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ABOUT THE RRC
MISSION, VISION AND VALUES

LETTER FROM THE PRESIDENT

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SWISH - A FASHIONABLE SOIREE
“As peer support is defined as when people provide emotional or practical help to each other, I can personally relate to some concerns that the callers may have. I believe that if I can guide one person who may be going through an emotional distress into a more positive direction, it is already a huge accomplishment. That person may take their new positive attitude and help those that are around him or her.”

- Peer Support Line volunteer

“I would say that my volunteering experience with the RRC has been an extremely rewarding one. This experience has given me a chance to learn so much about the community. It is a community that is about acceptance, progressiveness, support, and cohesiveness.

-RRC Volunteer

“My son attends your organization, I think it is outstanding that he has a place to go and talk about his feelings. I wish I could be more help . . . keep up the great work it is much appreciated.”

- Parent of PPY Participant

“The information will help me to generate conversations and reduce fear!”

- Workshop Participant
HISTORY
The Rainbow Resource Centre has been in existence since 1973, operating under various names (Gays for Equality, Winnipeg Gay/Lesbian Resource Centre, Rainbow Resource Centre). The Centre incorporated and registered as a non-profit organization in 1983, originally under the name The Manitoba Institute on Society and Sexuality.

Throughout its history, the Centre has been very driven by the community and run by the community. The Centre is governed by a Board of Directors, elected by the membership each year at the Annual General Meeting. The Board consists of 11 elected members that have voting rights and the Executive Director, who does not have voting rights. The Board strives to be representative of the communities diversity in terms of, gender representation, cultural, sexual identity, and gender identity diversity.

Funding over the years has increased from a strictly volunteer run organization operated by fundraising, to small operating and project grants enabling the Centre to have one to two staff members at various times, to receiving core operating funds of approximately $350,000 from the provincial government. This has allowed the Centre to grow to its current size and staffing levels; the Centre now employs one Full Time (FT) Executive Director, two FT Counsellors, one FT Education Coordinator and two casual Education Facilitators, one FT Programming/Volunteer Coordinator, one FT Administrative Coordinator and one part time Administrative Assistant, one FT Youth Coordinator and a part time Youth Programmer. In addition, the Centre currently has one part time staff member working on the Newcomer Project.

Although staffing has increased at the Centre, volunteers still play a critical role in service delivery. Volunteers assist in running groups, staffing the Peer Support Line (PSL), delivering counselling services, running the library, representing the Centre through information displays and through staffing the Centre at various in-house events.
SERVICES & PROGRAMMING
Current services and programs offered through the Centre are as follows:

Education Program
The Rainbow Resource Centre provides public education, outreach, and private consultation to health care providers, educators (K-12 and post-secondary), students (K-12), social service practitioners, and those in the public and private sectors who wish to build capacity, awareness and learn about the issues, challenges and barriers faced by gay, lesbian, bisexual, transgender and two-spirit children, youth and adults.

The Rainbow Resource Centre offers workshops, presentations, and seminars on a broad range of topics that are adapted to meet the needs of each request. Workshop facilitators are non-judgmental, trained in adult education, and encourage participation and sharing of skills and knowledge.

Counselling Program
The Rainbow Resource Centre offers free counselling services to the following groups:

- Members of the LGBTT* (Lesbian, Gay, Bisexual, Transgender, Two-Spirit, Intersex, and Queer) community;
- People who are questioning their sexual orientation and gender identity;
- Parents, family, and friends of LGBTT* community members who need information, education, and support in order to foster supportive relationships with their LGBTT* loved ones.

All services are free of charge and are delivered by staff counsellors, volunteer counsellors, and practicum students from counselling-related disciplines. Counsellors work from a variety of counselling perspectives including strengths-based, solution-focused, feminist, and narrative. Services are offered through both drop-in counselling and ongoing counselling.
Programming & Volunteer Program
The Rainbow Resource Centre offers programming to the community in the form of support and social groups; these are primarily developed and facilitated by community members. Examples of these include groups such as PFLAG, Winnipeg Transgender Support Group, Queer Book Club, Queer Men’s Social Discussion Group.

