



RAINBOW RESOURCE

2018/19

ANNUAL REPORT

MESSAGE FROM THE PRESIDENT OF THE BOARD

It continues to be an honour to serve for my second year as President of the Board for Rainbow Resource Centre. 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. We were fortunate this past February to have a two-day intensive strategic planning session with the board and management of the Centre. A lot of focus on developing our acumen around fund development and preparing for major fund-raising efforts around the Charles H. Spence Community Hub project. We also projected demand for the Centre well into its 50th year of continuous operation in 2023. It would be wonderful to celebrate that milestone in the Charles H. Spence Community Hub with community and funders' support helping us get there.

We have also been fortunate to have a number of key members of the Two-Spirit community come together to guide the Centre on developing and supporting Two-Spirit programming in a good way. While our work has just begun, we are grateful for your wisdom and guidance. Miigwetch. As a Centre we are committed to decolonizing our work and increasing safety for Indigenous peoples at the Centre.

We also say Thank You to Donna Kurt, who will move on to other focuses in her life after her two year term on the board. Thank you for your contribution.

Finally, I want to take the time here to thank our executive director Mike Tutthill, who has provided unparalleled leadership this year. 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.

Respectfully with pride,

Cynthia Fortlage
Board President

2018-19

BOARD OF DIRECTORS

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(SINCE SEPTEMBER 2018)

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DIRECTOR

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JESSICA STEFANIUK

(SINCE SEPTEMBER 2018)

DIRECTOR



REPORT FROM THE EXECUTIVE DIRECTOR

It has been another busy year with lots of change. Last spring and summer we expanded our space, twice! Our education team and some of our administration moved into the newly renovated Annex on Wardlaw, adjacent to our existing location. We also expanded south in our existing building and created the Older Adult Resource Space and secured funding to hire an Older Adults Program Coordinator in September. This additional staff position allows us to better structure and communicate services for older adults offered at the Centre.

We formalized our newcomer services by hiring a Settlement Worker and Newcomer Program Coordinator. Our Settlement Worker resigned late in the fiscal year and we made the decision to not fill the position. The services required by newcomers who access Rainbow are not covered by the current funding stream and we do not want to force services on clients only to fulfil funding requirements. We continue to look for funding to reestablish a newcomer support position. Our Newcomer Program Coordinator continues to build the capacity of the settlement sector to better support LGBT2SQ+ newcomers and support newcomer programming at the Centre.

With support from the City of Winnipeg and Winnipeg Foundation we completed a feasibility study on the creation of a new Centre and establishing older adult housing. The study was informed by community consultation and the project continues to be led by the Charles H. Spence Community Hub Committee. The next steps in the project are to establish a capital campaign plan and acquire land. Acquiring land will dictate further design and funding of the project.

Throughout 2018 we worked with Substance Consulting to undertake an assessment of how Rainbow Resource Centre can be more client centred, trauma informed, and build on our commitment to harm reduction. As a result of this initiative, staff have established a monthly circle of practice to strategize and share ideas about how we best serve clients who face barriers to accessing programming. Staff have discussed addressing sexual harassment in programming, assisting those with multiple physical challenges, and how to best support people who come to

the Centre after using drugs. Moving forward, we will be learning about the effects of white supremacy within our organization and our role in reconciliation.

In late 2018 we established a management structure, this brought many staff changes, more support for staff, and increased capacity to engage in advocacy, partnerships, and program development. I participated in a panel discussion and am participating in a research project led by Dalhousie University. This allowed me to network with government agencies as well as national and international partners working with LGBT2SQ+ older adults and their housing needs. I participated in a consultation with the Minister for Women and Gender Equality and the Centre hosted Canada's Chief Public Health Officer. Locally, we continue to be engaged in consultations and building partnerships to address LGBT2SQ+ homelessness and better support youth in care.

Rainbow Resource Centre was a lead organization in establishing *Enchanté: a network of 2SLGBTQ+ centres of Canada*. Twenty-six LGBT2SQ+ centres met prior to the InterPride Conference in October and prior to Fierté Canada Pride Conference in February. Pending funding approval, the network hopes to hold a founding general meeting in February and expand membership to more centres and groups. The national network has provided new partnership opportunities, allowed us to share best practices with other centres, and raised Rainbow Resource Centre's profile on the national stage, including raising centres' needs and community concerns with government decision makers.

We saw a number of staff changes this year. Muhammad Ahsan, Lauren Checkley, Daniel Chiu, Melanie Leslie, Samara Luprypa, and Sarah Paquin have all moved on from Rainbow Resource Centre. We wish them well and thank them for their commitment to Rainbow Resource Centre and our community. To the board, staff, volunteers, donors, and funders—thank you! Our work would not be possible without your ongoing commitment and support.

With pride,

MIKE TUTTHIL
Executive Director

REPORT FROM

CAMP AURORA

NUMBER
OF CAMPERS:

47

NUMBER OF
PEER YOUTH
LEADERS

13

Camp Aurora provides a positive and inclusive summer camp experience for LGBT2SQ+ and allied youth in Manitoba. For four days, LGBT2SQ+ youth have opportunities to learn new skills, connect with other LGBT2SQ+ youth, and enjoy traditional outdoor summer camp activities. Programming includes a talent show, crafts, canoe trips, swimming, recreational games, cooking over the fire, educational workshops, and a dance, with local drag performers from Like That at Sunshine House beginning the event with a drag show. This year, one of our Cabin Leaders (former camper) helped to facilitate the *Identity Building through Drag* and *Gender Exploration* workshop and performed in the drag show for the entire Camp.

Camp programming aims to build capacity, resilience, and community. Workshops included learning opportunities on LGBT2SQ+ identities, experiences and history, anti-oppression, sexual health, drag and gender expression with local drag performers, as well as art making and storytelling through technology with Code Mobile. These activities encourage youth to connect with one another and have opportunities to make connections with positive role models.

When the Indigenous community member who had planned to provide a Two-Spirit Teaching Lodge at Camp Aurora this year was unable to make it at the last minute, some of the Two-Spirit and Indigenous campers came together to smudge sage and offer a space to share teachings with one another. One of the drag performers from Like That at Sunshine House provided additional support and mentorship. This highlighted the knowledge, leadership, and resilience of the youth community. Opportunities that foster peer support and mentorship are truly some of the most impactful moments of Camp. In future years at Camp Aurora, it will be a priority to include space for Indigenous and Two-Spirit youth to come together with a Two-Spirit community member to learn and share.

The grants and donations 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.

Overall, Camp Aurora was very successful as indicated on camper and cabin leader feedback forms. The more structured schedule from the last two years, which included close in age peers participating in workshops at different times, worked well for both campers and facilitators. Therefore, we structured camp similarly while continuing to provide opportunities for youth to connect with campers outside of their age range. This structure fosters more meaningful participation and learning amongst the campers, as the content is delivered in an age-appropriate manner and discussions are enhanced in smaller group sizes.

Workshop facilitators continued to be an important resource of Camp. Facilitators remained available to campers outside of workshops and had a positive presence throughout Camp. For instance, one of our Camp program volunteers this year showed campers how to make delicious snacks over the campfire while spending time getting to know them. Campers indicated that these community building opportunities were meaningful to their overall Camp experience this year.

