

RAINBOW RESOURCE CENTRE



2017/18
ANNUAL REPORT

**M E S S A G E F R O M
C Y N T H I A F O R T L A G E
P R E S I D E N T O F T H E B O A R D**

It has been an honour to serve for this, my first year as president of Rainbow Resource Centre Board of Directors. I am so privileged to have the opportunity to work among some of the most dedicated and talented people—from the amazing staff at the Centre, community members, funders, partner agencies, donors, my colleagues on the board, and to each and every volunteer who make what we do possible, thank you.

This year has been a year of growth and of course challenges for the Centre. In keeping with the Centre's strategic objectives, we continue to intentionally connect more with the diverse populations of our community, particularly those who have faced barriers in accessing our services in the past. These efforts have led to new funding sources allowing us to increase staff which in turn causes space challenges, these are good challenges to have.

I'd be remiss if I did not mention the changes to the board this past year. This past year has seen folks challenged between life's priorities and their desire to volunteer at the centre. While some have resumed focus on previous roles, others have moved on to dedicate more time to facing life's challenges and opportunities and had to say good bye to an active role on the board. On behalf of the centre and board I send them a heartfelt thank you for their service.

Additionally, I would like to extend a heartfelt message of gratitude to my executive team. They are a source of great wisdom for everyone on the board, especially me, as they coached me on this first year as president.

It is bittersweet that we also say congratulations and good bye to Kim Vincent, our treasurer who will move on after this year. Kim ends her many years as treasurer with a positive financial balance after helping us manage through many years of deficit. Thank you for your contribution and guidance, you will be 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.

**2017-18 Board
of Directors**

CYNTHIA FORTLAGE
P R E S I D E N T

MANI LUANGKHOT
(TO DECEMBER 2017)
V I C E - P R E S I D E N T

KIM VINCENT
T R E A S U R E R

EDDIE MENDOZA
S E C R E T A R Y

KELSEY WAINWRIGHT
(TO DECEMBER 2017)
P A S T P R E S I D E N T

AJAY BAGWE
(SINCE JUNE 2017)
D I R E C T O R

**KERRY
BERTONCELLO-DALE**
(TO SEPTEMBER 2017)
D I R E C T O R

MELISSA CAMPBELL
(TO JUNE 2017)
D I R E C T O R

AARON CASTANAGA
D I R E C T O R

JOSH GIBSON
(TO OCTOBER 2017)
D I R E C T O R

DONNA KURT
D I R E C T O R

ALBA LOPEZ-GOMEZ
D I R E C T O R

MATT WIEBE
D I R E C T O R

Message from the

EXECUTIVE DIRECTOR

In the 2017-18 fiscal year we polished our look, expanded programming, continued to see more people access the Centre, increased our fundraising capacity, extended our reach, expanded our space, and balanced the books.

We launched our new logo, brand, and website at our annual fundraising gala, Studio 54. The triangles in our new logo acknowledge our community histories while the butterfly speaks to the resilience of those we serve. Our newly revised website incorporates the new look and feel of our brand and is mobile friendly. We also launched a new format for our eNewsletter.

Our gala was also the first week on the job for our Fund Developer. As an organization, we recognized that we lacked capacity to engage in meaningful donor relations and expand our fundraising efforts. Establishing the Fund Developer position has allowed us to better support third party fundraising, reach more donors, amplify our events, and ultimately increase fundraising revenue.

We continue to bring an LGBT2SQ+ voice to policy and program consultation. Along with our Education Team, we continue to advise the Department of Families on creating safety for youth in care. I had the privilege of participating in a Federal Provincial Territorial Ministers Responsible for Seniors Validation Session on the document Social Isolation—LGBTQ Seniors. It was great to learn from LGBT2SQ+ older adults and service providers from across the country. I was called as a witness to the House of Commons Standing Committee on Citizenship and Immigration, twice. The first time on the continuation of the 2011 LGBTQ Refugee Pilot Project and the second with regard to the Immigration and Refugee Board's Appointment, Training and Complaint Processes. This opportunity allowed us to strengthen our relationship with Rainbow Railroad, Rainbow Refugee, and the HIV Legal Network. I also presented to the City of Winnipeg Citizen Equity Committee, spoke as an agency partner at the United Way AGM, and worked with West Central Women's Resource Centre, Mayor's Office, and Winnipeg Foundation to establish a LGBT2SQ+-designated emergency cold weather shelter. I continue to be involved in Here and Now: The Winnipeg Plan to End Youth Homelessness.

Our older adult programming continues to grow. Some members of Over the Rainbow planned and presented a one day conference, Finding Rainbows, in November. Finding Rainbows welcomed over 70 older adults, including a delegation from OUTSaskatoon, who learned about aging and sexuality, housing options, and older adult services. I learned a lot about our communities' history and (perhaps a little too much!) about the older adults themselves. The event ended with a dinner and evening dance. The Positive Spaces Committee continues to explore the establishment of 55± LGBT2SQ+ housing. We have secured funding from the Winnipeg Foundation and begun a feasibility study.

We joined other centres in celebration of LGBT Centre Awareness Day on October 19th. Our open house showcased our social support groups and services; we also welcomed our leadership donors and corporate partners to a donor reception into our yet-to-be-renovated additional space at 330 Wardlaw.

Funding was secured from Immigration, Refugees and Citizenship Canada for a settlement worker and established our newcomer program. Throughout the year we were busy strengthening and building relationships in the settlement sector. I was able to attend the Prairie & Northwest Territories LGBTQ+ Newcomers Settlement Conference and participate in a partnership panel at the National LGBTQ+ Newcomers Settlement Conference. A counsellor, New Pride facilitator, and myself presented to the Manitoba Association of Newcomer Serving Organizations annual conference.

