CONTENTS

P.04 MESSAGE FROM THE PRESIDENT
P.05 BOARD OF DIRECTORS
P.06 MESSAGE FROM THE EXECUTIVE DIRECTOR
P.09 CAMP AURORA REPORT
P.11 COUNSELLING REPORT
P.14 EDUCATION REPORT
P.16 PROGRAMMING REPORT
P.19 YOUTH REPORT
P.22 TREASURER’S REPORT
P.25 GALA REPORT
P.26 FUNDERS & DONORS
P.27 STAFF & VOLUNTEERS
It has been an honour to serve for this, my first year as President of the Rainbow Resource Centre Board of Directors. I feel so privileged to have the opportunity to work amongst some of the most dedicated and talented people—from the amazing staff at the Centre, fellow board members, funders, partner agencies, donors, members, and to each and every volunteer who make what we do possible.

This year has been a year of change, both for the Centre and for the world. In keeping with the Centre’s strategic objectives, we have worked to connect more with every group in our community, particularly those who have faced barriers in accessing our services in the past. We have made it our priority to reach out to the transgender and two-spirit communities as well as the increasing numbers of new Canadians and refugees, to ensure that our services are accessible to those in the community that need it most.

In keeping with our objectives to better serve and connect with our community, as well to diversify our funding sources, we have decided that it is time to expand our space, to keep up with our expanded efforts. I am so excited to say that the increasing demand for our services and new staff members will literally overflow to the newly leased space, right next door!

I’d be remiss if I did not mention the significant changes to the staffing and structure of the Centre this year. The beginning of this year saw the Centre’s staff members move into a unionized environment, the process of which I felt particularly privileged to be a part of. It has allowed the board and staff to communicate and work together more that they had done before and has also allowed the Centre to provide a more stable environment in which to offer our services to the community.
The Centre has seen a number of our long time staff members leave for new opportunities this year, and on behalf of the board I want to extend our gratitude for all of their hard work and diligence over the years that they were with the Centre. You will all be greatly missed.

Additionally, I would like to extend a heartfelt message of gratitude to the Centre’s most experienced board member, and Past President, Matt Wiebe. After many years of service to the board and to the community, Matt has decided to step down from his long-standing membership with the board of 10 years! Matt, you were a source of great wisdom for everyone on the board, especially for me, as you coached me first in my role as treasurer and then again as president. You will be greatly missed.

Finally, I want to take the time here to thank our executive director Mike Tutthill, who has provided unparalleled leadership in a year filled with so many changes. The Centre could not have asked for a more capable and dedicated leader.

Thank you all for making the work we do at Rainbow so incredibly valuable to our community. Our world is truly a brighter place because of you.

With an abundance of gratitude,

Kelsey Wainwright
President,
Board of Directors
Rainbow Resource Centre
Wow! It’s been another busy and productive year at the Centre. Thank you for taking the time to read the annual report, which highlights the accomplishments of our talented staff and volunteers over the 2016-17 fiscal year. In the past year, we have worked hard to professionalize the organization, enhance our programming, and continue to build relationships across our diverse communities.

We made changes to the way our education program is delivered. Much of our time had been spent doing one hour presentations, allowing organizations to check off the LGBT2SQ+ inclusion box. We know that such short one-time presentations do little in changing organizational culture. After considering best practices and consulting with educators, funders, and service providers, we decided to focus on policy review and the creation of integrated and sustained training programs within organizations. We also offer more trainings here at the Centre for service providers to attend.

Our youth program has adapted to increased demand by offering the Youth Empowerment Program, with a focus on age-appropriate personal and professional skill development.

We have also started offering a community-building meal at Peer Project for Youth.

An Operations Manager position was developed to oversee building maintenance, liaise with our landlord and other service providers, track employees’ time and vacations, and provide information technology support. Staff have been making presentations to our board of directors about their programs. This has provided the board with a better sense of the day-to-day operations of the Centre. We successfully negotiated our first collective agreement with staff. Like many of our organizational partners’ employees, our staff are members of CUPE 2348.

Much of the year was spent preparing our new logo, brand standards, and website. Hopefully, this will allow you to easily identify our diverse programs and navigate our redesigned website. We have been busy defining what it is we do and the impact we have on our communities. This information will be used in the creation of a case for support and enhanced fundraising efforts to ensure the sustainability of the Centre for years to come.
We became members of the Manitoba Association of Senior Centres and the Association of Fundraising Professionals. We received a grant from New Horizons for Seniors to host an LGBT2SQ+ Seniors Summit in the fall of 2017. Additional funds from the Government of Manitoba were approved to fund the Youth Counsellor and Programmer position, which was a pilot and later received bridge funding from Carolyn Sifton Foundation. We renewed our United Way funding for another three years in support of our youth program.