Samara Luprypa
Youth Programs Coordinator

**" I L E A R N E D T O B E
U N A P O L O G E T I C F O R B E I N G
M Y S E L F . T H A T I ' M N O T A L O N E ,
I H A V E A B I G G A Y F A M I L Y . "**



REPORT FROM COUNSELLING

SAME-WEEK APPOINTMENTS

171

SCHEDULED APPOINTMENTS

671

BRANDON APPOINTMENTS

83

The past year saw a lot of big changes and shifts to staffing in the Counselling Program, and at Rainbow in general! In August we said goodbye to long-time counsellors Melanie Leslie and Sarah Paquin. Melanie began with Rainbow as a Social Work Student in 2010 and was later hired into the Counselling Program. Sarah began her involvement with Rainbow as a board member and in 2010 became an integral part of the Counselling Program, more recently she worked as a settlement worker. Both Melanie and Sarah changed the lives of so many clients through their years of service and we are grateful for their contribution to our community and years of dedication to the organization.

In November, Dianna Grywinski shifted from her role as Youth Counsellor and Programmer, to full-time counselling, seeing adults, couples, and families. In December, we hired Kaylen Lamb as a part-time counsellor, as Sarah Dack moved into a new role as Client Services Manager. In January, Joseph Moore was hired as a Participant Support Coordinator for the Youth Program, providing crisis and mental health support to all youth who attend Rainbow's Youth Program. In addition to the Counselling Program changes, we welcomed Alberto Forzan to the team as the Information and Intake Assessment Coordinator. Alberto's welcoming and reassuring presence, as well as his little dog Sammi, have been a wonderful addition to the team.

The Counselling Program continues to provide free short-term services to individuals, couples, and families. The Counselling Program provides support to rural and northern community members through in-person counselling, phone sessions, and consultation. Counselling services in Brandon are provided by Amanda Trelford at the Sexuality Education Resource Centre.

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 mental health
- Families, including parents, grandparents, 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 engaged in healing from various forms of trauma

The Counselling Program has continued to offer same-week and follow-up appointments, as well as six-session short-term counselling. Over the past year we have adapted to several staffing changes while continuing to provide client-centred care, although at a reduced capacity. Many changes to the structure of our organization have led to enhanced healing-centred care on every level of service provision. We continue to need additional funding for counselling services, including providing support to refugee claimants who aren't eligible for government funded support services. As always, we continue to consult and collaborate with other service-providers in order to increase capacity outside of our agency to ensure that LGBT2SQ+ identities, experiences, and relationships are seen, understood, and respected.

SARAH DACK
Client Services Manager

REPORT FROM FUND DEVELOPMENT

April 2018 was a busy month! The StandOut GSA Conference was held at the Victoria Inn and Convention Centre on April 10th and our Gala was held four days later at our new host hotel, the Fairmont Winnipeg (as we outgrew the Delta Winnipeg's ballroom).

The highlight of my year was meeting and working with the great staff at the Fairmont. Understanding that this was our main fundraiser of the year, the chef, banquet staff, and audio/video folks did their best to meet our tight budget—it was a team effort creating our production in their ballroom...and what a production it was! "Cirque du So Gay", held on April 14th, was our best gala to date! Tickets sold out weeks before the event! Not only did our single ticket holders increase, (350 to 525) but so did our corporate sponsorships (30 to 35)! Everyone wanted to come and support our annual fundraiser!

From the moment our guests entered the ballroom, contortionist Samantha Howden mesmerized the crowd with her incredible poses and moves. Chuck Sanderson and Ashley Smith emceed our evening filled with drag queen performances by our headliner Kim Chi, Satina Loren, Tyra Boinks, Lita Takeela, Prairie Sky, and Pharaoh Moans.

Three Rainbow Resource Centre clients shared their stories of how the Centre transformed their lives, which left everyone in tears. The Big City All Star Band closed the evening with two hours of non-stop party music that brought all guests to the dance floor. Thanks to Shandi Strong and Randy Roberts for the great photos.

This year's gala raised over \$95,000 to support the Centre's counseling, youth programming, education, newcomer support, and social support groups. We could not have this amazing growth without building and strengthening existing relationships as well as reaching out to more organizations as we continue to grow! Thank you so much to all of our donors and our corporate sponsors who give not only at Gala, but throughout the year as well!

Following the Gala, our Centre was blessed with donations from restaurants, bars, schools, families, and friends who fundraised during Pride Week and during the holiday season; their names are listed under Donors. We are so very grateful for their generosity and support—we could not operate without them!

I look forward to continuing fundraising efforts, strengthening partnerships and creating new ones as we continue growing our programs and services!

SONYA BERTONCELLO-MAY
Fund Developer

GALA SPONSORS:

TITLE SPONSOR

RBC Royal Bank and RBC
Dominion Securities

DIAMOND SPONSOR

BellMTS

PLATINUM SPONSOR

CUPE Manitoba

GOLD SPONSORS

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SILVER SPONSORS

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Creating a Scene
Crisis and Trauma Resource Institute
G is for Glasses
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Red River College
Manitoba LGBT* Chamber of Commerce
Taylor McCaffrey
Winnipeg Sun/Post Media

BRONZE SPONSORS

Big City All Star Band
 City Councillors: Jenny Jerbasi,
 Ross Eadie, and Cindy Gilroy
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COMMUNITY PARTNERS:

Manitoba Association
 of Community Health
 Our Own Health Centre
 Pride Winnipeg
 West Central Women's
 Resource Centre

SILENT AUCTION SPONSORS

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 The Bearded Lady
 Bejewelled Goddess
 Blacksmith Parlour
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 Canadian Museum for
 Human Rights
 Carbone Coal Fired Pizza
 Charlie's Charmed Creations
 Chloe Heart Art
 Chocolate Zen Bakery
 Coal and Canary
 Cze by Tania
 Daisy 13
 Decadence Chocolates
 Dolled Up
 Earl's on Main
 Edward Carriere
 Essentially Jocelyn
 Fairfield Inn & Suites
 Fat Lye Soap
 Float.Calm
 Folklorama
 Frances Ennis
 The Great Escape
 Heather's Pretty Party
 Homewood Suites
 Janice Dack & Paul Grace

Julie Anne MacLean
 Kazual Art & Soul
 Kellan Group
 Kids Jeweler
 The Leggings Den
 Lilac Bakery
 Little Brown Jug
 Little Mouse on the Prairie
 The Loft
 Lumberjax Axe Throwing
 Mandex Wear
 Manitoba Football Club
 Manitoba Mukluks
 Manitoba Museum
 Manitoba Opera
 Modere by Moksha Yoga
 Manitoba Theatre Centre
 Mysa Candles
 Norwex by Jennifer Martens
 Oh Doughnuts
 Pebble Art by Denise
 Polished Cleaning
 Prairie Theatre Exchange
 Ps N Qs Whimsy At Play
 Rainbow Stage
 Raine Hamilton
 Rasa Holistics
 Red River Mutual
 Resolute Massage Therapy
 Royal Bank of Canada
 Rumor's Comedy Club
 Sarah Booker
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 Wilds of Manitoba
 Winnipeg Art Gallery
 Winnipeg Folk Festival
 Winnipeg Fringe Festival
 Winnipeg Goldeyes
 Winnipeg Symphony Orchestra
 Yolanda Wojciechowski
 Zen @ Home

GSA CONFERENCE SPONSORS:

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 Louis Riel School Division
 Winnipeg School Division
 Manitoba Association
 of School Boards
 Onyx Financial Group
 Pride Winnipeg
 River East Transcona
 School Division
 Seven Oaks School Division
 TD Bank
 Victoria Inn & Convention Centre

REPORT FROM THE NEWCOMER PROGRAM

NUMBER OF
WORKSHOPS
DELIVERED

34

NUMBER OF
PARTICIPANTS

575

NUMBER OF
CONSULTATIONS

18

Rainbow's history of working with LGBT2SQ+ newcomers extends across all Centre programming to decrease vulnerability and uncertainty for community members making Canada their new home.