Direct volunteers at the RRC all attend an 8 week training session; upon completion, volunteers will assist with the Peer Support Line (PSL), the Library, as Centre Ambassadors staffing the front desk and assisting at events, tabling and informational displays, within the YEAH (Youth Educating Against Homophobia) program, assisting with Peer Project for Youth (PPY), and assisting with Drop In Counselling (if qualified).

Peer Project for Youth
Peer Project for Youth is a program that offers LGBTTQA* youth a safe, fun place to learn new skills, create projects and celebrate their identities. PPY seeks to build the capacity of LGBTTQA* youth to support and encourage their peers to learn more about sexual orientation, gender identity and anti-homophobia education. PPY focuses on providing LGBTTQA* youth with the opportunity to be positively supported and affirmed as LGBTTQA* individuals; to create social change while learning valuable skills; and to increase self-esteem and self-confidence while increasing social networks, contacts and support communities for youth. On Monday and Wednesday evenings PPY offers workshops and events that are decided upon by youth and delivered through RRC staff, volunteers or community presenters. Currently, PPY offers “Drop In” every second Saturday of the month, in which the Centre is open for youth to use, but structured programming is not offered.

Newcomer Project
Currently the RRC is conducting a Needs Assessment regarding LGBTTQ services for Newcomers. The hope is to demonstrate the local need for a position delivering services and support to LGBTTQ newcomers, provide education to Newcomer serving agencies, deliver anti-homophobia training within identified cultural communities, and provide anti-racism training within the larger LGBTTQ communities of Winnipeg. The Needs Assessment has allowed us to begin to connect with various agencies that work with Newcomers. Within the proposed second phase of the Project, we hope to build on these connections and develop partnerships with Newcomer serving agencies and Aboriginal serving agencies. Cultural Competency training for staff in organizations would be available.
Over the past year, the Peer Support Line helped and supported individuals on 769 calls, a 19% increase in calls over the previous year.

Last year, a total of 15,642 people visited the Centre. This was an incredible 79% in Centre traffic over the previous year!
Vision Statement:
A society in which diverse sexual and gender identities, orientations and expressions are included, valued and celebrated as a result of our active commitment to promote and maintain dignity, human freedoms and human rights.

Mission Statement:
Represent and Support Lesbian, Gay, Bisexual, Trans, Two-Spirit, Intersex, Queer, Questioning and Ally (LGBTQ) Individuals, Communities and Families by providing comprehensive education and outreach services, accessible counseling and other programs and services.

Promote LGBTQ Visibility by way of advocacy, community-building and networking on local, provincial, national and global levels.

Provide Access to our services and resources through networks, partnerships and allies, throughout Manitoba and Northwestern Ontario.

Focus On Safety and harm reduction to maximize the LGBTQ community's health and well-being by promoting healthy living and obtaining, creating and providing information and educational resources.

Build Community with LGBTQ Individuals and other Groups by way of mobilization, education and celebration.

Core Values:
Community
We value and honour the input and contributions of our community, which includes but is not limited to Lesbian, Gay, Bisexual, Trans, Two-spirit, Intersex, Queer, Questioning and Ally (LGBTQ) Individuals, Groups and Families.

We are accountable and transparent to the community we represent and are a part of.

We are community-focused and strive to incorporate the voice of the community in the development and operation of our services and programs.

We believe the LGBTQ community has the right to a place where they feel welcome, safe and respected.
SOCIAL JUSTICE & ADVOCACY
We challenge and oppose the various interlocking forms of oppression which obstruct human rights and human freedoms.
We believe in the necessity of social justice for all individuals; all individuals must have their human rights and freedoms upheld.
All individuals are entitled to support, direction, information, guidance and additional forms of advocacy with respect to human rights and freedoms.