I was privileged to be part of New Directions’ International Day Against Homophobia and Transphobia celebration, participate in the steering committee of the Winnipeg Plan to End Youth Homelessness, facilitate a panel at the Winnipeg Spur Festival, speak to the Reaching Rainbows community gay-straight alliance in Altona, continue my involvement with the coordinating committee of the Manitoba Harm Reduction Network, and build new relationships with LGBT2SQ+ community centres across Canada and the US. We continued to build relationships within our diverse communities. Following the Orlando Massacre and the Centre response to it, we built new relationships with Islamic Social Services Association. ISSA provided cultural competency training to our staff and board.

In December of this year, we said goodbye to Jared Star who has worked at the front desk, in the youth program, and most recently as the LGBT2SQ+ Equity and Inclusion Coordinator. He has moved on to pursue his passion for sexual health education with a partner organization.

Jared, we wish you well and look forward to working with you in your new role.

All of the great work highlighted in this report would not be possible without you.

To the board, volunteers, staff, clients, program participants, funders, sponsors, and donors—THANK YOU!

You make all we do possible and our communities stronger.

With pride,

Mike Tutthill
Executive Director
REPORT FROM
CAMP AURORA

“I learned how to kayak and also how to be more confident while meeting new people; camp boosts my confidence every year.”
“I got to meet new people which was great and I got to tell my story.”
“I love how supportive everyone is of each other. I don’t think that I have seen anything as touching as the audience reactions to the talent show” —CAMPERS

Camp Aurora is Manitoba’s only LGBT2SQ+ summer camp and has now been running for ten years! 48 campers aged 14-19, 12 Peer Youth Leaders (PYL), and a team of volunteers and staff spend several days at Variety’s Camp Brereton in the beautiful Whiteshell Provincial Park. The week is filled with fun and excitement, valuable learning, and fosters many meaningful connections. For four days, LGBT2SQ+ youth have opportunities to explore identity, learn new skills, connect with other LGBT2SQ+ youth, and enjoy traditional outdoor summer camp activities. Programming includes a talent show, art projects, canoe trips, swimming, recreational games, and a trip to Rainbow Falls. Camp also hosts a youth dance, with local drag performers beginning the event with a drag show and staying to connect with youth who are interested in learning more about the drag community. This year, we invited a camper from previous years to DJ the dance!

Workshops that were provided this year include learning opportunities on LGBT2SQ+ identities and experiences, resilience and self-love, and creative expression. These activities encourage youth to connect with one another, build community, and have opportunities to make connections with positive role models in the community. Camp Aurora is committed to providing a positive and inclusive space for LGBT2SQ+ youth and allies to feel that their authentic self is honoured and celebrated!
Overall, Camp Aurora was very successful this year, as indicated on camper and PYL feedback forms. This year, the camp schedule was more structured in terms of age in order to provide a space in workshops that would be most meaningful to participants. The workshops included the same content, delivered in an age-appropriate manner. Camp activities also included opportunities for youth to connect with campers outside of their age-range. This new structure improved the overall organization of the Camp, and we received positive feedback from workshop facilitators on their experience of delivering workshops to smaller groups of closer in age campers. Workshop facilitators were an incredibly important aspect of Camp this year, as they remained available to campers outside of the workshops and provided opportunities to discuss exploration of gender, trans experiences, and healthy relationships. Feedback indicated that these opportunities were some of the most meaningful to the campers.

The talent show was once again a highlight of Camp, as campers shared their incredible talents and displayed a beautiful demonstration of support to their peers. Each year, feedback from evaluation demonstrates how important Camp Aurora is to the youth who attend.

Camp would not be possible without the generous donations provided by community members, Variety, the Children’s Charity of Manitoba, the countless volunteer hours put in by the Steering Committee throughout the year, as well as the amazing team of volunteers and Peer Youth Leaders. Thanks to the fantastic team that made up Camp Aurora leadership this year, the 10th year was one of the best years yet!
REPORT FROM THE
COUNSELLING PROGRAM

“I am able to talk openly and freely about everything that I keep bottled up inside myself without judgement. I see the same counsellor each time I attend a counselling session so that I don’t have to repeat myself or “get to know” a new counsellor (routine, repetition, structure and familiarity.) I love that I can kick my shoes off in the office and sit on the couch with my legs crossed (comfort zone.) The counsellor I see is very easy going, kind, and cool...I am very comfortable with her.” —COUNSELLING CLIENT

The Counselling Program continues to provide free and accessible short-term services to individuals, couples, and families. Counselling services in Brandon are provided by Amanda Trelford at the Sexuality Education Resource Centre. Our counsellors in Winnipeg also provide in-person support to rural and northern community members as well as phone counselling and consultation.

