We held a series of webinars on UN advocacy for trans rights in Russian and English, which covered UN mechanisms relevant to human rights of trans people and provided real-life examples of engagement. The webinars were attended by a total of 73 participants, including several non-members from various parts of the world. Additionally, we provided two fundraising webinars in Russian, which addressed the unique challenges faced by trans activists in EECA, in particular Central Asia. 24 participants attended the webinars, learned how to apply practical tools and templates, and deepened their knowledge in interactive discussions.

Financial support through subgrants

At a time when funding for trans organising is reducing drastically all over the world, providing direct financial support to trans-led groups is a key way for TGEU to serve our members, especially those representing further marginalised communities. Despite an increasingly challenging funding landscape, we supported several trans-led members in 2025, both in the EU and in non-EU Eastern Europe and Central Asia.

European Union

With funding from the European Commission and the same budget allocation from the previous year, TGEU decided to expand the Financial Support to Third Parties initiative to subgrant four EU based groups instead of three in 2025. This was following the realisation that even with smaller budgets, trans-led organisations are capable of creating meaningful change within their local contexts. This approach allowed TGEU to support more emerging groups to gain a head start in their organising, build experience in project implementation, and strengthen their role within national and regional movements.

Guided by the insights gained during the previous funding cycle and by closely following the needs of the most affected communities within our region, four projects

were selected that focus on creating spaces for empowerment, visibility, and protection of trans communities within their local contexts. The organisations are Billitis Foundation (Bulgaria), Transcore (Romania), TransInterQueer – TrIQ (Germany), and Transvanilla (Hungary). Each group was awarded 22.500€ for their projects.



Photo: TGEU subgrant partner - Bilitis from Bulgaria hosting a workshop for the community

Feedback from members

"This grant has allowed us to create welcoming and accessible spaces where trans people across different Romanian cities could connect and experience community in ways that had not been possible before. The support helped us spark new local networks, strengthen existing ones, and build the foundations for ongoing peer support and volunteer-led initiatives that will continue long after the project's end. It also enabled us to deepen our safety practices, expand our network of supportive professionals, and grow our organisational capacity in meaningful and sustainable ways. We are deeply grateful for this opportunity, which has not only supported our activities but has genuinely strengthened the trans movement in Romania. Thank you for trusting our work and helping us create spaces where our community can thrive." (Ioana Fotache, Executive Director at Transcore, Romania)



Photo: TGEU subgrant partner - Transcore's creative community workshop in Romania

"This grant enabled Transvanilla to reach trans people living in rural areas of Hungary who are often isolated and disconnected from support services. Through in-person peer support meetings, a trained peer connector network, and accessible information materials, we were able to build trust, reduce isolation, and strengthen local community connections. The support also contributed to strengthening our organisational capacity to deliver decentralised, trauma-informed outreach in a challenging social and political environment. This project has laid important foundations for sustainable rural engagement beyond the grant period." (Barnabás Hidasi, Project Coordinator at Transvanilla, Hungary)



Photo: "Growing Stronger" zine produced by TrIQ - TGEU subgrant partner from Germany

"Thank you so much, TGEU, for funding this project. We are truly grateful for the opportunity to offer our community this kind of program, to explore and grow within this field, and to learn from the inspiring work of the other sub-grantees. We also deeply appreciated the warm, professional exchange and the consistent support provided by TGEU. This experience has been incredibly valuable, and we would not have wanted to miss it." (Evi Gümüssoy & Louis Gaebel, project coordinators at TransInterQueer, Germany)

Eastern Europe and Central Asia (EECA)

2025 was a year of dramatic change in terms of our financial support to trans-led groups in Eastern Europe and Central Asia. In the last quarter of 2024, we had selected 6 trans-led groups to receive subgrants as a result of a transparent and competitive grantmaking process. Groups from the following countries became subgrantee partners: Armenia, Azerbaijan, Serbia, Kazakhstan, Tajikistan, and Uzbekistan.

However, due to the new U.S. administration's policies and funding cuts, our EECA-focused project was terminated in April 2025. We mitigated the impact on our subgrantee partners by providing extensive counselling and administrative support.

We were able to transfer most of the funds planned under the subgrants to them, allowing them to carry out most of the planned activities with some adjustments.

Even though the funding landscape remains challenging, especially in Central Asia, we have continued to support our members in the region by supporting members with information, resources, and tools to further enhance their fundraising skills - for example through offering webinars, individual consultations, and regularly sharing external opportunities.