At the beginning of the year we said goodbye to our long serving Education Coordinator, Reece Malone. We wish Reece every success in his private practice and look forward to our continued partnership.

I continue to be humbled and inspired by those I work with everyday. To the board, volunteers, staff, clients, program participants, funders, sponsors, and donors—THANK YOU!

Mike Tutthill
Executive Director

Report from

CAMP AURORA

Camp Aurora provides a positive and inclusive summer camp experience for lesbian, gay, bisexual, transgender, two-spirit, queer, questioning (LGBT2SQ+), and allied youth in Manitoba. For four days, LGBT2SQ+ youth take part in traditional outdoor summer camp activities while having opportunities to explore and celebrate identity, learn new skills, and connect with their LGBT2SQ+ peers and positive role models. Programming includes an impressive talent show, crafts, canoe trips, swimming, recreational games, educational workshops, and a dance, with local drag performers from Like That at Sunshine House beginning the event with a fantastic drag show. For some youth Camp is the first opportunity that they have had to see a drag performance—having the drag performers available to connect with youth who are interested in learning more about the community is so incredibly valuable. This year, a former Cabin Leader joined us to DJ the dance, and the drag queens surprised two campers who had birthdays during camp with a special acknowledgment and a camp-wide happy birthday song. It was evident that this moment meant a lot to the campers as they appeared to be elated to have everyone at camp celebrating with them.

Workshops included learning opportunities on LGBT2SQ+ identities, experiences, and history; body positivity and anti-oppression; gender exploration; spoken word with Red Rising Collective; and creative expression. Camp brings a diverse group of youth together from across the province and offers programming that promotes allyship within the youth community by encouraging learning about experiences within the LGBT2SQ+ community that may be different from their own.

Camp Aurora was very successful as indicated on camper and Cabin Leader feedback forms. The more structured schedule from last year, which offered programming based on age group, worked well for both campers and facilitators. This structure fosters more meaningful participation and learning amongst the campers, as the content is delivered in an age-appropriate manner and discussions are more meaningful in smaller peer group sizes.

Workshop facilitators continued to be an important resource to Camp this year. Facilitators remained available to campers outside

of workshop times and had a positive presence throughout Camp. Campers indicated that these community building opportunities were meaningful to their overall Camp experience.

Some of the anecdotal feedback provided by campers about their overall experience this year include: “The leaders in this community are so strong and sufficient, I’ve learned a lot from them. Seeing my friends being leaders’ makes me happy,” “I learned to be more body positive. To accept who I am and love myself a little more,” and “I think everything at camp will help me in the future.” When asked if they learned something that will help them in the future, one camper responded, “How to be myself unapologetically and to have pride in myself.” To have youth leave camp with a greater sense of self-confidence and self-acceptance highlights the positive impact of camp and demonstrates the resilience that we witness in so many of the campers each year.

The support we received this year had a significant impact in our ability to offer Camp Aurora to youth from communities throughout Manitoba, regardless of their socio-economic background. It is an important value of Camp Aurora to welcome youth who would benefit from an LGBT2SQ+ summer camp experience, and ensure financial access to Camp for all youth. Camp would not be possible without Variety, the Children’s Charity of Manitoba, the generous donations provided by community members, the countless volunteer hours put in by the Steering Committee throughout the year, as well as the amazing team of volunteers and facilitators. A sincere thank you to the amazing team that made up Camp Aurora leadership this year!

Samara Luprypa
Youth Programs Coordinator

NUMBER OF CAMPERS: 48

NUMBER OF CABIN LEADERS: 10

Report from

TRAINING & EDUCATION

Rainbow Resource Centre's Training and Education Program aims to build organizational capacity to better serve LGBT2SQ+ colleagues and clients; increase awareness on issues related to the health and wellbeing faced by LGBT2SQ+ individuals and their families; and develop and provide resources that encourage individuals to further develop their capacity to serve the LGBT2SQ+ community.

2017-18 was another busy year for our newly renamed program; we partnered with Pride at Work Canada for Hiring Across All Spectrums: A Report on Broadening Opportunities for LGBT2Q+ Jobseekers. "LGBT2SQ+ inclusive hiring is vital, not only for the sake of diversity and inclusion, but for the betterment of the business and customer loyalty. Inclusive hiring helps promote a work environment that values the strength of a diverse workforce, extending beyond just that of LGBT2SQ+ employees. However, while there are benefits in hiring a diverse team, some well-intentioned organizations are simply following a trend and lack the proper policies and plans to ensure that diversity is achieved and maintained. The core intention of building a diverse workforce that is effective is lost if an organization approaches diversity and inclusion as simply "checking off a box". Sexual and gender identity are only aspects of who a person is. Each and every process—from job postings to staff training, the kind of language we use in employee manuals, and the information human resources gathers must be considered through a lens, which recognizes and includes our LGBT2SQ+ community." (*Hiring Across All Spectrums*)

We partnered with leading diversity and inclusion, human rights, and LGBT2SQ+ conferences. Some of highlights include: Diversity and Inclusion 2017: The Power of Inclusion, Conference Board of Canada; Pride at Work's Annual Workplace Summit; and Identity—Canadian Perspective of LGBTQ1S Inclusion, EGALÉ; and Diversity, Inclusion, Human Rights—Advancing the Volunteer Management Profession, Manitoba Association of Volunteer Administrators and the Volunteer Management Professionals of Canada National Conference.

This year was extra special for the trainings we facilitated throughout Manitoba. We worked with Parks Canada—

Riding Mountain National Park for their first LGBT2SQ+ awareness and inclusion event. We travelled to Nelson House to facilitate a community and service provider training with Nisichawayasihk Cree Nation Family and Community Wellness Centre. We also developed strong relationships with organizations serving outside Winnipeg, such as: Selkirk Mental Health Centre, Interlake Reserves Tribal Council, and Stonewall Community Health Centre.