HARM REDUCTION
We recognize and value the vast continuum of sexual identities, attractions, behaviours and expressions.
We affirm a person’s right to choose how to define and express their gender, sexuality and sexual self.
We recognize and honour the ability and competency of an individual to make the choices that are right for them.

VOLUNTEERISM
We believe community involvement is inherent in our development, maintenance and sustenance as a LGBTT* resource centre.
We value the talents and skills offered by our volunteers.
We believe in modeling and mentoring individuals in areas in which they seek growth.

CELEBRATION
We honour and celebrate LGBTT* history, our current struggles and achievements and the evolution of queer culture as we create a truly inclusive space in the world where human worth is immeasurable.

HARMONY
We create a place of harmony within the community through collaboration and cooperation.
We foster an inclusive environment where we value the diversity of our
We honour an individual’s right to self-identify and express without judgment.
The board of directors is continuously busy supporting and directing the work of the centre. It was a pleasure to work with staff in the development a strategic plan based on the feedback collected through our community needs assessment survey. As we move forward to implement the strategic plan we must keep in mind the tremendous growth of the centre and the excitement and challenges this brings.

While segments of our community are increasingly accepted and part of mainstream society the demands on our services continue to increase. We have seen a doubling of attendance in our youth programmes, a waiting list for counselling services, and increasing demand for training and education for those looking to better serve our community. At the same time we continue to reach out to those in our community who face barriers in accessing our services.

Fortunately your support for the centre continues. Executive Director, Chad Smith, has worked tirelessly to increase and diversify our funding. A dedicated group of volunteers once again put together a very successful gala event, a wonderful Pride golf tournament and a community building fall supper. Volunteers act as centre ambassadors, organize and maintain the library collection, and staff the peers support information line.

As we move forward we will continue to create partnerships both within our community and with our allies. The volunteer program continues to evolve, looking to match volunteers’ diverse skill sets to the centre’s needs and we hope to broaden the board’s committees to include more community members.

Thank you to all the volunteers, staff, board members, funders, partner agencies, donors, members, and funders for your continued support and inspiration. We truly could not do this without you.

Mike Tutthill
President, Board of Directors
It’s been another year of go-go-go at the Rainbow Resource Centre (RRC)! The Centre continues to grow and expand the services we are offering and the number of community members accessing the Centre and the different programs and services we offer continues to climb! The Centre is excited to be able to release the completed Community Needs Assessment, made possible by a grant through the Winnipeg Foundation. Out of the Needs Assessment we’ve been able to develop a Strategic Plan to address identified community needs and will be sharing the results of the Assessment with other community partners.

Through a grant from Welcoming Communities MB we were able to do a preliminary needs assessment of the situation for LGBT newcomers (immigrants and refugees) within Winnipeg around accessibility of services for them and their experiences of the LGBT community in Winnipeg. The Newcomer Project provided us with information on the lack of training and capacity for many organizations (as well as identified organizations doing a great job) working with newcomers around LGBT issues. We hope to utilize this information to secure funding and implement services for LGBT newcomers.

The past year continues to be incredibly busy! We continue to provide anti-homophobia education through various workshop formats throughout Winnipeg, across Manitoba, and throughout north western Ontario. A wonderful working relationship with the Sexuality Education Resource Centre (SERC) in Brandon has allowed us to partner with them to deliver anti-homophobia and ally training in rural and northern Manitoba. Within the Education Program, workshop numbers continue to grow and the Youth Educating Against Homophobia (YEAH) Program has allowed us to deliver even more workshops, with funding support from RBC and Investors Group for the YEAH Program.

The Counselling Program at the RRC continues to grow and deliver professional counselling services to our community. Throughout partnership and with funding support from SERC Brandon, we’ve been able to expand our
program to be able to provide professional counselling services out of the Brandon SERC office. Our Brandon counsellor works part time (7.5 hours a week) and is supported by the Winnipeg counselling team in delivering Drop In services monthly in Brandon.