Member engagement

As part of our commitment to continuously strengthen membership engagement, we update our membership engagement strategy on an annual basis, which is directly informed by feedback and assessments collected from members participating in various TGEU activities. The upcoming year will see an even broader strategy revision, aimed at preparing an improved response to the diverse needs of our members, taking into account their geographical and contextual differences.

Guided by this strategy to proactively engage with members, we have introduced a feature that allows members to update their profiles within our database, thereby ensuring we have more accurate and up-to-date information on their structures and the work they are doing. This allows us to engage with members more effectively, connecting with them thematically and sharing resources, networks, and opportunities relevant to their work.

Looking ahead, we will be introducing a dedicated space for members by transitioning to a new CRM platform. This will provide a central hub where members can engage with each other and with TGEU staff, facilitating improved peer exchange and ensuring that members stay informed about opportunities, updates, and resources from TGEU.

Virtual and In-Person Consultations: In 2025, TGEU held a total of 24 consultations, including 15 virtual 1:1s with existing and prospective members. These meetings provided valuable opportunities to connect directly with activists and organisations, better understand their evolving contexts, and offer tailored support. The conversations covered a broad range of topics, including fundraising strategies, organisational development, advocacy planning, and building connections for

collaboration. As part of this work, TGEU also met with a group of long-time members who initiated a new network of trans people with disabilities, exploring potential areas for collaboration and identifying concrete steps to implement feedback already shared by the group. Through these exchanges, TGEU continued to strengthen relationships within its network and ensure that members feel supported and equipped in their ongoing work.

On-site visits: TGEU staff also conducted three in-person visits to member groups in Portugal, Italy, and Croatia to provide direct support during their initiatives, strengthen connections, and explore collaboration opportunities.

In Portugal, our Community Building Officer met with Grupo de Reflexão e Intervenção Trans (GRIT) to check in and learn more about their ongoing projects and the context in which they operate. The meeting provided valuable insights into the group's current priorities and challenges, and served as an opportunity to exchange ideas on strengthening their organisational capacity. TGEU shared additional resources tailored to GRIT's needs, particularly around leadership development and community engagement, reinforcing our ongoing commitment to supporting member-led initiatives.

In Italy, we attended a national gathering of Italia Trans Agenda, a network of Italian trans-led organisations and groups, in October 2025. The gathering had an immediate advocacy priority, namely a law draft aiming to restrict access to trans-specific healthcare to young people. It also had a crucial movement-building component, serving as a consolidation moment for the trans movement in Italy. TGEU provided input on advocacy strategy with regard to the law draft and shared several resources for the network's ongoing advocacy. The visit was also used to meet prospective and reconnect with existing members, learn about their current priorities, achievements, and opportunities for support offered by TGEU. Several Italian groups present expressed interest in joining TGEU, and one has already submitted their membership application.



Photo: TGEU presentation at the Italia Trans Agenda meeting, Bologna, October 2025

In November 2025, TGEU's EECA Advocacy and Programme Officer visited Croatia and attended a national symposium on trans-specific healthcare organised by our member kolekTIRV, made a presentation on the state of trans-specific healthcare and rights in the EU, and provided a statement for kolekTIRV's social media campaign. In an individual consultation with kolekTIRV, the political landscape and advocacy opportunities were discussed, as well as kolekTIRV's organisational development plans and opportunities for TGEU's support. The event was also used to meet other trans activists from Croatia, learn about their experiences of organising, and introduce them to TGEU.



Photo: TGEU with kolekTIRV team members and volunteers at the Symposium in Zagreb, November 2025

Feedback from members

"TGEU's visit [to the Symposium] brought an important European perspective on trans rights and healthcare, which added real depth to the Symposium. Connecting local experiences with broader European advocacy was especially valuable as we prepare for a challenging year ahead." (Diana Avdić, Executive Director at kolekTIRV, Croatia)

In addition, we held an in-person meeting at our office with Ukrainian trans activists during their advocacy visit to Berlin in July 2025. The meeting was used to discuss current advocacy priorities and opportunities for support, and we connected the activists to our Berlin-based members for networking and peer exchange. Following the meeting, two of the three participating groups applied for TGEU membership.



Photo: Ukrainian activists and members from RFSL during a visit to the TGEU offices in Berlin

PeerNetz: We held space for 3 sessions in our dedicated informal relaxed space for member connection and peer exchange. The first one was a film screening in collaboration with our members MGRM from Malta. They presented a documentary they produced and released this year. The screening was accompanied by a discussion not only about the film itself, but also the local context it reflects. The documentary highlighted the situation in Malta, exploring how legal gender recognition, healthcare access, employment protections, and asylum conditions intersect with race, class, and migration, even as migrants navigate safety and belonging on the island.