To further enhance our capacity and in order to meet the learning needs of our clients, our training and education program is working towards a Social Enterprise Model. Our Executive Director, Mike Tutthill, and our Training & Education Coordinator, Muhammad Ahsan, attended a 3-day workshop on social enterprises. We are in process of taking strategic steps towards expansion of our program with guidance and support from Social Enterprise Manitoba.

The Training and Education Program continued to support various programs at University of Manitoba, University of Winnipeg, and Université de Saint-Boniface, by offering full day workshops on LGBT2SQ+ Inclusive Services, Healthcare, and Awareness. We also facilitated workshops at Assiniboine Community College, and Brandon University—Winnipeg Campus.

We continue to participate in The Sexual Health Educators' Network, and the Canadian Professional Association for Transgender Health Education Committee.

Muhammad Ahsan
Training & Education Coordinator

NUMBER OF WORKSHOPS DELIVERED: 69
NUMBER OF WORKSHOP PARTICIPANTS: 2,757
NUMBER OF CONSULTATIONS: 18

Report from

C O U N S E L L I N G

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 through in-person counselling, phone sessions, and consultation.

In the past year we have worked with:

- diverse clients of all ages seeking to better understand themselves, including their gender identity, sexual orientation, and other aspects of identity
- folks looking to find and build community
- family members and parents of children and teens
- refugee claimants 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
- people seeking stability and support following persecution, trauma, abuse, or loss

Rainbow Resource Centre's counselling team is comprised of clinicians with diverse backgrounds, Melanie Leslie, and Sarah Dack work with individuals, couples, and families providing short-term support and advocacy. Dianna Grywinski is the youth counsellor and programmer and works with youth ages 21 and under and Amanda Trelford provides counselling services in Brandon. This year, Sarah Paquin's role changed from counsellor to settlement worker.

The counselling program has continued to offer 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 waitlist. Most community members seeking counselling are able to schedule a session within one week after the first time they contact the Centre. We provide consultation and collaboration with other service providers and clients' care teams.

The number of LGBTQ+ refugee claimants seeking support continued to increase this year. There is a funding gap for the urgent support required by people making refugee claims. Thanks to the sustained generosity of community members and groups, we were able to continue to provide additional hours of counselling, case management, and advocacy to LGBTQ+ refugee claimants who are tasked with navigating a complex immigration and refugee system while adjusting to cultural difference, struggling to meet basic needs, and living with the psychosocial impact of persecution and difficult migration experiences. We also provided services to international students, immigrants, privately-sponsored refugees, government-assisted refugees, and convention refugees. We partner with the Like That program at Sunshine House and New Pride of Winnipeg to serve the LGBTQ+ newcomer community.

Sarah Dack, Dianna Grywinski,
Melanie Leslie, Sarah Paquin, Amanda Trelford
Counsellors

NUMBER OF SCHEDULED
COUNSELLING APPOINTMENTS: 830

NUMBER OF SERVICE
PROVIDER CONSULTATIONS: 41

NUMBER OF SAME-WEEK
COUNSELLING APPOINTMENTS: 249

NUMBER OF PHONE SESSIONS: 22

**" [MY COUNSELLOR] HELPED ME
NAVIGATE SOME OF THE TOUGHEST
MOMENTS OF MY LIFE. I HONESTLY
DON'T KNOW WHERE I'D BE IF IT
WASN'T FOR HER. SHE'S AN AMAZING
COUNSELLOR AND I AM SO GRATEFUL
RAINBOW RESOURCE CENTRE EXISTS
AND THAT SHE WORKS THERE. THANK
YOU FOR HELPING ME NAVIGATE COMING
OUT, WORKING AT AN OPPRESSIVE JOB,
NAVIGATING RELATIONSHIPS WITH MY
PARENTS AND A NEW PARTNER.
THANK YOU, THANK YOU, THANK YOU!**

**RESOURCES
PRESENTED**

Report from

VOLUNTEER & PROGRAMMING

Our community-initiated, volunteer-led groups worked hard this year to enhance their connections with one another, while practicing, and demonstrating, the true value of diverse community allyship. Our dedicated and adaptive volunteers invested an incredible amount of time, skill, and energy into ensuring Manitoba's LGBT2SQ+ community had safer, more inclusive spaces to access these support networks.

PROGRAMMING

Over the Rainbow (OTR) strengthened their social support group this year by passionately advocating for 55± LGBT2SQ+ visibility and understanding in Manitoba. A 55± steering committee earned government funding to plan and execute the province's first "Finding Rainbows Conference"—a successful undertaking where they increased visibility of the struggles faced by the province's 55± LGBT2SQ+ community, and worked together to combat them. This work also contributed to the progress of the Centre's board-subcommittee entitled "Positive Spaces", created to develop 55± LGBT2SQ+ housing in which our Centre wishes to proudly relocate to in the future.

This year, the Centre continued to receive a great number of calls from LGBT2SQ+ asylum seekers reaching out for support. One valuable resource the Centre's volunteers have kept available to these LGBT2SQ+ newcomers is the social support group *New Pride of Winnipeg* (New Pride). This year's incredible demonstration of grassroots power from New Pride's growing community not only allowed them to bring on two additional group facilitators, but also helped the Centre earn funding for two full-time newcomer support staff members.

This year, *BLiNK* proudly increased its accessibility, and the visibility of Manitoba's gender creative playgroup by collaborating with new community partners. These collaborations helped them deliver enriching experiences for the families that attend BLiNK monthly, including an exploration of the children's books within the Centre's LGBT2SQ+ library, a MAC make-up day of creative

tutorials, and a day of community building with Inspire Community Outreach—a social services agency that provides family-centred education and programming designed to meet the needs of those living with mental health struggles and neurological/cognitive difference.