Within the Centre itself, traffic is ever increasing! Through the implementation of the Queer Leisure Guide, the RRC has played host to different one-time events (financial planning, mortgages, interior decorating, etc.) as well as several new social groups that are meeting regularly at the centre.

We’re beginning to see the integration of a community centre approach into how we serve the community at the Rainbow Resource Centre and are excited to incorporate this direction into our path forward.

The past year has seen many incredible partnerships—through sponsorships, grants, working relationships with other agencies, and the incredible work of our volunteers and Board of Directors, the year was filled with growth and achievement. To all that worked with us and supported us, thank you! You helped make an incredible year possible!
Looking at the past 12 months at Rainbow Resource Centre (RRC), I am pleased to report that the year was another positive one, building on previous successes and seeing continued growth in existing programs and the creation of new initiatives. The success of the past year was clear from many perspectives, including from a financial perspective. With increased revenues, due in large part to a very successful 2nd annual Gala fundraising event, the RRC was able to utilize increased financial resources to further its vision and mission of providing quality services to our lgbtt* community.

GALA FUNDRAISER APRIL 2011
The 2nd annual RRC Gala Fundraising event was a huge expansion of the inaugural event from the previous year, and was the main reason why financial revenues increased over the previous year. The event was a great way to bring together the diverse lgbtt* community and come together to support the RRC continued mandate.

Overall, this event was highly successful, and this success and positive feedback from the community set the stage for an even larger annual Gala Fundraising event for the following fiscal year.

FINANCIAL STATEMENTS AT A GLANCE
Looking at the financial statements overall, the RRC had a positive set of outcomes. Core funding from the Government of Manitoba and the Winnipeg Regional Health Authority allowed the RRC to continue providing counseling, education, and a plethora of other services and programs for our community. In addition, continued core funding from the United Way ensured that the successful and growing Peer Project for Youth program continued. In addition, the RRC saw a substantial increase in revenue generated from other sources, including fundraising,
recoveries from educational workshops, grants, and general donations. Expanded revenue allowed for expansion of service provision and the introduction of new initiatives and programs. Overall, revenues for the 12-month fiscal year ending March 31, 2012 were $653,050.

Expenses for the 12-month fiscal year were $563,782. Expenses were higher than the previous year mainly because programs were expanded, and higher expenses followed higher revenues for these expanded programs.

Overall, the RRC ended the fiscal year with positive net revenue of $89,268. The positive net revenue position is a demonstration of the continued prudent expenditure management by the RRC’s staff, Executive Director, and Board of Directors. Careful planning for the future and ensuring ongoing sustainability of our programming into future years is an important factor in decision-making from a financial management perspective. Furthermore, the final results of the Community Needs Assessment and the in-progress Strategic Planning process, which is well underway, will help determine where the RRC should focus additional expanded programming and services, and where surplus funds should be directed into the future.

FINANCIAL ACCOUNTABILITY
The RRC operates with detailed financial policies, procedures and guidelines, which are developed and continuously reviewed by the Treasurer, Accountant, and approved by the Board of Directors. During this fiscal year, these financial procedures and guidelines were referred to and utilized constantly by staff, management, and members of the Board of Directors.

These procedures and guidelines highlight the importance and emphasis placed by the RRC on accountability and the responsible and careful usage and management of funds.

ENHANCED FINANCIAL REPORTING
The RRC continued its approach of providing detailed financial reporting to a variety of audiences, including the Executive Director for day-to-day management decisions, the Treasurer for organizational and financial analysis, and for the Board of Directors for such topics as variance reporting, monthly results, and year-over-year comparisons.

Continuing to utilize these reports on an ongoing basis allows the organization to use sound financial information to enable sound problem solving and decision making.
RELATIONSHIPS WITH FUNDERS
In addition, the RRC continued to foster strong relationships and partnerships with funders and donors, including new donors that were attracted in this fiscal year. The RRC will continue to advance the already strong relationships we have with current funders, potential new funders, and all of our stakeholders.