2018-2019 was the inaugural year for Rainbow's official entrance into the settlement sector. In June, Rainbow engaged a Newcomer Program Coordinator to add to the existing newcomer services offered by the Centre. While it can be said that the visibility of LGBT2SQ+ newcomer issues is improving, there are still significant gaps in and across the civil service sector, especially when it comes to recognizing the post-arrival needs of LGBT2SQ+ newcomers. Of those affected, refugee claimants are the most vulnerable; asylum claimants remain underserved and ineligible of basic settlement supports.

To address gaps in settlement services, we partnered with Manitoba Association of Newcomer Serving Organizations to build regional awareness of Centre services and to consult on the immediate education needs of the sector. As an existing associate member, one of the key learnings were the need for more diversity and inclusion within the sector as well as an existing need for movement building to advance SOGIE policy throughout the sector. By expanding the scope of newcomer education programming to include policy, the program effectively positioned itself to consult on SOGIE specific issues related to asylum and migration, health, settlement, housing, education, language training, employment, and community engagement.

To create supports for refugees' integration in Manitoba, we partnered with Rainbow Resettlement Assistance Program, and Manitoba Interfaith Immigration Council (Welcome Place) to train a team of LGBT2SQ+ newcomer peer volunteers to deliver settlement orientations information to Government Sponsored and Private Sponsored Refugees. The project follows a community centred practice framework ensuring that all the peer facilitators involved are members of the LGBT2SQ+ community.

In January 2019, The Newcomer Program partnered with the University of Winnipeg's Professional Applied and Continuing Education program to host a student intern from their project management program. The student co-developed workshops and materials to support the educational goals of the newcomer program. Newcomer community members experienced safety barriers when accessing language supports especially from interpreters from their own ethnic communities. To address this barrier, we developed and delivered LGBT2SQ+ language safety training for new community interpreters.

The Newcomer Education Program continues to consult on ad-hoc committees that specifically address the needs of refugee resettlement. These include Canadian Council for Refugees, Canadian Coalition for LGBTQI+ Refugees, and The Dignity Network.

Refugee Claimants remain underserved in the community and a priority for the Centre. The program continues to address barriers by developing resources and policies that encourage partner civil service organizations to further develop their capacity to serve the newcomer LGBT2SQ+ community.

EDMUND MACHONA
Newcomer Program Coordinator

REPORT FROM

OLDER ADULT PROGRAMMINGTOTAL
PARTICIPANT
OLDER ADULTS**125**AVERAGE
MONTHLY
CONTACTS
IN OARS**71**

September 17, 2018, marked the beginning of a new era for LGBT2SQ+ older adults at Rainbow Resource Centre, and for me. It was my first day as Older Adult Program Coordinator. I joined this incredible group of dedicated people with a commitment to provide and coordinate older adult social support and recreation programming, and to provide education and consultation to LGBT2SQ+ and older adult service providers.

Following in the footsteps of Kathy Jones and Roberta Bishop, who wrote the New Horizons funding proposal, "Create A Welcoming Space" formally took shape with new furniture, an entertainment centre, internet connected smart TV, kitchen appliances, dishes and cutlery, and an "open door". "If you build it, they will come" came true: participation by older adults in our community steadily increased with Coffee & Chat Thursday mornings, Lunch & Learn events, and monthly Potluck Dinners. The Older Adult Resource Space (OARS) becomes, at times, quite crowded and some would say a bit loud. And yet, more and more folks join us each week to the point that we have recently opened OARS on Wednesdays, with similar programs and events that we continue to hold on Thursdays. In December, our Older Adults joined with the Youth Program to host an Intergenerational Dinner. A boisterous crowd of 63 youth and older adults combined gathered for dinner and friendship. With that success to build on, two more intergenerational dinners were held with open respectful discussions on the generational differences in our experiences of gender identity and sexual orientation. In many ways, "coming out" has changed, and yet stayed the same with similar challenges, fears, heartbreak, and incredible stories of love and support as well.

Each week, we welcomed one to three older adults who hadn't been to Rainbow Resource Centre for years, or who were (literally) coming out for the first time. We were privileged to share two such life affirming events during our Coffee & Chat mornings. That is what "Positive Space" is all about.

We also teamed up with our Newcomer Program for two Manitoba Moose hockey games. It was a treat to watch our national sport through the eyes of people who had never seen the game before. Their reaction to the -35C weather on the way into the arena was a shared experience we won't soon forget.

Education and consultation is a special part of my role. I come from a background of working with health care professionals. Those connections have opened many doors to share and inform doctors, nurses, health care aides, physical and occupational therapists, international medical graduates, and other service providers on the unique needs of LGBT2SQ+ older adults.

As we look ahead to 2019-2020, our plans include an LGBT2SQ+ Older Adults Resource Guide, with a series of personal history videos sharing our experiences growing up and coming out in the 1940s, 50s, 60s, etc....as well as the new millennium (for some of us late bloomers). And, we are reaching out to our isolated LGBT2SQ+ older adults throughout the province with day trips to other centres' Pride Events, Meet & Greet luncheons, and a new Friendly Visitor Program.

Who ever said that getting old(er) was a time to sit back and relax? Physical and mental activity, along with joining new and old friends in shared events, is what Rainbow Resource Centre's "Over The Rainbow" is all about.

ELLIE CASLAKE
Older Adult Program Coordinator



RAINBOW RESOURCES

REPORT FROM

PROGRAMS + VOLUNTEERS

Our community-initiated and volunteer-led groups continued to work hard to enhance the connections with one another, while also strengthening and diversifying our rainbow community. 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

BLiNK, a playgroup for trans and gender creative children aged 12 and under, continued to meet monthly, often welcoming new families. Highlights of the year include when a child first used new pronouns and when the group as a whole had an afternoon of fun and activities at Rady JCC. This group not only allows kids to meet other kids just like them, but it also allows for parents to network with each other over the shared experience of raising a gender creative child.

New Pride of Winnipeg, a social and support group for newcomers to Canada, continued to thrive this year. Meeting twice a month, this group often serves as a safer space for newcomers to claim their identity and seek support from fellow group members who are similarly navigating what it means to be LGBT2SQ+ in this new country.

Over the Rainbow, a social group for LGBT2SQ+ older adults, has continued to grow this year. From its humble beginnings of weekly coffee, this group now has twice-weekly coffee, twice-monthly potlucks, lunch and learns, and so much more. Highlights for the year include intergenerational dinners with the Youth Program. Over the Rainbow is often the noisiest and busiest group that meets at the Centre.