After ten proud years of community building at Rainbow Resource Centre, *Parents, Family, and Friends of Trans Individuals* is continuing to share their lived experiences, along with valuable legal and medical resource direction, with those working hard to support loved ones throughout their journeys.

This year, the *FTM Gender Alliance* enhanced their social support group's sustainability by bringing on an additional group facilitator to share the important role of providing the province's Female-to-Male (FTM) community with access to their consistent and reliable social support group meetings.

Every season, the *Society of OUT-Standing Artists* (SOSA) hosts an exciting "Planning Potluck" to develop a wide range of upcoming events and workshops to engage their group members with a large span of unique and intriguing talent. This creative group thrives when they take turns leading stimulating sessions designed to share their varying crafts. This year, to name a few, SOSA hosted "Bob Ross" inspired painting adventures, book binding tutorials, open mic and improvisation nights, and the annual SOSA seasonal sale.

This year, *Rainbow Alliance for Men* (previously known as Queer Men's Group) enhanced their name, and number of volunteer group facilitators, to reflect a dedication to become more inclusive LGBT2SQ+ allies. Leading up to this important evolution, they showcased this commitment by participating in a multitude of volunteer training sessions and community building events, and by devoting time to develop enlightening bonds with other Centre groups.

The *Winnipeg Transgender Group* proudly upped the visibility of their passionate community at this year's Wellness Expo in Manitoba by showcasing the true wellness accomplished by maintaining their cherished social support network.

LIBRARY

This year, our dedicated library volunteers collaborated with the Programming & Volunteer Coordinator to begin designing a role-specific Library training session to be offered to those interested in becoming a part of the Centre's library team. This important step was taken in order to begin more exciting projects to enhance the diversity and accessibility of the Centre's treasured atrium filled with LGBT2SQ+ related literature, television, and movies.

EVENTS

The 30th anniversary of Pride Winnipeg's Parade and Festival this fiscal year was met with a memorable volunteer vigour from Rainbow Resource Centre. A Wizard of Oz inspired theme allowed the Centre's Pride Float Committee to best demonstrate the epic proportions of courage, heart, and brains that uphold this home for Manitoba's LGBT2SQ+ community.

On October 19th, Rainbow Resource Centre hosted an open house to celebrate the internationally celebrated "LGBT Centre Day", and to thank our donors for their dedication to our mission by giving them a sneak peek of our newly acquired space. This event was a proud moment for the Centre because we had the luxury of witnessing our passionate volunteers, alongside our staff, in a "science-fair" styled room, promote to our guests what we have to offer LGBT2SQ+ Manitobans, their loved ones, and those wishing to adopt more inclusive tactics within their schools or organizations.

Another programming event that stood out this year was our Winter Peer Project for Youth (PPY) Graduation Celebration. Here, we were fortunate enough to have our dedicated (18+) volunteers and programming participants demonstrate how to age onward into new volunteer and programming opportunities once the PPY participants turn 18. We were so thankful to have had such strong mentors advise our youth on how to continue to grow within their local LGBT2SQ+ community.

VOLUNTEERING

This year, over 80 volunteers dedicated approximately 3135 hours to ensure the Centre could host ongoing social support group meetings for their shared LGBT2SQ+ community, and enough successful events to earn the funds necessary to continue to grow.

With this incredible support from our Centre's community, developing a contemporary foundation to manage the exponential increase in demand for the Centre's programming and volunteer opportunities was able to take priority this fiscal year.

For another treasured year of community strengthening at the Centre, we thank all those who took part!

DEVELOPMENT

Over the past few years, the demand for our 18+ LGBT2SQ+ community related programming and volunteer opportunities at the Centre has sky rocketed. To meet these demands, the team at Rainbow Resource Centre has prioritized building the Volunteer and Program Coordination management system into a more organized, productive, and efficient foundation; an accessible foundation built to thrive as more community members invest themselves into it.

We know these kinds of transitions are so critical to the sustainability of non-profit organizations in Manitoba, and take time to grow into fruition. This fiscal year acted as a trail run for many of the planned shifts in the Centre's Volunteer and Program Coordination management.

We want to thank the community for their patience and excitement related to the development of these essential pieces to the Centre's puzzle of positive growth and sustainability.

Thank you for a monumental year...

Lauren Barbara Checkley
Programming Coordinator

NUMBER OF (ACTIVE) VOLUNTEERS : 83
NUMBER OF VOLUNTEER HOURS : 3135
TOTAL PROGRAMMING ATTENDANCE : 2184

A GRANDMA [GUARDIAN] OF ONE OF THE NEW YOUTH THAT CAME LAST NIGHT WAS SHOCKED BY HOW THEIR GRANDSON REACTED WHEN THEY CAME THROUGH THE PARKING LOT. HE JUMPED EXCITEDLY AND SAID HE FOUND HOME. BEFORE COMING LAST NIGHT HE ONLY KNEW ONE OTHER PERSON IDENTIFYING AS TRANSGENDER. HE WAS ISOLATED AND DEPRESSED. SHE WAS BLOWN AWAY TO SEE HOW HAPPY HE WAS. SHE WAS TEARY EYED AND HAPPY FOR HIM.