CONCLUDING COMMENTS
In closing, the RRC had an extremely active and full agenda of programming throughout the year. When looking at this activity through a financial management lens, it was a successful year in terms of generating new revenue including an expanded Gala fundraiser, prudently managing expenditures, and ensuring accountability in all decisions. This was definitely a year of success from the financial management perspective, and the next year promises continued success in this area, which will allow us to meet the needs of our lgbtt* community.

Respectfully Submitted,
Matthew Wiebe, CGA
Treasurer, Rainbow Resource Centre
June 19, 2012

INDEPENDENT AUDITORS’ REPORT

To the Members of
Rainbow Resource Centre Inc.:

We have audited the accompanying financial statements of Rainbow Resource Centre Inc., which comprise the statement of financial position as at March 31, 2012, and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors’ Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Rainbow Resource Centre Inc. as at March 31, 2012, and its operations and cash flow for the year then ended in accordance with Canadian generally accepted accounting principles.

Scarrow & Donald LLP
Chartered Accountants
Winnipeg, Canada

For this communication, together with the work done to prepare this communication and for the opinions we have formed, if any, we accept and assume responsibility only to the addressee of this communication, as specified in our letter of engagement.
# Rainbow Resource Centre Inc.

## Statement of Financial Position

<table>
<thead>
<tr>
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<th>March 31 2012</th>
<th>March 31 2011</th>
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</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
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<td><strong>Current assets:</strong></td>
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<td>Cash</td>
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<td>Term deposits (Note 2)</td>
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<td>Accounts receivable</td>
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<td>Prepaid expenses</td>
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<td><strong>Total current assets</strong></td>
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<td><strong>Term deposits (Note 2)</strong></td>
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<td><strong>Equipment, at cost</strong></td>
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<td>less: Accumulated amortization</td>
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<td><strong>Total equipment</strong></td>
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<tr>
<td><strong>Total assets</strong></td>
<td>$387,703</td>
<td>$282,788</td>
</tr>
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</table>

| **LIABILITIES**          |               |               |
| **Current liabilities:** |               |               |
| Accounts payable         | $28,197       | $24,467       |
| Deferred contributions   | $129,849      | $117,348      |
| **Total current liabilities** | $158,046  | $141,815      |
| **Deferred contributions for equipment (Note 3)** | $3,273       | $3,857        |

| **NET ASSETS**           |               |               |
| Net assets invested in equipment | $14,303  | $9,280        |
| Internally restricted net assets | $20,000  | $20,000       |
| Unrestricted net assets   | $192,081     | $107,836      |
| **Total net assets**     | $226,384      | $137,116      |
| **Total liabilities**    |               |               |
| **Net assets**           | $387,703      | $282,788      |

## Statement of Operations

<table>
<thead>
<tr>
<th></th>
<th>Year ended March 31 2012</th>
<th>Year ended March 31 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues:</strong></td>
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<tr>
<td>Core funding:</td>
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<tr>
<td>Winnipeg Regional Health Authority</td>
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<td>Manitoba Healthy Living &amp; Populations</td>
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<td>United Way of Winnipeg</td>
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<td>Other funding:</td>
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<td>Winnipeg Foundation</td>
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<td>Assiniboine Credit Union</td>
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<td>Families Forward</td>
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<td>Human Resources and Skills Development Canada</td>
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<td>Investors Group</td>
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<td>Manitoba Culture Heritage &amp; Tourism</td>
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<td>Manitoba Community Services Council</td>
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<td><strong>Total revenues</strong></td>
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<td>Fundraising</td>
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<td>Workshop recovery</td>
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<td>Interest</td>
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<td>Memberships</td>
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<td>Special events</td>
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<td><strong>Total expenses</strong></td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>$653,050</td>
<td>$534,713</td>
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| **Expenses:**            |                           |                           |
| Salaries and professional fees | $351,124     | $332,687                 |
| Administration and fundraising | $205,735   | $177,304                 |
| Amortization              | $6,923        | $3,865                    |
| **Total expenses**       | $563,782      | $513,856                  |
| **Difference between revenues and expenses** | $89,268       | $20,857                   |
The counselling program continues to grow and provide increased services to our diverse community. We’ve grown all the way to Brandon! We are happy to report that the centre now offers part-time counselling services out of SERC Brandon, and to welcome Amanda Trelford to the team. To supplement the counselling offered in Brandon, RRC staff travel from Winnipeg to offer drop-in counselling in Brandon once per month.