Partners in Process, a group for partners and people who love those under the trans* umbrella, made a return to the Centre after being on hiatus for a few years. Partners in Process had a slow start this year but we are looking forward to growing community and connections in the coming year.

Parents, Family, and Friends of Trans Individuals, or PF-FOTI, continues to meet twice a month. For many parents

who have a child (or adult child) come out as trans, it can often be an overwhelming experience with lot of questions. This support group, consisting of parents, friends, and other family members, offers the ongoing support and community that these family members need to best support their loved ones.

Rainbow Alliance for Men, a twice-monthly social and support group for male-identified community members, continues to grow and thrive at Rainbow Resource Centre. The regular and dedicated attendance speaks volumes of the importance of this group in members' lives. At the end of the 2018-2019 year, co-leader Jim Chapryk has stepped down from his role. We thank Jim for all of his time and energy and dedication, and for helping make RAM what it is today.

Society of OUT-Standing Artists, a social group for artists who also happen to be LGBT2SQ+, meets on a monthly basis to explore art. As we often explain here at Rainbow Resource Centre, one doesn't need to be good at art to be part of SOSA, one only needs an interest in art. Meetings explore a great variety of artistic expression, from writing, to performing, to painting, and so much more.

Transmasculine Manitoba (formerly FTM Gender Alliance), a support group for people who identify as transmasculine or are questioning/exploring their gender, continues to meet monthly. This year saw Transmasculine Manitoba move out of the dark and cold basement and into our new Annex space, which is fully accessible and much more welcoming.

Winnipeg Transgender Support Group, a monthly support group for people who identify as trans or are questioning/exploring their gender, continues to meet monthly. This group is an important lifeline and source of support and community for those in search of it.

LIBRARY

Our library continues to grow and thrive, all under the excellent and dedicated leadership of our volunteer library team. The team has been hard at work organizing and cataloguing our entire collection, which consists of thousands of books and hundreds of DVDs, in order to get a more accurate accounting of what we currently have in our system and to better organize our collection for ease of access. This work continues into the 2019-2020 year.

VOLUNTEERING

With a recent restructuring at Rainbow Resource Centre, the Centre is currently without a volunteer coordinator. Thus, our volunteer participation has shrunk this year, but we are looking at ways to regain what we once had as we move into the 2019-2020 year.

Our current list of regular volunteers includes 25 individuals who gave over 1,200 hours of volunteer work. On top of this number are all of the volunteers who assist with the weekly Youth Program, the dozens of volunteers who assist with special events like the Annual Gala and the LGBT Centre Awareness Day Open House, and the volunteers from RBC's Day of Caring who help set up the Gala and spruce up the Centre before our Open House.

Rainbow Resource Centre started as a volunteer-run organization almost fifty years ago and this Centre literally would not exist without volunteers. Thank you for all of the time and energy you put in to keeping this place going.

CRAIG GIBB

Program and Education Manager

"...WE'VE BUILT A
NEW RAPPORT
TOGETHER AS A
GROUP AND HAVE
PUT TOGETHER A
BROTHERHOOD AS
WE SHARE INTIMATE
AND SENSITIVE ISSUES
TOGETHER, AND STAND
TOGETHER AS A UNITED
FRONT DURING PRIDE
EVENTS AND OTHER
SPECIAL TIMES....
I HAVE MET A FEW
FRIENDS HERE AND
HOPE TO MEET MORE
AS TIME GOES ON. AS
SOMEONE WHO DOESN'T
REALLY FREQUENT THE
BARS OR OTHER PLACES
THAT GAY MEN LIKE
TO SOCIALIZE, THIS
IS THE CLOSEST THING
I GOT TO BEING IN THE
SCENE WITHOUT BEING
A TOTAL OUTCAST.
I LOVE THIS GROUP."

REPORT FROM THE
**SCHOOL EQUITY +
 INCLUSION COORDINATOR**

NUMBER OF
 WORKSHOPS
 DELIVERED

68

NUMBER OF
 WORKSHOP
 PARTICIPANTS

2,930

The School Equity and Inclusion Coordinator (SEIC) has continued to support and empower school communities to bring about positive change for 2SLGBTQ+ students in Manitoba. With many changes to the Education Department at Rainbow Resource Centre (RRC), structural shifts have allowed more collaboration between educators which has provided positive changes to workshop development and delivery.

The SEIC supports elementary, middle, and high schools, adult education centres, and post-secondary education students, as well as youth service providers across the province. The SEIC provides consultation and workshops for teachers, staff, and administration, offers support and guidance to school guidance counsellors, and aids students in the start-up and sustainability of gender and sexuality alliances (GSAs).

In November 2018, the GSA of Sioux Lookout, Ontario, received a grant that allowed them to hold a 2SLGBTQ+ conference called "Be Me, Be Free". The conference engaged all ages, built community awareness, and fostered connections with 2SLGBTQ+ mentors as well as businesses and organizations within the community. RRC assisted with consultation and facilitation of two workshops: *Honoring 2SLGBTQ+ Identities through an Intergenerational Lens* and *Creating Inclusive Spaces as Service Providers*.

The StandOut GSA Conference held on April 10th, 2018, was very successful. Three hundred and fifty youth from schools across Manitoba were able to experience a drag show, listen to diverse panel discussions including a full panel of queer and transgender Black, Indigenous and People of Colour (BIPOC), network with other schools, and participate in workshops. These workshops included: *Live Your Rights*, *Queer Sex Ed*, and *Love, Disability and Taking up Space* and were delivered by local community members and partner organizations, along with RRC staff and volunteers. Educators and youth service providers were also able to attend workshops that assisted in skill development and support strategies for working with 2SLGBTQ+ youth.

The SEIC continues to provide support to the Youth Program. This allows youth and the SEIC to connect, talk about current experiences youth are having in their schools, and provide them with direct support. Though schools are making positive changes, 2SLGBTQ+ youth still face barriers to inclusion. To name a few: washrooms and change rooms are an ongoing issue at many schools alongside the exclusion of gender diverse students through hosting sex-segregated activities, the lack of accommodation for field trip excursions, the overuse of gendered language, and overall lack of 2SLGBTQ+ representation in content.

The most commonly requested school staff workshop is *2SLGBTQ+ Awareness and Transgender Inclusion*. Teachers often connect after workshops to seek further support and understanding as they work towards goals of disrupting heteronormativity and cisnormativity in school curriculum and teaching methods. Some teachers have also taken the initiative to help the SEIC start developing school-specific 2SLGBTQ+ resources for schools in Manitoba and beyond.

The SEIC helped to plan and facilitate the Manitoba Education and Training's two-day Summer Institute. This event was aimed to expand on the document *Supporting Transgender and Gender Diverse Students in Manitoba Schools* that was released in August 2017. There were panel discussions from both experts in the field and folks with lived experiences (in schools or those unable

to attend school due to lack of safety). Case studies and workshops assisted in learning at the Institute. In addition, some rural communities were able to receive additional training and support relevant to their local challenges.