- SAMARA LUPRYPA, YOUTH PROGRAMS COORDINATOR



Report from

YOUTH PROGRAMS

The Youth Program has continued to grow and change over the last year; offering new and exciting opportunities for LGBT2SQ+ youth while becoming a more sustainable program. Through identity-affirming programming, Peer Project for Youth (PPY) aims to build capacity and leadership skills, as well as promote overall wellness and sense of belonging for LGBT2SQ+ youth. The Youth Program team includes Samara Luprypa in the role of Youth Programs Coordinator, Dianna Grywinski as the Youth Counsellor and Programmer, and Joseph Moore, School LGBT2SQ+ Equity and Inclusion Coordinator, supporting programming and youth events.

PPY is open to youth ages 13-21 every Wednesday evening from 7:00-9:00pm and includes a nutritious group meal prior to programming from 6:00-7:00pm. This additional hour of programming fosters meaningful connections among youth, creating a space that feels more welcoming to youth.

Overall, we are seeing an increased number of youth attending programming on Wednesdays, with an average of 35-40 youth at PPY each week. Some nights, PPY has upwards of 50 youth attending programming! With limited staff support, it would not be possible to offer meaningful programming and create a positive environment without the dedication of our volunteer team! Our volunteers bring a range of knowledge, skills, and experience to the youth program team, they are passionate about supporting LGBT2SQ+ youth, and dedicate countless hours to programming and youth events throughout the year! A huge thank you to our volunteer team—from preparing nutritious meals each week, facilitating engaging activities and discussions, supporting programming, and being a positive role model youth can turn to.

This year, the annual Pride Youth Dance became a collaboration between Peer Project for Youth, QueerView Winnipeg, and QPOC Winnipeg. This collaboration provided youth the opportunity to expand their community networks and connect with peers and role models. Thank you to our community partners for the amazing work you do, and to Bronuts Coffee + Donuts for donating 100 donuts to our dance!

The success of the Pride Pancake Breakfast Fundraiser

continues to grow, with this year's event being the most successful yet. The youth-led event raised over \$1200 for Camp Aurora! The event wouldn't have been possible without the support Club 200 and many other generous donations.

A new opportunity for youth to be involved in programming at the RRC began in October. The Youth Empowerment Program (YEP) is a closed group that provides a variety of age-appropriate educational workshops with an emphasis on building capacity, leadership, and resilience. With smaller group sizes of close-in-age peers, YEP promotes community building among LGBT2SQ+ and allied youth.

A highlight from programming this year includes a collaboration with Gender Play to offer a unique opportunity for youth to participate in a 6-week workshop series. Through mentorship, drag, and performance, youth had space to creatively explore gender expression in a supportive environment. The workshop series had a research component in order to better understand the impacts of positive spaces for youth to explore gender. Outcomes include youth feeling they were able to be themselves and explain themselves to other people, learn about the queer community and respect others who have a different identity than they do, learn practical skills to express themselves in daily life, and learn a healing art form in a space where they are accepted and comfortable.

With funding from the Winnipeg Suicide Prevention Network, Sources of Strength planned engaging programming for their peers and community with the support of several dedicated volunteers in the role of Adult Advisors. This year, the group planned and hosted a Multi-Cultural Potluck for the Rainbow Resource Centre community and filled the room with participants from social support groups, staff, and board members of RRC.

Samara Luprypa
Youth Programs Coordinator

TOTAL PEER PROJECT FOR YOUTH
PARTICIPATION: 1731

NEW YOUTH IN 2017-18: 145

Report from

SCHOOL LGBT2SQ+ EQUITY AND INCLUSION

There have been so many exciting and new changes this year in RRC's approach to bringing LGBT2SQ+ equity and inclusion to schools across the province. We have taken the past year to re-evaluate and restructure our approach to meet the changing needs of LGBT2SQ+ students and school systems.

In August 2017, Manitoba Education and Training publically released the "Supporting Transgender and Gender Diverse Students in Manitoba Schools" document, which was developed with consultation of LGBT2SQ+ community members and organizations. This document release, along with school divisions rolling out their own policies and guidelines has resulted in an increase for workshop requests with a focus on how to advocate for transgender and gender expansive youth in Manitoba schools. This is just one example of how RRC has been moving away from "LGBT2SQ+ 101" style workshops, and moving towards workshops focusing on creating a culture of inclusion within schools. This shift in workshop content is a direct result of reviewing and re-evaluating the impact of these types of workshops.

This past year, the School LGBT2SQ+ Equity and Inclusion Coordinator (SLEIC) has moved away from facilitating "Ally Certification" style workshops and one-off classroom presentations. We found that once individuals were "certified," there was no way of ensuring that they were being allies to the LGBT2SQ+ students, staff, and educators in their school communities. We cannot claim to be allies of a certain community—this distinction is given to us by communities and can be revoked at any point in time if our behaviours and actions are problematic. Instead of allyship certification trainings, RRC has been cognizant of ensuring to discuss what allyship looks/sounds/feels like, as well as what spaces of inclusion look/sound/feel like in most of our workshops.

The SLEIC, with consultation with the Education team at RRC found that equipping teachers with the resources and knowledge to share within their own classrooms was not only empowering for our school educators, but it also highlighted genuine allies within our school systems. This is supported by the local evidence of the Peer Project for Youth social support

program at Rainbow Resource Centre, where the SLEIC has had the opportunity to connect with youth on a weekly basis about some of the challenges and triumphs of their day-to-day school life, and how policies, staff professional development, as well as Gender and Sexuality Alliances (GSAs) have impacted their health and feeling of belonging in schools. Peer Project for Youth participants have shared that they can identify key allies in their school. Identified allies exhibit best practices—practices that make students feel both safe and welcomed within their school communities. Identifying "best practices" are a key educational outcome of the SLEIC's workshops in schools. These practices are developed directly with LGBT2SQ+ youth in schools and in youth programming at the Centre.