Back in Winnipeg, drop-in counselling has been very busy. Forty percent more community members attended drop-in over the past year, compared to the year before. This makes for a busy Monday at the centre! We are lucky to have seen the addition Sarah Dack as part-time staff person in the counselling program, which has been central to allowing us to keep up with the demand for our services.

In fall of 2011, more than fifty people were waiting for services on the waitlist. The person waiting the longest had a wait of over one year. We took a number of steps to remedy the situation and make sure people could access counselling. We partnered with the Klinic short-term counselling program and were able to successfully match three community members with Klinic services. Thanks Klinic! The remainder of people were offered our services over the past 7 months. We are pleased to report that although our waitlist is growing again, no one has been waiting for longer than 6 weeks at this time.

The counselling program has provided supervision and training to 7 students over the past year. Our staff members have participated in professional development in a number of areas including addictions, sexual assault, and protection orders. We’ve been updating our policy, providing consultation to other service providers, and soliciting evaluation of our services.

We are sorry to have said goodbye to Dianna Grywinski at the end of her term in the program, and happy to welcome Katie Owen back after her leave.
So many of our youth this year have found a real and true sense of community through attending PPY and I have had the honour of seeing many, once shy and anxious teens, blossom into outgoing and confident Youth. As we’ve seen many happy and secure young people successfully move on from our programming with strong support systems and lasting friendships, there have been twice as many new and fresh faces to replace them. As a result, PPY was bursting at the seams for every workshop and event that we held this year.

Some of the cool things the Youth were able to take part in included a ten week project aimed at challenging the Gender Binary System. This cumulated into “My Gender Wardrobe”, a youth-run, youth-led fashion show that allowed PPY participants to explore and embrace their personal gender expressions.

Between the self defense and spoken word classes, the painting and the partying we have had a real blast and we’ve learned so much. The Hollaback workshop series taught us how to deal with street harassment and Teen Talk helped us learn make our mental health a TOP priority! The withART program has been going strong since September and its participants have had the opportunity to engage in WEEKLY art theory and technique workshops. An amazing local artist, Lisa Wood, has had them doing everything from building canvases to exploring portraiture. They are slowly but surely materializing their own queer identities through art, so keep an eye out for their exhibition in late 2012!

Many of the Youth that attend PPY also took part in the first Manitoba-wide GSA Conference in December. Approximately three hundred and fifty Students and Teachers attended the conference, with some groups coming from as far as Thompson and Flin-Flon! They received workshops and training on how to
start a GSA, Fundraising for their GSA, Marketing and Advertising for your GSA, Activism 101, Navigating your school as a queer or gender non-conforming youth, and SO MUCH MORE!

The year has been truly jam packed and there was something for everyone to get involve in. I can’t wait to see what the New Year brings and look forward to even more success than the last.

MY GENDER WARDROBE
a 10 week project that the youth undertook to as they wanted to learn more about Gender and find a way to challenge the gender binary system. The Youth attended several workshops at the U of W for Gender Week. They also had discussions at PPY about what gender meant to them and how their gender and gender expression effected their everyday lives. The youth took on huge responsibilities and moved into strong leadership roles to coordinate a Youth-run and Youth –led Fashion Show that allowed the youth to show off and embrace their own personalized gender expressions. Approximately 65 people attended the show to support the youth in action! It was a great success.