The SEIC has the capacity to reach some rural areas but faces challenges in supporting Manitoba's northern communities. These communities have less access to the resources, services, and support than schools in Winnipeg. It is a priority for the SEIC to connect with these places. Consultations and conference planning are underway for some rural and northern locations the upcoming fiscal year.

In the near future, the SEIC, along with the education team, will be standardizing common workshops to be offered in-house as part of the up and coming Training Institute. The SEIC will be developing Training Institute workshops that will offer specific, in-depth information and support for school staff and youth service providers working towards specific goals, such as updating policies or curriculum.

The SEIC will be redeveloping the biennial GSA conference, with a focus on a smaller, more intensive learning environment that will empower youth leadership under the advisory of a diverse array of community members. The next conference is scheduled for April 2020.

Over the past year, the SEIC took training on harm-reduction, trauma-informed service, and recommendations for intersectional approaches to help in providing services for all 2SLGBTQ+ youth, including but not limited to: BIPOC, those living with disabilities, and others with layering marginalization or challenges. In the SEIC role so far, this training has translated into updates on workshops, consultation, and advising.

The SEIC will continue connecting with youth, parents/guardians, teachers, administrators, youth service providers and all other school community members to enhance the safety, equity, and inclusion of 2SLGBTQ+ students, enrich their learning experiences, and ultimately make positive changes in the Manitoba school system as a whole.

KELSEY LAMBERT
School Equity and Inclusion Coordinator

" I THANK YOU
FOR OPENING
OUR MINDS
AND GIVING US
AWARENESS AND
UNDERSTANDING
OF LGBT2SQ+
IDENTITIES "

- WORKSHOP PARTICIPANT

RESOURCES
IDENTITY

REPORT FROM

TRAINING + EDUCATION

NUMBER OF
WORKSHOPS
DELIVERED

44

In 2018-2019, the Training and Education Program delivered 17 consulting sessions and 44 workshops. Rainbow Resource Centre continues to build partnerships with service providers, healthcare providers, non-profit organizations, corporations, and faith communities to increase awareness and promote inclusion. The Training and Education Program supported various programs at institutions for higher education and adult education by offering full-day workshops. We also developed strong relationships with organizations serving outside Winnipeg, including healthcare providers and Parks Canada sites.

NUMBER OF
WORKSHOP
PARTICIPANTS

2,397

To continue to build connections with service providers throughout Canada, we partnered with leading diversity and inclusion, human rights, and LGBT2SQ+ conferences. Some highlights include the InterPride AGM & World Conference, the Conference Board of Canada Education and Skills Symposium, the Egale Canada Human Rights Trust Identity Conference, and the University of Manitoba Strangers in New Homelands Conference.

NUMBER OF
CONSULTATIONS

17

In 2019-2020, we will expand our Training and Education Program with the launch of our Training Institute. Within the Training Institute Project, our Education Department (including the School Equity and Inclusion Coordinator, the Newcomer Program Coordinator, the Older Adult Program Coordinator, the Two-Spirit Education and Outreach Coordinator, and the Training and Education Coordinator) will collaborate to develop a catalogue of LGBT2SQ+ Awareness workshops for educators, service providers, healthcare professionals, youth serving organizations, corporate workplaces, and newcomer serving organizations. To increase the visibility of our Training and Education Program and facilitate the booking process for workshops, the catalogue will provide a clear overview of the types of workshops we offer, the topics that will be covered by each workshop, and the booking information for each workshop.

As part of the Training Institute Project, the Education Department will also develop an additional series of workshops for service providers and community members that will be held at Rainbow Resource Centre in 2019-2020. These workshops will address common questions and requests for additional training the Education Department receives from workshop participants and community members. We are planning to host the first series of workshops between September 2019 and November 2019. To further enhance our capacity and meet the learning needs of our community members, we aim to build partnerships with guest speakers and facilitators.

In 2019-2020, the Education Department will work together to create new workshop materials, revise and standardize existing materials, and compile resource lists for workshop participants and community members. Additionally, we are exploring possibilities to collect and develop training and education materials in French and other languages.

We are grateful for the growing collaboration within the Education Department, which empowers us by learning from each other, supporting each other, and sharing our knowledge, perspectives, resources, and skills.

MATLIDA VAN AGGELEN
Training and Education Coordinator

REPORT FROM THE YOUTH PROGRAM

PROGRAMMING NIGHTS

80

TOTAL VOLUNTEER HOURS

564

NUMBER OF YOUTH SERVED

166

In response to needs of the program and staff changes, the Youth Program experienced a significant restructuring this past year. This involved a rebrand from our previous name, "Peer Project for Youth" (PPY) to "RRC Youth Program". Youth Program continues to be a highly accessed program among 2SLGBTQ+ and allied youth, ages 13-21. This past year, we reorganized our schedule by age to better serve participants, while maintaining some all-ages events to encourage youth mentorship and leadership opportunities. In addition to hosting regular programming, we organized special events including two dances and our Annual Pride Pancake Breakfast. We continue to grow our social media presence and engage with youth in a myriad of ways.

Rainbow Resource Centre said goodbye to long-time Youth Program Coordinator, Samara Luprypa, and welcomed Christina Hajjar into the role. Samara's work over the years has been invaluable to the program. She worked hard to continually better structure programming and create meaningful relationships with youth. Since being employed at Rainbow, Joseph Moore has worked as the School Equity Inclusion Coordinator, Youth Programming Coordinator and now as Participant Support Coordinator. This new role provides supports and resources to youth such as referrals to RRC counselling and mental health supports, crisis intervention, peer support, and distribution of resources. With the restructuring of programming, previous Youth Program Counsellor Dianna Grywinski now provides support to youth outside of programming hours. In addition to Christina and Joseph, Kelsey Lambert, School Equity and Inclusion Coordinator, joins us during programming to lend support and make the youth aware of her services available to schools, such as workshops and help with GSAs.

This past year it became evident that a restructuring was necessary to reorganize the program based on age. This has resulted in more meaningful participation. Due to the intimate age groups, programming has become more youth-driven, age-appropriate, and reflective of the interests and needs of our diverse participants. Types of programming include educational workshops, wellness workshops, arts and crafts, film screenings, and more.

A continued partnership with Teen Talk involves facilitated workshops with varying themes like body image, substance use, healthy relationships, sexuality, and self-care. We also collaborated with Genderfest Winnipeg again this year on the community event "Love Positive Women", where we made cards and wrote positive messages for women living with HIV/AIDS. This was a wonderful opportunity to build community through art!

This year our programs have reflected more of a focus on 2SLGBTQ+ history. Our intergenerational dinners with participants from "Over The Rainbow" create a welcoming environment and an opportunity for dialogue. The holiday edition was important in providing space for youth to be their authentic selves and share a meal with their chosen families. For some youth, it was their only opportunity to share a meal in a group setting during the holidays.

Our new schedule divided by age invites youth 13-16 to join us every Tuesday night, 7-9pm, and invites youth 17-21 to join us every Wednesday night, 7-9pm. Prior to every programming, a meal is offered 6-7pm. Thanks to our regular volunteer Lisa and Harleigh, the youth can expect a consistent nutritious and delicious homemade meal here. Dinner time also involves informal opportunities for youth, staff, and volunteers to chat, colour together, and strengthen

" I LOVE THIS YOUTH GROUP. THIS PROGRAM HAS REALLY HELPED ME COME OUT OF MY SHELL! "

relationships. Additionally, it creates an opportunity for new youth to ease into their first day, have time to be oriented, and gain a feel for the space. Youth Program also hosts an all-ages hang-out on the second Saturday of every month, 1-4pm, where there are low-organized activities. This timing is important in increasing access for folks from rural communities who may not be able to travel to Winnipeg during weekday evenings.