We are continuing to strengthen connections between GSAs across the province in urban, rural, and northern communities and Rainbow Resource Centre. We were invited to many different GSAs to facilitate lunch-hour and after-school workshops ranging in topics from Sustaining Your GSA, Understanding Sex and Gender, Privilege and Resiliency, Community Building through GSAs, Allyship Within the LGBT2SQ+ Community, Intersections of Identities, and Identity Button Making.

In the future, the SLEIC is looking forward to expanding RRC's relationship with GSAs across Manitoba, and continue working with educators to honour our students' intersecting identities as a crucial step towards increasing feelings of safety of LGBT2SQ+ youth in our schools—which will ultimately have positive impact on our urban, rural, and northern school communities.

Joseph Moore

School LGBT2SQ+ Equity and Inclusion Coordinator

NUMBER OF WORKSHOPS DELIVERED: 56

NUMBER OF WORKSHOP PARTICIPANTS: 1,444

Report from the TREASURER

It has been my honour to serve as Rainbow Resource Centre's Treasurer again this past year. I wish to thank to the Board of Directors, management, and staff of the Centre for making my time enjoyable and meaningful, with a special thank you to our accountant, Liana Lutz and Executive Director, Mike Tutthill.

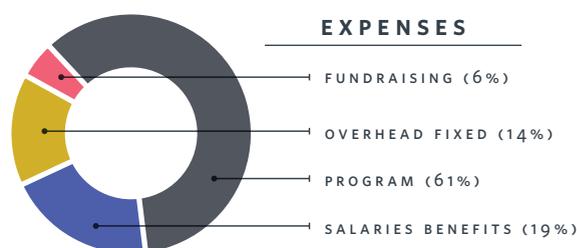
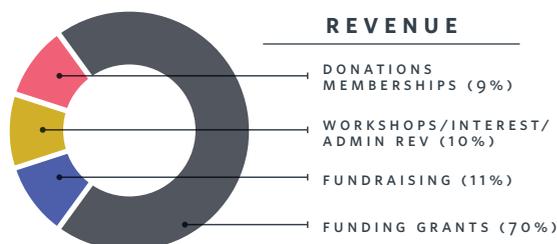
FINANCIAL POSITION AT A GLANCE

The Centre has again seen an increase in demand for the programs and services. In past years, the Centre had built a healthy surplus with the intention of being able to meet these demands through lean times. For the most recent fiscal period, the Board of Directors had budgeted to use a portion of this surplus to not only meet the increased demands, but to add space and human resources to deliver the growing programs and services needed in the community. In spite of these additional costs, through diligent cost control and a strong fundraising year, the Centre was able to close its most recent fiscal period with a small surplus.

Additional funding specifically dedicated to programming and space allowed the Centre to cover the costs related to additional space and address the program and services the Centre is committed to delivering. An increase in fundraising, including a very successful Gala, provided the Centre with the means to cover operational costs, which ultimately led to the positive position at year end. However, with core funding expected to remain flat over the course of the upcoming fiscal period, we continue to rely on donations and fundraising to increase our revenue to maintain our capacity.

STRATEGIC PLAN

The Board of Directors continues to be committed to ensuring that services and programs can be delivered with costs being fully recovered. The Board and Executive Director met in 2015 to develop a three-year strategic plan for the Centre, which focused the Centre's resources on a select number of goals and benchmarks that had been identified. The Board of Directors will reconvene in 2018 to review and renew the strategic plan.



A strategic plan serves to provide guidance to all levels of the organization through goal-setting and identifying a plan to achieve those goals, including resource requirements.

CONCLUDING COMMENTS

Despite the planned deficit this year, the Centre had a very successful year. Attention to costs, the efforts of all involved with fundraising, and accessing additional funding allowed the Centre to finish the year in a positive financial position.

The Board of Directors, staff, and management of the Centre are committed to strong financial stewardship, where financial policy and planning continue to be a large part of the decision making process, ensuring that even in tight fiscal times we will be well-positioned to continue smooth and effective operations while providing programs and services to our community.

Thank you for your continued support!

Kimberly Vincent, H.B.Com., CPA, CGA
Treasurer

Report from

FUND DEVELOPMENT

Talk about crazy timing! After volunteering for several months, acquiring new sponsorships for the annual RBC Spring Fling Gala, I joined the team on May 1st, 5 days prior to our Studio 54 themed Gala!

This year's Gala raised over \$52,000 to support the Centre's counselling, youth programming, education, and social support groups. Community members and allies in attendance were transported to Studio 54! Performances by Naomi Smalls, Satina Loren, Breyanna Burlesque, Alexa Silver and the Big City All Star Band entertained over 350 attendees. Thanks to Chantel Marostica, who emceed the event, Shandi Strong for the great photos, and Stephanie Adamov for producing a fabulous evening.

Attendance grew from 270 in 2016 to 350 in 2017, which included five new companies. Corporate sponsorships grew from 25 to 30 supporters. Due to this growth, the Fairmont Winnipeg will be hosting our gala for the next 3 years.

Rainbow Resource Centre recently purchased a CRM so that we could track and recognize both our donors and corporate supporters. We are so grateful for all of the donations we have received from our community over the years, and are now able to thank everyone properly!

Appeal letters went out in September which resulted in growing our leadership from 5 to 12 individuals, (\$8,400+) as well as 86 individuals providing us with \$22,000+. (A Leadership donor gives \$1200+/year).

Many companies blessed us with money during Pride Week as well as Giving Tuesday. During this fiscal year, we have close to 200 donors and well over 60 companies who have supported our organization in raising over \$119,000.

I look forward to increasing our donor base and partnering with more companies/organizations in order to keep us funded as we continue to grow!