IN THE PAST YEAR WE HAVE WORKED WITH:
- Diverse individuals of all ages seeking to better understand themselves, including their gender identity, sexual orientation, and other aspects of identity
- Family members and parents of children and teens
- Refugee claimants, asylum seekers and newcomers to Winnipeg and Canada
- Couples working on their relationship or shared concerns
- Rural Manitobans who commute to the Centre or access counselling over the phone
- Community members facing emotional distress or seeking meaning or purpose in their lives
- Individuals seeking stability and support following persecution, trauma, abuse, or loss

The Counselling Program is focused on providing accessible services and currently, there is no wait-list.

Melanie Leslie is a Registered Social Worker. She has a Bachelor of Social Work degree and is currently working to complete her Masters of Social Work at the University of Manitoba. Melanie uses a person-centred style and integrates a variety of approaches including narrative and solution-focused therapy.

Sarah Dack has worked at the Centre for close to nine years and has a background in Women’s and Gender Studies, Sarah is currently completing her Masters of Marriage and Family Therapy through the University of Winnipeg. Sarah uses a feminist lens and integrates many approaches such as Satir and emotion-focused.
Sarah Paquin is a Registered Social Worker. She is in the final stage of a Master of Social Work with a dual focus on emotion-focused therapy for individuals and couples and LGBTQ asylum seeker experiences. Sarah draws on person-centred, solution-focused, and emotion-focused approaches to counselling.

Dianna Grywinski provides counselling to youth ages 13-21. She has a Bachelor of Arts in Sociology and Women’s and Gender Studies and is in the process of completing a Masters of Marriage and Family Therapy. Dianna uses narrative and solution-focused approaches to the therapeutic process for them to grow into strong and resilient adults.

Amanda Trelford is based in Brandon Manitoba and works from a strengths-based approach. Amanda’s educational background includes a bachelor of psychology and sociology, as well as marriage and family therapy.

Clinical supervision is provided by Tara Sheppard, MMFT.

“SUCH AN IMPORTANT RESOURCE FOR THE COMMUNITY, HAS HELPED ME SO MUCH, I AM GRATEFUL THIS PLACE EXISTS”
— COUNSELLING CLIENT

Over the past year we have continued to restructure the services we offer, by offering same-week appointments with follow-up appointments, as well as six-session short-term counselling. We are able to support individuals, couples, and families without having a wait-list. We have received positive feedback from the community regarding our switch from drop-in counselling and many clients have reported that the change has had a positive impact, allowing them to access services without waiting several months to see a counsellor. We continue to work closely with other counselling services and service providers to allow us to make confident and mindful referrals when our clients are in need of services that are beyond our scope of practice, or may be a better fit.

Over the past nine months, a number of LGBTQ asylum seekers have come to Rainbow Resource Centre looking for counselling and advocacy. Rainbow Resource Centre and the Like That program at Sunshine House have several LGBTQ refugee claimant clients in common and are working together to provide effective support. Generous donations from community members and groups have allowed the counselling program to provide additional hours of service to meet the needs of LGBTQ refugee claimants.

“THANK YOU SOOOO MUCH! EVERY SINGLE PERSON I HAVE BEEN IN CONTACT WITH YOUR CENTRE IS KIND, HELPFUL, KNOWLEDGEABLE, FRIENDLY, AND, AND, AND.... “
— COUNSELLING CLIENT
**Reasons People Seek Counselling**

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identity</td>
<td>64.9%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>47.2%</td>
</tr>
<tr>
<td>Relationship Issues</td>
<td>56.6%</td>
</tr>
<tr>
<td>Violence</td>
<td></td>
</tr>
<tr>
<td>Discrimination</td>
<td>24.9%</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
</tr>
<tr>
<td>Relationship Violence</td>
<td>5.5%</td>
</tr>
<tr>
<td>Mental Health</td>
<td>66.2%</td>
</tr>
<tr>
<td>Addiction</td>
<td>7.2%</td>
</tr>
<tr>
<td>Safer Sex</td>
<td>2.3%</td>
</tr>
<tr>
<td>Coming Out</td>
<td>23.4%</td>
</tr>
<tr>
<td>Gender Identity</td>
<td>52.6%</td>
</tr>
<tr>
<td>Family</td>
<td>62.6%</td>
</tr>
<tr>
<td>MSM</td>
<td>2.8%</td>
</tr>
<tr>
<td>Employment</td>
<td>20.2%</td>
</tr>
<tr>
<td>Housing/Shelter</td>
<td>12.1%</td>
</tr>
<tr>
<td>Financial</td>
<td>14.3%</td>
</tr>
<tr>
<td>Trauma</td>
<td>28.7%</td>
</tr>
<tr>
<td>Settlement</td>
<td>21.5%</td>
</tr>
<tr>
<td>Other</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