While most of our programming is now split by two age groups, we have maintained some all-ages nights. This is appreciated by the youth because of the way that it fosters meaningful relationships as well as dialogue, collaboration, and shared-space across age groups. Identity night is one of our all-ages events where youth split into small groups to have facilitated conversation. RecPlex is another monthly all-ages event which is an opportunity for youth to engage with sports and physical activity in a more accessible setting. As gender- and sexually-diverse youth who may face barriers in schools and community gyms, RecPlex seeks to encourage body movement as a way to boost mental health and build teamwork and community.

The special events that Youth Program hosted this year included the Winter Dance, the Pride Youth Dance, and the Annual Pride Pancake Breakfast. The dances involved community partnerships and opportunities for youth to experience performances by local drag queens.

Additionally, we created a new opportunity for youth to perform at the dances by facilitating a talent show! Youth performed music, dance, comedy, drag, and more. The Pride Youth Dance involved an ongoing community partnership with QueerView Winnipeg and QTPOC Winnipeg, an essential collaboration which engages the youth in outside resources. Thank you to our community partners for the amazing work you do, and to our donors who made these events a huge success.

We also received tremendous support towards our Annual Pride Pancake Breakfast, which is by far our busiest event! Youth plan and run the breakfast as a fundraiser for Camp Aurora. This year's event was our biggest yet. We thank Club 200 for providing the venue and for our donors who contributed to the event.

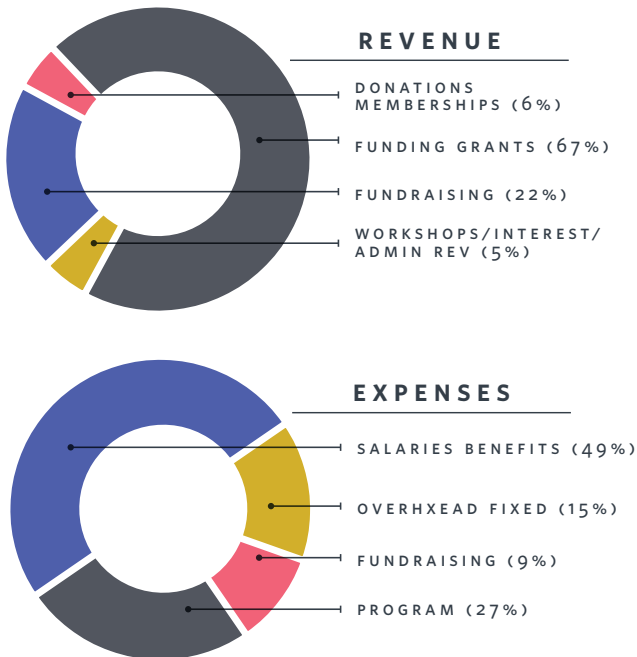
A large part of the success of Youth Program is our volunteers! They are a group of committed 2SLGBTQ+ community members who dedicate countless hours to programming and youth events throughout the year. We are endlessly grateful to our team. They do everything from preparing meals to facilitating discussions, supporting programming, and being positive role models for our youth. Most recently we conducted a group training session and doubled the size of our volunteer team!

We are proud of the changes made this year in Youth Program, and all that comes ahead. We continue to increase our social media presence, especially on Instagram, to keep the public aware of what we do and to engage with our youth and with the wider community. We post content about our own programming, community events, opportunities, notable queer news, and more. Our social media has increased communications and enabled us to answer questions from 2SLGBTQ+ youth across the province. We continue to work towards building a welcoming and inclusive environment at Youth Program to nourish growth, acceptance, and engagement.

CHRISTINA HAJJAR
Youth Program Coordinator

JOSEPH MOORE
Participant Support Coordinator

REPORT FROM THE TREASURER



It has been my pleasure and privilege to serve as Rainbow Resource Centre's Treasurer this past year. I took on the role from Kimberly Vincent, who served the board as Treasurer for the two previous years. I extend thanks to Kimberly 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 staff of the Centre, with a special thank you to our accountant, Liana Lutz and Executive Director, Mike Tutthill.

FINANCIAL POSITION AT A GLANCE

While much of the Centre's core funding for the year remained flat, we are grateful that we were able to match the increased demand for programs and services that we continue to see grow year over year. This past fiscal

year the Centre benefited from an increase in fundraising, including two very successful Galas, providing the Centre with the means to cover operational costs over this year and next.

The annual Gala continues to build positive relationships and helps to increase the Centre's public profile, leading to increased community and third-party fundraising and donations. A strong fundraising year combined with diligent cost control ultimately led the Centre to a surplus at year-end. I wish to extend a heartfelt thanks to all of our business partners that hosted fundraising events or made donations to the Centre throughout the year. 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

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.

This year the Board, Executive Director, and management team worked to develop a new strategic plan for the next three years of Centre operations. The plan involves focusing the Centre's resources on a select number of goals and benchmarks which will allow the Centre to provide better services and programming to the community.

The new strategic plan carries forward a major goal of the prior plan, which is to continue to diversify funding to meet the Centre's needs now and in the future. One of the new major goals put forward by the strategic plan is to create and reinforce a culture of compassion and collective care. The Centre will work to achieve this by identifying and pursuing a path to reconciliation and decolonization, engage staff in ongoing learning, reflection, and development of healing-centred engagement, and pursuing new programming opportunities. This is an important next step in the Centre's future as it will ensure that the services we've historically provided as well as

new programming developed continue to be revisited and updated to reflect a more comprehensive lens of what care means to the diverse community serviced by the Centre.

CONCLUDING COMMENTS

Despite some unanticipated challenges, the Centre has had an extremely successful year, exceeding its target surplus amount and making 2018/19 the second year running to post a surplus. 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 analysis, policy, and planning continue to be built into 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 all for your unwavering support.

You make it all possible.