Sonya Bertoncello-May
Fund Developer

SILENT AUCTION DONORS

Across the Board
Alt Hotel
Angles Hair Design
Assiniboine Credit Union
Assiniboine Park Conservatory and Zoo
Aveda
The Bearded Lady
Melissa Campbell
Canadian Museum for Human Rights
Charlie's Charmed Creations
Chocolate Zen Bakery
City Fun Group
Janice Dack and Paul Grace
Decadence Chocolates
Delta Hotels by Marriott Winnipeg
Earls on Main
EPIC Information Solutions
Epoca Haus
Exchange District Biz
Fairfield Inn & Suites
Fairmont Hotel
Folklorama
4U Global Marketing
G is for Glasses
Josh Gibson
Gordon Food Services
The Handsome Daughter
Holiday Inn Winnipeg South
Homewood Suites by Hilton
Lilac Bakery
The Loft Salon
Maegan Clerihew - Salvaged
Manitoba Blue Cross
Manitoba Museum
Manitoba Nurses Union
Manitoba Opera
Miss Browns
MJ Roofing
Oakwood Café
Oh Doughnuts
Prairie Theatre Exchange
Rainbow Stage
Relish New Brand Experience Inc.
Royal Manitoba Theatre Centre
Silver Jeans
Skydive Manitoba
Smitten Premium Adult Boutique
Soul Survivors
Trevor Harris
WAG Winnipeg Art Gallery
Winnipeg Blue Bombers
Winnipeg Comedy Festival
Winnipeg Folk Festival
Winnipeg Fringe Festival
Winnipeg Goldeyes
Winnipeg Jewish Theatre
Winnipeg Studio Theatre
Woodhaven Lexus
WOW Hospitality Concepts
WSO
Zen at Home Therapy

TITLE SPONSOR

RBC Royal Bank &
RBC Dominion Securities

PLATINUM SPONSORS

Delta Hotels
MacDon Industries
MTS

GOLD SPONSORS

Wawanesa

SILVER SPONSORS

APTN
Crisis & Trauma Resource Inst.
Beyond Flowers
Creating a Scene
Housefires Design & Illustration
Manitoba Hydro
Manitoba Liquor Marts
MJ Roofing
Pride Winnipeg
Manitoba Association of
Community Health
Our Own Health Centre
Rainbow Pride Mosaic
Red River College
Taylor McCaffrey
The Gail Asper Family Foundation
The Manitoba Teachers' Society
The Winnipeg Free Press

BRONZE SPONSORS

Big City All Star Band
Birchwood Automotive Group
Freeman Audio-Visual
Friends Funeral Service
G is for Glasses
Out 'n About Travel
Payworks
PSAC

2017 - 18

CENTRE STAFF

Muhammad Ahsan
Training & Education
Coordinator

Roberta Bishop
Operations Manager

Sonya Bertoncello-May
(since May 2017)
Fund Developer

Lauren Barbara Checkley
Programming Coordinator

Sarah Dack
Counsellor

Craig Gibb
Information and Intake
Assessment Coordinator

Dianna Grywinski
Youth Counsellor
and Programmer

Melanie Leslie
Counsellor

Samara Luprypa
Youth Programs Coordinator

Liana Lutz
Accountant

Joseph Moore
School LGBT2SQ+ Equity
and Inclusion Coordinator

Juan Odorico
(June—August 2017)
Youth Summer Programmer

Sarah Paquin
Counsellor
(October to January 2018)
Settlement Worker
(since January 2018)

Amanda Trelford
Brandon Counsellor

Mike Tutthill
Executive Director

Chimwemwe Undi
(June—August 2017)
Youth Summer Programmer

2017 - 18

FUNDERS AND DONORS

FUNDERS

Manitoba Health, Seniors,
and Active Living

United Way of Winnipeg

Immigration, Refugees
and Citizenship Canada

Manitoba Education
and Training

Winnipeg Foundation

Employment and Social
Development Canada

Essential Needs Fund: A
Richardson Foundation
and United Way of
Winnipeg Partnership

Manitoba Community
Places Program

Carolyn Sifton Foundation

Social Enterprise Manitoba

CenterLink—Johnson
Family Foundation Mental
Health Initiative

LEADERSHIP DONORS (\$1200+)

Arshad Ahsanuddin

Anonymous

Sonya Bertoncello-May

Cynthia Fortlage

Kathy Jones

Dina Juras

Adam Martin

Rob Moquin
& Mike Tutthill

Brendan Rodgers

Ruth Krindle
& Bev Stacey

Matt Wiebe

DONORS

ACHIEVE Centre for
Leadership & Workplace
Performance

ACW Friendship Group

American Eagle

Anonymous (7)