RRC GALA
2 Youth Spoke at the Annual RRC Gala in 2011 and shared their personal journeys, experiences and struggles of being a Queer Youth. These youth spoke about having gone from feeling afraid, isolated, alone and hopeless about their futures – to growing and building real connections to other YOUTH by attending PPY regularly.
JETS TICKETS
3 Youth Volunteers were rewarded with tickets to take a friend to a Jets game this year for putting in such a great effort to help their community.

WORKSHOP FACILITATORS
4 Youth became YEAH Workshop Facilitators this year and we couldn’t be more proud of them! The program provided them the opportunity to travel all over Manitoba and North Western Ontario to deliver anti-homophobia education to groups 200+ students! Another huge success!

withART
10 youth Participants have been engaged in an art program that began in April 2011. After interviewing and selecting an artist to work with, these youth started out on an important journey of self exploration. They are creating individual pieces in varying mediums that represent their identities as queer or transgender youth today. Their work will eventually be exhibited at the Negative Space art Gallery in October 2012 and they will be creating an artist’s book which will describe their personal journeys of self discovery through art. The youth have been interview for outwords and continue to work diligently once a week!

DJ MENTORSHIP
In February 2012 a DJ Mentorship workshop was offered to Youth interested in learning how to hit the decks. This has resulted in an ongoing mentorship being offered by the QueerView DJ Crew. Four of the PPY Youth have had the opportunity to DJ large queer-friendly events and they continue to meet weekly to enhance their skills.

“I like the person I become and the person I am cause I accept that I’m a little different but I found some people who I can connect with and that puts me in one outstanding mood!”
-PPY Participant
OTHER SUCCESSES INCLUDE:
Tea and Talks @ the forks is just one example of the Community Building workshops that were provided by PPY this year. These events saw 30-40 Queer and Trans youth attend to meet people their age within their community and to have a chance to openly express themselves, make lasting friendships and be positively supported and affirmed.

PPY put on another LGBTQQIA* Youth Dance that saw an attendance of 140+ Youth. This event was organised and supported entirely by Youth Volunteers from PPY (23) and adult volunteers from RRC (16) and from the greater Winnipeg community. It was a supportive queer environment where Youth could be themselves and have fun – something they said was lacking at their school and community centre dances!

GSA consultations sky rocketed this year! GSA’s have been popping up all over the city and with guidance and consultation have found their feet and are off to an amazing start. A success story: The St. James area of Winnipeg decided to have regular monthly GSA meetings with all the high schools in their area to build community and resilience amongst their youth. The PPY Coordinator presented at one of these meetings to encourage and support their growth and accomplishments!

The GSA conference in DEC 2011 was amazing. 350+ Youth and teachers attended from all over Winnipeg and Northern Manitoba. Youth received workshops in how to establish a GSA, Marketing and Advertising for your GSA, Fundraising ideas as well as more broad workshops like Healthy Sexuality, Gender Non-Conforming Youth and Schools and Queer Activism 101. Jeremy Dias, founder of Jer’s Vision was Key Note speaker and provided a positive, motivational and encouraging message to LGBTQQIA* Youth struggling within their schools.

A Youth Pride Committee was initiated within the PPY ranks for PRIDE 2011. They organised advertising and outreach for Youth events and made sure to support and encourage LGBTQQIA* Youth to get involved in their communities. They attended the Pride Coffee house where one of the youth even performed and they also went roller-skating, to the Dyke march and to the Pride March.

Pancake Breakfast for PRIDE 2011 was a Youth-Led and Youth-run event that saw upwards of 20 Youth volunteer in leadership roles to provide breakfast to the LGBT community before the annual Pride March. They raised $300+ by donation.
Since I began in the position of Volunteer and Programming Coordinator in September of 2011, we have had two full 8 week training sessions, resulting in 10 new full time volunteers. This brings our volunteer numbers to 30 active and ongoing volunteers, and 25 casual volunteers. Full time volunteers commit to more than 9 hours each per month, that is broken down into 2 three hour shifts each month, as well as attending the volunteer meeting on the first Thursday of each month. Commitment, and dedication from our team of volunteers is invaluable to the accessibility and success of the Centre, and we are very proud of our volunteer team!