The last event we hosted was titled Building trans futures in EECA: A four-year review and ways forward, bringing together activists, community leaders, and partners to reflect on progress and remaining challenges in the EECA trans movement. TGEU presented achievements, lessons learned, and recommendations from the past four years, while participants shared insights from their local initiatives. The discussion highlighted the resilience of trans communities, the importance of cross-border solidarity, and the need for ongoing advocacy in increasingly difficult political contexts. The session closed with a focus on next steps, emerging leadership, and sustaining regional collaboration.

Strengthen our networks

Trans Refugee Network

In 2025, the Trans Refugee Network (TRN) marks five years of strengthening trans refugee-led organising and solidarity across Europe. Formed in late 2020 during the height of COVID-19 to respond to the isolation and vulnerabilities faced by trans refugees, the network's main aim has been to coordinate support for community engagement, strengthen collective solidarity with supportive allies, and advance advocacy for LGBTQ refugee rights.

During this period, TRN advanced this work through the following activities

1. Webinar on CEAS and Trans Asylum Seekers (17 April 2025)

In collaboration with ORAM, TGEU held one of its most highly attended webinars, welcoming over 75 participants. The session explored the real-life implications of the Common European Asylum System (CEAS), including the Screening Regulation, Qualification Regulation, and Asylum Procedures Regulation. Open discussions allowed participants to share experiences and insights, highlighting persistent barriers such as bureaucratic hurdles, insufficient recognition of gender identity in vulnerability assessments, and limited access to legal and psychosocial support. The webinar also emphasised opportunities for positive change, including sensitising asylum officers, integrating trans perspectives into assessment teams, and advancing rights-based advocacy strategies. Discussions underlined that protection and safety extend beyond legal frameworks, recognising structural and intersectional vulnerabilities experienced at borders, during transit, and within host countries.

2. ORAM Stakeholder Consortium II, Berlin (8–9 July 2025)

TGEU participated in ORAM's Stakeholder Consortium II, convening over 50 participants from 41 organisations across Europe and beyond. The event created space to reflect on collaboration, refugee-led participation, inclusive research practices, and locally rooted partnerships. TGEU's policy and asylum officer, Farah Abdi, led a keynote session examining Common European Asylum System (CEAS) reforms and their impact on trans and gender-diverse asylum seekers, highlighting gaps in screening, vulnerability assessments, and access to rights, and exploring strategies for advocacy at the EU level. Broader discussions at the consortium addressed meaningful refugee participation, ethical and intersectional research approaches, and ways to strengthen organizational capacity and collaboration. The event also included early-stage engagement with ORAM's participatory Safer Space Self-Assessment Tool, aimed at

supporting inclusive and accountable practices for organisations working with displaced LGBTIQ communities.



Photo: Strength in solidarity - participants at the ORAM stakeholder Consortium II in Berlin (photo credit: ORAM)

3. Resource Guide: [Organising on the Margins and Beyond](#)

To mark five years of the TRN, TGEU published *Organising on the Margins and Beyond*, building on lessons from the earlier *Welcome to Stay* (2015). This resource, created with trans refugee activists and allies, consolidates practical strategies, tools, and relational practices for supporting trans refugees and strengthening collective organising. It highlights both ongoing challenges including hostile legal frameworks, anti-trans discrimination, and systemic barriers and the agency, resilience, and community-building of trans refugees who are organising locally and transnationally. The guide is a living document designed to inspire reflection, adaptation, and collaborative action, equipping allies and organisations to step up in meaningful ways while centering refugees' agency.



Photo: Cover page of the Organising on the Margins and Beyond publication by TGEU

Collaborations and peer exchange with partner networks

Spring coaching: As part of our commitment to connect members with resources that strengthen their organising, TGEU partnered with Spring to offer 11 members an opportunity to participate in the Leadership Kitchen, an online coaching series running from June 2025 to February 2026. The series brought together a cohort of changemakers for interactive sessions to reflect on leadership habits, experiment with collaboration, and deepen self-awareness, curiosity, and empathy. This fully funded opportunity provided members with practical tools, a reflective space, and peer support to strengthen their leadership and confidence within their organisations and movements.

"I will use this experience to strengthen my role as a facilitator and peer supporter in trans communities. The tools I gain will help me nurture collective, healing-informed, and sustainable spaces – especially in contexts shaped by burnout, isolation, and precarity.