Appelt's Jewelry

Ajay Bagwe

Barn Hammer

Brewing Company

Keeley Bartel

Donelda Basler

Bryant Beardy

Edward Becenko

BellMTS

Calvin Bergen

Rachel Bergen

Miriam Bernstein

Kerry Bertoncello-Dale

David Boulanger

Caitlin Bousfield

Samuel Bousseau

Stephen Brodovsky

Lindsay Brown

J. Keith Brownell

Karen Busby

Marcela Cabezas

Kevin Chipman

Brandon Clayton

Coal And Canary

Collège Beliveau

Brittanie Corona

Roewan Crowe

Janice Dack

Ken DeLisle

Jonas Desrosiers

Kelsey Evans

2017 - 18

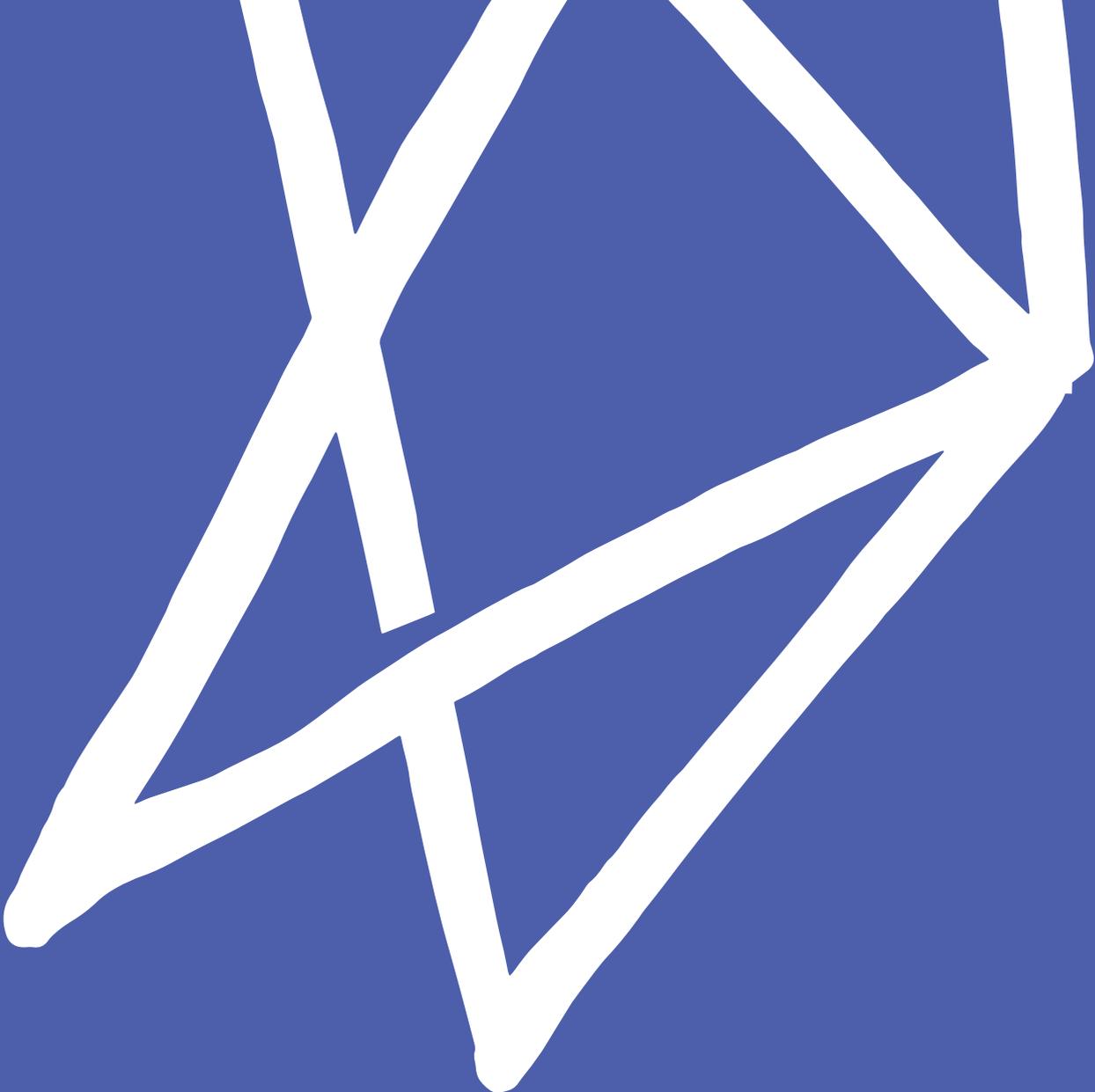
VOLUNTEERS

Darron Field
Michael Fuelbrandt
Marie Gilbert
Philip Giles
Barbara Goldman
John Gordon
Jeremy Grisim
Todd Hall
Richard Hansen
Helen Hesse
Tricia Hiebert
Hope Mennonite Church
Hunter & Gunn Barber Shop
Kenroc Building Materials
Sarah Kredentser
Ken Kuchma
Rebecca Lake
Mary LaPage Leclerc
Trina Larsen &
Jason Edgerton
Elliot Leven
Lisa MacPherson
Manitoba Blue Cross
Manitoba Teachers' Society
Andrea Mantler
Mariaggi Theme Suite Hotel
Aaron Martyniw
Sylvia Massinon
Evan Maydaniuk
Elona McGifford
Robert Mizzi
Elizabeth Morton
Judy Morton
Dona O'Brien
Oh Donuts
Patrick O'Reilly
Alyson Payette
PEG Beer
Jessica Phillips-Hunt

PitaPit
Jocelyne Poirier
Inge Prydun
Gail Purcell
Quality Vending
Kim Que Bao Nguyen
Rebecca Raddatz
Gord Richardson
Janice Ristock
Robb Ritchie
Sam Rivait
RONA (Panet Road)
Tracy Sandmoen
Mark Schollenberg
Kevin Selch
Shop Take Care
Fiona Skoc
Ayla Slessor
Snowy Owl Monarchist
Society Inc.
Chery Sullivan
Margaret Temple
Katrina Tessier
The Benevity Community
Impact Fund
The Jewish Foundation
Tutti Frutti
Gerry Verscheure
Via Rail Canada Inc
Andrea Vincent
Bonnie Wainwright
West St. Paul School
Joshua Weston
Peter Wholgemut
Lola Whonnock
Jens Wrogemann
Kelly Zahn

Stephanie Adamov
Corrie Allan
Ajay Bagwe
Mary Basta
Roberta Bishop
Brenda Boulet
Max Cameron
Sean Carlson
Jim Chapyrk
Brandon Clayton
Brenda Eames
David Elliot
Frances Ennis
Naomi Finkelstein
Jenna Firth
Kara Fraser
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Jackie Swirsky
Olivia Swirsky
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