“Thank you for all your support, your kind words and helping me prepare did great wonders. You gave me hope and built my confidence level... because of your help my son and I can live freely and be free, tomorrow looks much brighter” — Refugee Client

Short-term counselling, accessed by LGBTQ asylum seekers, involves making sense of grief and loss of safety, family, and home; exploring sexual orientation or gender identity; mental, emotional, and practical preparation for the refugee hearing; advocacy; support in accessing the local queer community; referrals for medical, mental health, and other necessary social services, as required; and case management services related to income, housing, and other basic needs.
MESSAGE FROM THE EDUCATION PROGRAM

“[It was] eye opening as to how deep the emotional effects of this type of situation can go and the care an organization needs to take.” — WORKSHOP PARTICIPANT

The last decade has experienced significant shifts in cultural policies and practices towards inclusion of LGBT2SQ+ individuals and their families. More safe space initiatives have emerged, equitable hiring policies are in practice, and new programming initiatives have been developed.

While it can be said that cultural climates are shifting toward full inclusion, many LGBT2SQ+ individuals and their families continue to face challenges. Further, these negative experiences are more frequently experienced by individuals who hold multiple identities, including indigenous, racialized, aging, and newcomer populations.

To address many of these experiences, the Education Program responded by broadening its programming to include policy development and revision and consultation services that focus on systemic change. Developing relationships with human resource management organizations and governing bodies such as Chartered Professionals in Human Resources Manitoba, Basketball Manitoba, and Manitoba Liquor and Lotteries Corporation have resulted in impactful and sustainable equitable policies and practices.

Throughout the year, the Education Program offered many in-house training sessions for service providers. For our two-day workshops, day one focused on workplace strategies for equity and inclusion and day two was a follow-up three months later, providing participants opportunities to share implementation outcomes and build on systems change. This new in-house workshop approach provided valuable information on the impact of the Education Program, and fostered networking opportunities amongst agencies and organizations.

“THIS IS ONE OF THE BEST WORKSHOPS I HAVE ATTENDED IN A LONG TIME.” — WORKSHOP PARTICIPANT

Building LGBT2SQ+ community capacity—as well as bridging connections—was prioritized. This included providing supports to the Snowy Owl Monarchist Society with policy consultation and revision, and delivering community-specific workshops.
such as Bi+ Awareness, and Asexual Awareness. Workshops on more topical issues were also delivered to Rainbow Resource Centre groups, such as Over the Rainbow and Queer Men’s Group.

The Education Program continues to participate on ad-hoc committees, including The Sexual Health Educator’s Network and the Canadian Professional Association for Transgender Health Education Committee, and was involved in the provincial and national research projects.

Sessions were delivered to the following organizations, agencies, and businesses:

**Education Sector:** University of Manitoba (Administration (2), Residence, UMSU, English Language Centre, Department of Physiotherapy, Masters Physician Assistant Studies, Faculty of Education (2), Faculty of Health Sciences – Medicine, Nursing (7), Inner City Social Work Program); Manitoba Institute of Trades and Technology; University of Winnipeg (Residence); Université de Saint-Boniface (Faculty of Nursing); Schools and School Divisions (Swan Valley School Division, Seven Oaks School Division (2), Transcona Collegiate (2), Cecil Rhodes School, George Victor School, Hamstead School, Emmerson Elementary, Ecole Point des Chenes, Grey Academy of Jewish Education, Scott Bateman Middle School)

**Healthcare Sector:** Manitoba Association of Healthcare Professionals; Healthy Child Manitoba; Manitoba Operating Room Nurses Association; Health Sciences Centre Surgical Department; Grace Hospital (2); NorWest Co-Op Community Health; Misericordia Health Centre (3); Klinic Community Health Centre (2); CANCURE; Manitoba Association Perianesthesia Nurses