Respectfully Submitted,

TIM REDDECOPP,
CPA, CGA Treasurer

2018 - 19 CENTRE STAFF

MUHAMMAD AHSAN
Training & Education
Coordinator (to January 2019)

Youth Counsellor
and Programmer (to
November 2018)

SONYA
BERTONCELLO - MAY
Fund Developer

CHRISTINA HAJJAR
Youth Program Coordinator
(since March 2019)

ROBERTA BISHOP
Operations Manager

KAYLEN LAMB
Counsellor (since
December 2018)

ELLIE CASLAKE
Older Adult Program
Coordinator (since
September 2018)

KELSEY LAMBERT
School Equity and
Inclusion Coordinator
(since December 2018)

LAUREN CHECKLEY
Volunteer and Program
Coordinator (to
September 2018)

MELANIE LESLIE
Counsellor (to August 2018)

DANIEL CHIU
Settlement Worker (June
2018 to February 2019)

SAMARA LUPRYPA
Youth Program Coordinator
(to August 2018)

SARAH DACK
Client Services Manager
(since October 2018)
Counsellor (to October 2018)

LIANA LUTZ
Accountant

ADI FARAGE
Youth Summer Programmer
(June to August 2018)

EDMUND MACHONA
Newcomer Program
Coordinator (since June 2018)

ALBERTO FORZAN
Information and Intake
Assessment Coordinator
(since December 2018)

JOSEPH MOORE
Participant Support
Coordinator (since
January 2019)
Youth Program Coordinator
(September 2018 to
January 2019)

CRAIG GIBB
Program and Education
Manager (since
November 2018)
Information and Intake
Assessment Coordinator
(to November 2018)

School Equity and
Inclusion Coordinator
(to September 2018)

DARCY GOSEK
Youth Summer Programmer
(June to August 2018)

SARAH PAQUIN
Settlement Worker
(to August 2019)

DIANNA GRYWINSKI
Counsellor (since
November 2018)

MIKE TUTTHILL
Executive Director

MATILDA VAN
AGGELEN
Training & Education
Coordinator (since
February 2019)

2018 - 19 VOLUNTEERS

Adi Farage	Naomi Finkelstein
Alexandria Bonney	Rebekah Hatherly
Annie Feldschmid	Sarah Bruce
Arista Petkau	Sean Carlson
Aura Lavallée	Shenlea Dawyduk
Brandon Clayton	Stacey Schneider
Brenda	Sylvia Massinon
Crystal McElrea	Taliah Gunn
Damien Davis	Taylor Kell
Darcy Gosek	Teagan Izzard
Jason Granger	RBC Volunteers
David Firth	Allan Gray
Deanna Dollimount	Ashley Arsenaault
Dylan Carr	Brittannie Corona
Emma Ilagan	Derek Flamand
Harleigh Kalupar	Hailey Dudeck
Heather Beach	Joelle Doucet
J Fiedler	John Perol
Jason Skinner	Julia Pratt
Jessica Stefaniuk	Kim Ulmer
Jonah Wilde	Lara Berthelette
Kai Labun	Litt
Katie Owen	Lyndsey Marshall
Kelsey Lambert	Matt Brown
Kristian Rents	Nicole Anderlum-Szo
Lennox Linn	Robb Ritchie
Leo Lemire-Dawson	Roger Norberg
Lisa Sousa	Ryan Plunkett
Lynn Frost	Scott
Mack Meissner	Simon Ritchie
Monalisa Abas	Tara Chez

2018 - 19 FUNDING

FUNDERS

Government of Manitoba
United Way of Winnipeg
Government of Canada
Winnipeg Foundation
City of Winnipeg
CenterLink—Johnson
Family Foundation
Mental Health Initiative
Lush Cosmetics
Winnipeg Regional
Health Authority
Manitoba Association
of Senior Centres

LEADERSHIP DONORS (INDIVIDUAL GIFTS \$1200/YEAR)

Anonymous
Arshad Ahsanuddin
Sonya Bertoncello-May
Scott Cloney
Cynthia Fortlage
Kathleen Jones
Dina Juras
Ruth Krindle &
Bev Stacey
Adam Martin
Tim Reddecopp
Mike Tutthill &
Rob Moquin
Matthew Wiebe

DONORS

ACW Friendship Group
ACHIEVE Centre for
Leadership & Workplace
Performance
Stephanie Adamov
Liz Adkins
Michelle Aitkenhead
Kelly Allen
Hadassa Allison
American Eagle
Appelt's Jewelry
Hector Arguela
Morgan Arksey
Doug Arrell
Ashley Au
Anthony Audain
Jackie Avent
George Baars-Wilhelm
Ajay Bagwe
Lauren Bailey
Katherine Balagus
Serge Balcaen
Brooke Barker
Barn Hammer
Brewing Company
Keeley Bartel
Donelda Basler
Michael Baxter
Bryant Beardy
Edward Becenko
Andrea Bellhouse
The Benevity Community
Impact Fund
Edward Benjamin
Calvin Bergen
Rachel Bergen

Miriam Bernstein	Rhonda Chorney	Deanna Dollimount	Jeremy Grisim	Kyle Kimelman
Kerry Bertoncello-Dale	James Christie	Laura Donatelli	Dene Guillas	Wab Kinew
Lee Bettencourt	Trent Chroniak	Trevor Doner	Allison Hadassa	Madeline Kohut
Roberta Bishop	Claire Cinq-Mars	Lisa Douglas	Zia Hameed	Gail Kolt
Kelly Black	Agnieszka Ciochon Newton	Sally Downes	Richard Hansen	Silvester Komlodi
Frances Blackmon	Christopher Clary-Lemon	Bill Downward	Karen Harlos	Michelle Kowalchuk
Julia Bobay	Brandon Clayton	Darlene Dowse	Cate Harrington	Amy Krahn
Colette Boisvert	Robert Clipperton	Bev Drobot	Paula Harris	Sarah Kredentser
David Boulanger	Keith Coli	Ross Eadie	Clove Haviva	Ron Krug
Gaetan Bourdon	Collège Béliveau	Jason Edgerton	Lucas Hayden	Ken Kuchma
Caitlin Bousfield	Darnell Collins	Erin Edwards	Maureen Heaman	Donna Kurt
Samuel Bousseau	Marion Cooper-Forrest	Sheldon Emberly	Lynelle Hebert	David Kurzer
Michelle Bowles	Jenni Corbett	Gloria Enns	Daniel Heck	Michael Labay
Kenny Boyce	David Cormie	Vicki Enns	Justin Hedlund	Rebecca Lake
Eugene Boychuk	Brittanie Corona	Myles Erickson	Kathy Henderson	Carole Lambert
Rafael Bravo	Claudia Corona	Jim Evanchuk	Dylan Hesom	Mary LaPage Leclerc
Stephen Brodovsky	Heather Cote	Ann Evans	Helen Hesse	Melodey Larkin
Lindsay Brown	Susan Crichton	Kelsey Evans	Patti Hicks	Craig Larkins
Nathan Brown	Valerie Cripps	Nancy Felbel	Tricia Hiebert	Kristin Larsen
J. Keith Brownell	Roewan Crowe	Ruth Carol Feldman	Kameron Hilroy	Alycia Lathlin-Monias
Margaret Bryans	Gina Curatolo	Darron Field	Reannah Hocken	Lori Lavallee
Marcia Bryson	Sheila Curry	Naomi Finkelstein	Deidre Hollett	Jocelyn Lavich
Buccacino's Fresca Italiana	Matthew Cutler	Kelly Fitzmauricw	Todd Hollinger	Craig Lawrence
Antonio Buccini	Myrna D	Derek Flamand	Pam Homenick	Cynthia Lazar
Barb Burkowski	Janice Dack	Four Crowns Inn & Event Centre	Hope Mennonite Church	Guy Lemieux
Karen Busby	Ilana Dadds	Donna Frame	Vic Hooper	Carolann Leopold
CN Employees' and Pensioners' Community Fund	Fernando Dalayoan	Gloria Friesen	Laina Hughes	Shane LePage
Marcela Cabezas	Karen Dalkie	Taryn Friesen	IQMetrix, Regina	Lorilee Leslie-Cole
Viz Cabrera	Aubrey Daniels	Trevor Friesen	IQMetrix, Winnipeg	Elliot Leven
April Calderon-Roy	Keith Davey	Michael Fuelbrandt	Derek Innis	Melike Leyleh
Alex Cameron	Christie Davies	Karen Furtado	Fiona Jackson	Robert Lidstone
Chris Campbell	Karlie Debets	Elliott Garfinkle	Kelly Jacques	Rob Lindey
Melissa Campbell	Janet Degelman	Sarah Garland	Sandy Jamault	David Ling
Nan Campbell	Christian Delaquis	Natalie Geddes	Adam Jennings	Peter Lippmann
Owen Campbell	Meghan Deleau	Jenny Gerbasi	The Jewish Foundation of Manitoba	Dallas Lobreau
Taryn Campbell	Ken DeLisle	Marie Gilbert	Alexis Johnston	Rachel Lowen Walker
Matthew Carlson	Joshua Derbecker	Philip Giles	Gail Johnstone	William Curtis Lowton
Mike Carlson	Denise Desrosiers	Cindy Gilroy	Dennis Jones	Justin Luce
Jane Carruthers	Jonas Desrosiers	Nathan Glover	Jamie Jurczak	Samara Luprypa
Laurel Cassels	Jacqueline Dheere	Barbara Goldman	Louise Justice-Dupuis	Liana Lutz
Dave Aaron Castanaga	Adam Dick	Good Lovelies Inc.	Andrea Kaplen	Cara Lytwyn
Cameron Chappell	Jeff Dickens	Damien Goodridge	Mark Kelly	Ian MacIntyre
James Chapryk	Millie Dietrich	John Gordon	Derek Kidd	Kael MacKenzie
Kim Cho	Megan Diogo	Edgar Governo	Ian Kielly	Doug Mackie
	Keith Doerksen	Merrill Grant	Allen Kimelman	Lynda Mackie
		Nicholas Gray		Lisa MacPherson
		Winston Griffith		Bryan Magwood