One of my core goals is to support the emergence of new trans leaders, particularly among young activists and students. I want to share what I learn through mentoring, political education, and grassroots organizing, so that leadership becomes more accessible, shared, and joyful. This program will not only support my growth, but help build a culture of trans leadership rooted in care and solidarity". - Doğa Teoman, (he/they), UniKuir Turkiye

"Being a trans activist has been an intense experience and the way I see it, rather than waiting for something to change, I chose to engage with this platform that has the potential to meet needs and gaps of community." - Ali (they/them), Qıy Vaar! France/Azerbaijan

Ulex Project: Continuing in the same vein, TGEU partnered with the Ulex Project to offer members an opportunity to participate in one of their trainings on the topic of *Ecology of Social Movements*, providing practical tools and frameworks for building resilient, strategic movements. Beyond this, in partnership with Ulex Project TGEU also hosted a webinar on intersectional organising for our membership to 12 participants from across the region.

The webinar explored the complexities of intersectional organising, recognising that social movements are shaped by the systems of oppression we live under and the patterns we are socialised into. Participants reflected on how to consciously develop skills across individual healing, collective and organisational cultures, and movement-building strategies. The session offered a skillset model to support participants in creating shared vocabularies and reference points for intersectional approaches, moving beyond punitive frameworks to foster more strategic, impactful, and values-aligned organising.

What we have learned

This year underscored the importance of strategic resource distribution, particularly in a context where funding cuts continue to affect trans-led organising across the region. Expanding our EU subgranting programme to four organisations enabled us to support a broader range of initiatives and respond more effectively to emerging needs at the national level. At the same time, we recognised that funding alone is not sufficient; meaningful support also requires ongoing relationship-building, tailored assistance, and infrastructure for collective problem-solving.

A key learning emerged around peer-to-peer exchange and infrastructure, as members increasingly sought spaces to connect, collaborate, and share knowledge directly with one another. In response, we initiated the transition to a new database and member engagement platform designed to facilitate more accessible communication between members themselves and TGEU. Similarly, our pilot of virtual drop-in office hours has made us rethink this format as it appears that informal open spaces are not always the most effective for engagement; low attendance and member feedback indicate a preference for regularly scheduled 1:1 consultations, which offer greater predictability and tailored support. These insights emphasise the need to continue adapting our engagement approaches to match members' preferences and capacities.

The year also highlighted the urgency of diversifying our funding streams, particularly to ensure sustained support for trans groups in Eastern Europe and Central Asia, where instability continues to jeopardise organisational continuity and safety. Scarcity of resources has had a spill-over effect across movements, reinforcing competition rather than collaboration, and placing additional strain on staff, activists, and community members. We learned that both TGEU and our members must be better equipped to navigate scarcity, share strategies, and hold spaces for reflection and dialogue about sustainable organising - especially in times of uncertainty.

Next steps

Based on this year's experiences, we will prioritise the following areas moving forward:

1. Strengthen and diversify financial support mechanisms

Continue expanding grantmaking and explore new funding sources, particularly to sustain organising in contexts affected by instability, limited donor interest, and shrinking civic space.

2. Build infrastructure for peer-to-peer exchange

Develop a functional online platform/database to enable members to connect with each other, share resources, and initiate collaborations without relying solely on staff facilitation.

3. Map and respond to emerging priorities

Continue promoting existing and emerging channels available for members to flag new challenges and opportunities, ensuring TGEU remains responsive to shifting contexts rather than tied to long-term assumptions.

4. Strengthen cross-movement alliances

Maintain collaboration with feminist, migrant, refugee, disability, and racial justice organisations, and identify opportunities for joint advocacy, learning spaces, and shared funding.

Conclusion

This year reaffirmed that meaningful member engagement requires ongoing attention, flexibility, and care. Members consistently highlighted the importance of tailored support, opportunities for peer learning, and accessible structures for connection insights that guided our transition to a new CRM platform and informed our evolving strategies for community building and knowledge exchange. At the same time, the abrupt loss of funding in several regions, particularly EECA, reminded us of the urgency of diversifying resources and strengthening long-term resilience across our network.

We remain deeply grateful for the trust, feedback, and leadership of our members. Their perseverance whether navigating political backlash, building local initiatives with limited budgets, or creating new spaces for empowerment and safety continues to shape our work and direction. As we move into the next year, we stay committed to learning from our members, adapting our approaches, and investing in the sustainability of trans organising. Together, we continue building movements that are connected, resourceful, and grounded in collective care.