**Social Services Sector:** CFS All Nations Coordinated Response Network; West Central Women’s Resource Centre; FASD Life’s Journey; AMI Entry Program; Child Metis Family Service; Child and Adolescent Treatment Centre; YMCA-YWCA; North Point Douglas Resource Centre; YAA Conference; Manitoba School Counsellor’s Association

**Corporate Sector:** Manitoba Liquor and Lotteries Corporation (4)

**Faith Communities:** Churchill Park United Church; Springfield United Church; Kildonan United Church

**Unions:** Manitoba Teachers’ Society

**Rainbow Resource Centre-Based Workshops:**
- LGBT2SQ+ Awareness and Inclusion (2)
- Transgender and Gender Diversity – Awareness and Inclusion (2)
- Inclusive Healthcare for Patients and Staff
- Bi+ Awareness
- Asexuality Awareness
- Sexuality Health Awareness Week
- Presentation – Queer Men’s Group
- Over the Rainbow – LGBT2SQ+ Awareness

**Total number of workshop participants:** 2,961
“At BLINK I feel accepted for who I am inside no matter what name I use. It’s nice to know other families who are like mine. I fit in at BLINK. It makes me feel supported and happy knowing there are other kids like me in Winnipeg. At BLINK we all belong.”—OLIVIA, BLINK PARTICIPANT

Programming: Programming and volunteering at Rainbow Resource Centre has been reorganized with the hiring of a Programming Coordinator. Our dedicated volunteers and facilitators and our passionate group participants have continued to build capacity and connection at Rainbow Resource Centre. When the Programming Coordinator began her position, she took the time to listen to staff, participants, and volunteers and their needs, then tried to shape programming to meet the needs most commonly identified.

Social Support Groups: There were eight active social support groups at Rainbow Resource Centre that continued to grow this year: BLiNK; FTM Gender Alliance; Over the Rainbow; The Society of OUT-Standing Artists (SOSA); New Pride of Winnipeg; Queer Men’s Group; Parents, Family, and Friends of Trans Individuals (PFFOTI); and the Winnipeg Transgender Support Group. Partners in Process and Ladies Chat took a short hiatus, with full intentions of starting up again next year.

Queer Men’s Group continued to foster a strong sense of community by being open to all male-identifying members of the community, encompassing all ages (18+) and backgrounds. In addition to game and movie nights, their “Our Community” presentations enabled them to make connections with other groups within the community, including Like That @ Sunshine House, Pride Winnipeg, and many of the city’s top Drag performers.

New Pride of Winnipeg continues to receive and serve new and existing LGBTQ+ members from newcomer communities. This year also saw an addition of new members who were asylum seekers. The group continues to be an essential step for many newcomers to feel they’re “home”; to achieve a sense of belonging and the ability to be true to who they are.

The FTM Gender Alliance continued to provide a welcoming and safe environment to discuss topics related to transgender individuals seeking transition-related information and support. They place
great value on confidentiality and a mutual respect for one another, as they believe their similarities are just as important as their differences.  

**BLiNK** programming this year has rapidly evolved into an essential community staple in the lives of families with gender creative and trans children; a treasured opportunity to play, and above all else, be themselves in a space they know is free from judgement or gender expectations. They do this every month by preparing a set of activities directly reflective of their diversity and gender non-specific interests—such as inviting special guests to facilitate musical afternoons, and collaborative crafts to demonstrate their pride.

**Over the Rainbow** (OTR) hosted a variety of weekly events for the LGBT2SQ+ community’s 55± members. This helps forge friendships and address isolation in the 55± LGBT2SQ+ community. Over The Rainbow received funding from New Horizons to support their *Finding*
Rainbows Summit planned for next November—a full-day conference addressing social isolation of older members of the LGBT2SQ+ community. They also collaborated with Positive Spaces on plans for a 55+ LGBT2SQ+ housing complex and led an initiative to ensure the Centre is physically accessible for everyone.

The Society of OUT-Standing Artists (SOSA) experienced evolution and growth this year, as they explored various mediums of art, and unique sources of creative inspiration. The group empowered SOSA's members to design and lead programming that was most important to them—including a writing workshop, a talent show, and their very first SOSA Art Exhibition at the Cre8ery entitled “All AbOut Us”—a major success, and milestone for all of the artists who participated and for the group as a whole.

The Winnipeg Transgender Support Group has worked tirelessly to magnify their voice and visibility this year. As an underserved population in this province, fighting through deep layers of systematic marginalization, they invest in each other—their chosen family and community—to advocate for themselves, their friends, and the healthy and fulfilling trans lives they want our youth to know are possible.