Wally Mah	Alexander Morrish	Tim Preston	Justin Schinkel	Gerhard Thiessen
Lukas Maitland	Judy Morton	Inge Prydun	Anna Schmidt	Nathan Thiessen
Reece Malone	Elizabeth Morton	Brian J Puls	Mark Schollenberg	Ruth B Z Thomson
Raj Maniar	Tahereh Moshiri	Matthew Pulsich	Ryan N Schreyer	Terry Tobin
Manitoba Teachers' Society	Rose Murego	Gail Purcell	Kevin Selch	DeLayne Toews
Robert Manness	Jackie Murray	David Purcell	Ehsan Shams	Kinsey Toews
Andrea Mantler	Jeffrey Myall	Kim Que Bao Nguyen	Lara Sheehi	Laurel Trotter
Joël Marcon	Rena Nayar	Corey Quintaine	Kelvin Shepherd	Ray Troughton
Belinda Marentette	Kristin Nelson	Rebecca Raddatz	Mani Sheppard-Luangkhot	Alan Turner
Mariaggi Theme Suite Hotel	Marilyn Neufeld	Deb Radi	Tara Sheppard	Jesse Turner
Garry Markham	Gary Neufeld	Heidi Rasmussen	Paul Sherwood	Unifor Local 3003
Lynn Marriott	David Neufled	Sara Raymond	Susan Shilshut	Juliah Vanderwey
Wayne Martin	Emily S. Newell	Charlette Redford	Ellen Sikorski	Gerry Verscheure
Dawn Martinson	Connie Newman	Margaret Redmond	Ellen Sikorski	Andrea Vincent
Aaron Martyniw	Hope L. Nicholson	Reel Pride	Murray Sinclair	Jennifer Vincent
Rohan Marwah	Kenton Nickerson	Jeremy Regan	Skip The Dishes	Pat Viskup
Beth Mason	Melissa Novecosky	Regional Alternative Education Centre	Fiona Skoc	Paul Von Wichert
Sylvia Massinon	Maria Nyarku	Ron Reilly	Ayla Slessor	Charity Wachal
Nichole Matheson	Shaena Oberick	Melanie Reimer	Jennifer Smith	Bonnie Wainwright
Evan Maydaniuk	Dona O'Brien	Trish Remple	Chad Smith	Kelsey Wainwright
Krystan McCaig	Philip Olcen	Rebecca Renkas	Snowy Owl Monarchist Society Inc.	Gail S. Walker
Elona McGifford	Mariam Omar	Ryan Richard	Michael Sokolyk	Charlene Ward
Margaret McGimpsey	Patrick O'Reilly	Gord Richardson	Kelley Sookram	Leon Waye
Carol McGonigal	Theresa Oswald	Tanya Rimanich	Ryan Sorensen	Lyle Webber
B. Leah McIsaac	Judy Panchencko	Janice Ristock	Roustan Souleymanov	Anna Weier
Andrew McLaren	Sarah Paquin	Robb Ritchie	Jennifer Stadtmiller	Ari Weinberg
Wynston Davis McLean	Becky Parker	Debbie Ritchot	Jared Star	Cardia Wellington
Lynn McLeod	Kim Parry	Sam Rivait	Lori Steele	Bradley West
Erica McNabb	Lauren Partridge	River East Transcona School Division	Cassie Steep	West St. Paul School
Deborah McPhail	Lisa Passante	John Robertson	Jessica Stefaniuk	Joshua Weston
Sachit Mehra	Sara Patteson	Nicole Rodrigue	Jill Stockwell	Dana Whitehall
Mackenzie Meissner	Alyson Payette	Pamela Roth	Kathy Stoddart	Lola Whonnock
Darlene Meissner	Mike Payne	Cindy Rublee	Cheryl Sullivan	Andrew Wiebe
Eddie Mendoza	Sharon Pchajek	Monique Ruhl	James Swanson	Jonah Wilde
Robert Mensies	Donald Pearen	Kristy Rydz	Jackie Swirsky	Cindy Willette
Neire Mercer	Joanna Pearse	Georgina Sabesky	Idelle Talbot	Debra Wilson
Sarah Michaelson	Kristie Pearson	Susan Sader	Roger Tam	Winnipeg West Auto Group
Mid-Town Ford	PEG Beer	Cy-Thea Sand	Sharon Taylor	Peter Wohlgenut
Matt Milkowski	Kathy Penner	Jan Sanderson	Catherine Taylor	Heather Wonnick
Dan Millican	Treasure Peterson	Tracy Sandmoen	Hannah Taylor	Rose Wowryk
Jonathan Mitchell	Jessica Phillips-Hunt	Jeana Sanger	Donald Teel	WPG Cycle
Robert Mizzi	Scott Piggott	Maria Santos	Karen Teese	Jens Wrogemann
Mom's Panty Products	Priscilla Pinga	Sapphire Hair Lounge	Margaret Temple	Craig Wynands
Diane Monnier	Joanna Poinatowska	Kristen Sawatsky	Katrina Tessier	John Youngman
Whitney Moroz	Jocelyne Poirier	Jamil Sawaya	Alix Tessler	Kelly Zahn
	Brandy Pollard	Antonia Schindle		
	Terry Poole			



**RAINBOW
RESOURCE
CENTRE**

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TOLL-FREE: 855-437-8523

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