Volunteering: Rainbow Resource Centre has begun restructuring our volunteer program to reflect our commitment to building capacity within the LGBT2SQ+ community. Community members will soon be able to browse volunteer opportunities online and apply as they would a paid job. This process will be designed to give our volunteers the opportunity to practice job search and interview skills and strategies to break through the barriers that many face in employment.

Looking Forward
Rainbow Resource Centre is working to bring our groups and communities together through new umbrella events at the Centre that are open to all groups, facilitating discussion and connection between the groups and leading to a strengthened Rainbow Resource Centre.

In the near future, we hope to create groups for two-spirit or Indigenous LGBT2SQ+ people, queer and trans people of colour, those who identify as non-binary, LGBT2SQ+ Muslims, and those who live with a disability.

“SINCE JOINING OVER THE RAINBOW I HAVE MISSED BUT ONE MEETING. IT IS NOW SOMETHING I VERY MUCH LOOK FORWARD TO. MY SCHEDULE IS SET TO WORK AROUND OVER THE RAINBOW, NOT THE OTHER WAY AROUND!”  — PARTICIPANT

TOTAL NUMBER OF PEOPLE ATTENDING PROGRAMMING AND EVENTS 2196
There have been many exciting changes for the Youth Program over the last year! With the continued growth and changing needs of the program, we have restructured Peer Project for Youth (PPY) and offered new and exciting opportunities for LGBT2SQ+ youth to take part in. Through a variety of identity-affirming programming, the Youth Program aims to promote the overall wellbeing and sense of belonging for LGBT2SQ+ youth.

The Youth Program team includes Samara Luprypa, Youth Programs Coordinator; Dianna Grywinski, Youth Counsellor and Programmer; and Joseph Moore, School LGBT2SQ+ Equity and Inclusion Coordinator.

PPY is open to youth ages 13-21 every Wednesday evening, 7:00-9:00 PM, and now offers a nutritious group meal prior to programming, starting at 6:00 PM. This meal helps foster connections among youth and strengthen their sense of community, and has quickly become an integral part of programming, providing an opportunity to socialize and feel ready to focus on programming for the evening. The staff and volunteers have noticed positive outcomes from the group meal; the time provides a great opportunity to connect with youth.
before programming begins and helps new youth feel welcome.

PPY also continued to meet on the 3rd Saturday of each month, 1:00-4:00 PM. The afternoon programming provides an opportunity for youth in rural communities to connect with the program and RRC.

On average, 25-30 youth attend PPY each Wednesday, however, we have continued to see an increase in numbers, with up to 45 youth attending. Preparing a nutritious meal, offering meaningful programming, and maintaining a positive space, would not be possible without our 7 remarkable, dedicated, and passionate volunteers! Our volunteer team also includes several compassionate folks who have dedicated the 4th Wednesday of the month to facilitating discussion for our Identity Group Night centered on peer support, intersectionality, and allyship.

“I REALLY, REALLY LOVE THIS PLACE AND FULLY APPRECIATE IT EVERY TIME I’M HERE. IT REALLY HELPED ME FORM AS A PERSON”

– PEER PROJECT FOR YOUTH PARTICIPANT

PPY held its annual winter dance in January for LGBT2SQ+ youth and allies, which included our first-ever youth drag show, hosted by S.O.M.S. Empress, Cake! PPY also hosted a Pride youth dance in collaboration with QueerView Winnipeg with nearly 100 youth in attendance and music by fantastic youth DJs! This year’s Pancake Breakfast Fundraiser was the most successful yet. The youth-led event raised over $1000 for Camp Aurora! The event wouldn’t have been possible without the support Club 200, many generous donations, our team of enthusiastic youth and volunteers, as well as everyone who showed up to support the youth!

A new programming opportunity for youth began in October. Youth Empowerment Program (YEP) is a closed group that provides a variety of age-appropriate educational workshops, emphasizing capacity-building, leadership, and resilience. Three sessions are offered throughout the year; a fall session for ages 13-16, winter session for ages 17-21, and summer session for ages 13-21. YEP has received overwhelmingly positive feedback from participants, volunteers, and facilitators. We are excited to see the program grow over the coming year!

“A FEW OF THE HIGHLIGHTS FROM THIS YEAR INCLUDE THE BRIDGING GENERATIONS TEA PARTY WITH PPY YOUTH AND OVER THE RAINBOW MEMBERS. THE YOUTH HAD A WONDERFUL TIME AND VALUED THE OPPORTUNITY TO CONNECT WITH OLDER MEMBERS OF THE COMMUNITY AND THE INTERGENERATIONAL DIALOGUE THAT ENSUED. OUR IDENTITY GROUP NIGHT HAS CONTINUED TO SEE A GREAT TURNOUT. MEETING IN IDENTITY GROUPS AND CONNECTING WITH PEERS AND POSITIVE ROLE MODELS IS INCREDIBLY IMPORTANT TO THE YOUTH. IDENTITY GROUP NIGHT OFTEN SEES HIGHER ATTENDANCE AND NEW YOUTH.”

– PEER PROJECT FOR YOUTH PARTICIPANT

A few of the highlights from this year include the Bridging Generations Tea Party with PPY youth and Over the Rainbow members. The youth had a wonderful time and valued the opportunity to connect with older members of the community and the intergenerational dialogue that ensued. Our Identity Group Night has continued to see a great turnout. Meeting in identity groups and connecting with peers and positive role models is incredibly important to the youth. Identity Group Night often sees higher attendance and new youth.

PPY is a great safe space. Keep it up!”

– PEER PROJECT FOR YOUTH PARTICIPANT

1743
With renewed funding from Winnipeg Suicide Prevention Network, Sources of Strength continued to meet throughout the year with a committed group of youth participants and four dedicated, supportive volunteers in the role of Adult Advisors. One of the highlights included planning and running the Spooky Escape Room for PPY, which promoted the Sources of Strength values, including strengthening community, taking care of mental and physical health, and accessing supports and mentors. The program’s mission is to provide a best practice youth suicide prevention project, designed to utilize the power of peer social networks to change unhealthy norms and culture, to prevent suicide, bullying, and substance abuse. The opportunity to incorporate Sources of Strength into programming has had many positive outcomes for the individuals involved, as well as the wider youth community at RRC.
It has been my pleasure and honour to serve as Rainbow Resource Centre’s Treasurer this past year. I took over the role from our President, Kelsey Wainwright. I extend thanks to Kelsey for the guidance she provided when I came into this role, and for her support and the support of the entire Board of Directors, management, and the staff at the Centre.

Financial Position at a Glance
This past year has once again seen an increase in demand for the programs and services provided by the Centre. This increased demand was recognized by additional funding. And, while we did experience an increase in specific fundraising, overall fundraising over the past year had declined. The decline in overall income, along with inflation and the increased demand resulted in the Centre completing this fiscal year in a deficit position. This is the third consecutive year that the Centre has closed its fiscal year in a deficit position. This year’s deficit was planned for and expected, given the current financial pressures in the local and national economy. However, through some program adjustments and the close monitoring of costs, the resulting deficit was lower than budgeted this year.

The Centre had built up a healthy surplus in prior years, a portion of which was used to ensure the ongoing delivery of services and programs. With core funding expected to remain flat over the course of the upcoming fiscal period, we rely on donations and fundraising to increase our revenue to maintain and increase our capacity.

Strategic Plan
The Board and Executive Director met last year to develop a three-year strategic plan for the Centre, which focuses the Centre’s resources on a select number of goals and benchmarks that have been identified in order to allow the Centre to provide better programs and services to the community. The plan continues to be the focus of the work done at all levels of the organization; at the executive level, the focus included increasing and diversifying revenue sources to ensure the Centre has the funds available to meet program and service needs as well as the day-to-day operational needs of the Centre. To that end, the hiring of a full-time fund developer was approved. The target of this position is to assist in identifying revenue sources and enhancing our individual donor program. The board continues to be committed to ensuring that services and programs can be delivered with costs being fully recovered.
Concluding Comments
Despite the deficit this year, the Centre has had a very successful year. Given the solid financial planning the Centre has experienced, the existing surplus has provided the support we’ve needed over the past few years to face the increased demands without an increase in income. The increased demands that the Centre successfully faced this year demonstrate the exceptional work accomplished by the Centre’s staff and executive director. The Board of Directors, staff and management of the Centre continue to be committed to strong financial stewardship, where financial policy and planning are built into our decision making processes to ensure that even in tight fiscal times, we will be well-positioned to continue smooth and effective operations while providing the programs and services to our community.

Thank you for your support!
Respectfully submitted,
Kimberly Vincent,
H.B.Com., CPA, CGA
Let's Get Musical
On Saturday, May 7, 2016, the Rainbow Resource Centre held its Seventh Annual Spring Fling Gala! Hosted by Chrissy Troy of 103.1 Virgin Radio, over 400 community members, supporters, and allies were in attendance for a wonderful evening of Spring Fling food, fun, and fantastic music by the Royal Canadian Navy Band of HMCS Chippawa and DJ Mama Cutsworth!

The event was a smashing success and raised over $40,000 to support the Centre’s counselling, youth programming, education, and community events.

We thank the following for all their support:

Title Sponsor
RBC Royal Bank and RBC Dominion Securities

Platinum Sponsors
Delta Winnipeg
HMCS Chippawa

Gold Sponsor
MTS

Silver Sponsors
Aboriginal Peoples Television Network
Crisis and Trauma Resource Institute
The Gail Asper Family Foundation
Housefires Design & Illustration
Investors Group
MJ Roofing
Manitoba Liquor & Lotteries
Manitoba Public Insurance
Rainbow Pride Mosaic
Red River College
Winnipeg Free Press
WOW! Hospitality Concepts

Bronze Sponsors
Beyond Flowers
G is for Glasses
Manitoba Hydro
North Trauma and Resource Centre
Out ‘n’ About Travel
PwC
Payworks
Public Service Alliance of Canada
FUNDERS & DONORS

**Funders**
- Province of Manitoba
- United Way
- Carolyn Sifton Foundation
- Winnipeg Foundation
- Winnipeg Regional Health Authority
- Government of Canada

**Donors and Sponsors**
- Angles Hair Design
- Assiniboine Credit Union
- Brandon PFLAG
- CN Employees’ and Pensioners Community Fund
- College Louis-Riel
- College Sturgeon Heights GSA
- Crosstown Civic Credit Union
- CUPE 2348
- CUPE Manitoba
- Matthew Cutler and Dr. Avery Miller
- Jacqueline Dheere
- Keith Doerksen
- Engima Escapes
- Henry G Izatt Middle School
- Hope Mennonite Church
- Investors Group
- Investors Group Matching Gift Program
- Jewish Foundation of Manitoba Endowment Fund
- Kevin Kennedy
- Milena Lye
- Stephanie Lozinski
- Miles Macdonell Collegiate
- Tim Magas
- Qualico Developments (Wpg) Ltd.
- Mandy Quinsey
- RBC
- RONA – 775 Panet Road
- Shaftesbury High School
- Snowy Owl Monarchist Society
- Stony Mountain Institution
- Subwoofer
- Telus Corporation
- Think Shift Advertising
- The Friendship Group
- The Roost Social House
- Unifor Local 3003
- Thalia Andres Vasquez Pardo
- Winnipeg Goldeyes Baseball Club Inc.
- Workers Compensation Board
STAFF & VOLUNTEERS

Centre Staff
Roberta Bishop, Operations Manager
Lindsay Brown, Casual Educator
Grant Calder, Summer Student (June – August)
Sarah Dack, Counsellor
Craig Gibb, Information and Intake Assessment Coordinator
Dianna Grywinski, Youth Counsellor and Programmer
Melanie Leslie, Counsellor
Tara Lambert, Casual Educator
Mark Lawson, Casual Educator
Samara Luprypa, Youth Programs Coordinator
Liana Lutz, Accountant
Reece Malone, Education Coordinator
Sarah Paquin, Counsellor (since September 2016)
Kristin Sheffield, Casual Educator
Jennifer Stadtmiller, Casual Educator
Jared Star, School LGBT2SQ+ Equity and Inclusion Coordinator (until December 2016)
Morgan Stirling, Casual Educator
Amanda Trelford, Brandon Counsellor
Mike Tutthill, Executive Director
Jonah Wilde, Summer Student (June – August)

Volunteers
Steph Adamov
Corrie Allan
Robert Bishop
Daniel Chiu
Bill Dinsdale
Carlou Empaces
David Elliott
Frances Ennis
Naomi Finklestein
Cynthia Fortlage
Rhiannon Lynn Angel Frost
Tim Haugian
Manning Hobday
Donna Kurt
Mateo Llanillos

Alba Lopez Gomez
Jennie MacMillan
Kate McGonigal
Gord Richardson
Adam Rout
Jason Skinner
Jennifer Stadtmiller
Shandi Strong
Jackie Swirksy

PPY Volunteers:
Sean Carlson
Brandon Clayton
Jenna Firth
Sylvia Massion
Mary Anne Nurmi
Jennifer Peters
Jason Skinner

PPY Identity Group Night Volunteers:
Brit Brade
Mateo Llanillos
Steve Rogers

Sources of Strength Adult Advisors:
Brit Brade
Brenda Eames
Carmen Langhofer
Tracy Patterson