These active volunteers run the Peer Support Line, the Library, our new Queer Leisure Guide, look after keeping our Centre memberships up to date, and have recently formed a communications committee to facilitate communication about Centre activities to the community. The volunteers truly take an active role in our Centre, and contribute to the success of our groups and activities every night of the week. I am pleased and honoured to work with such a great group of people, and the dedication of these volunteers is truly remarkable!

Our programming and volunteer program are essential to maintaining the strength of our community Centre, and their commitment and dedication keep the Centre alive and busy!

SOME OF THE HIGHLIGHTS OF THE LAST YEAR INCLUDE:

- In January 2012, we launched a new volunteer project entitled “The Queer Leisure Guide.” The Queer Leisure Guide is a full and diverse program of events organized by a group of volunteers that take place at the RRC. A highlight of the success of the Queer Leisure Guide, is that some of the programs evolved into consistent monthly programs, including a knitting group, and a volunteer-led hip hop dance group. Numerous information
nights brought out a diverse group of community members, and topics included: Investment/Retirement Planning, Interior Design, How to Open a Business, Chat with a Mortgage Specialist, and a two part Interior Design Workshop.

- The Centre currently has 21 active groups who meet at the Centre on a consistent basis. Of these groups, fifteen of them are community lead, and 6 are run by the RRC and Centre volunteers. Some of the newly formed groups this past year include the LGBTT* PHA group, The Queer Stitch n Bitch group, the Community Communications Team, the Queer Book Club, and the Gal’s gathering (a women’s group).

- The Volunteer Program was also incredibly active in the community this past year, and provided volunteers and planning for numerous community-led, and city-wide events including: World AIDS Day, The Taboo Sex Show, The RRC Gala, The community Fall Supper, RBC’s company picnic, The GSA conference, the Pride Gold Tournament and numerous other Winnipeg and Brandon Pride events, and the Northern HIV conference.

- Between September 1, 2011 and April 1, 2012, the Peer Support Line volunteers answered, and supported 83 calls.

The work of these dedicated volunteers is truly remarkable. The work that they do helps us to reach a wide range of the community, and it is clear that their initiative and desire to build community is an indication of even more to come!

“At one point I used to think that I was a very informed member of the Queer community. Until I started volunteering at Rainbow Resource Centre, that is! Volunteering at Rainbow has opened my eyes up to ALL of the community, rather than the average queers that go to the gay bars. Not only have I been accepted into a warm comfortable environment but I am now able to represent the Centre in the same way that I was greeted in.”

- Heather, Centre Ambassador & Library Volunteer
The Education Program continues to build on the momentum from previous years, create new program initiatives, build bridges with key agencies and organizations, and create additional resources. Education requests continue to climb approximately 35 – 40% annually, with the program continuing to provide ongoing support and consultation to numerous agencies.

KEY HIGHLIGHTS INCLUDE:

- Participating in the Canadian AIDS Treatment Information Exchange Gay Men’s Health Rapporteur project
- Attending gay men’s health summits in Vancouver and Toronto
- Consolidation of conference key themes and reporting back to local membership
- Co-coordinating with CATIE and The Avenue Community Centre (Saskatoon) a prairies gay men’s health meeting involving agencies in Manitoba, Saskatchewan and Alberta
- Continuing to provide ongoing support to SERC Brandon’s GLBT Program Facilitator
- Supporting Red River College’s LGBTT* Initiative with ongoing consultation and Ally Trainings
- Delivering education sessions outside of Winnipeg including: Thompson, Brandon, Gimli, Oakbank, Altona, Northwestern Ontario region
- The creation of a YEAH coordinator to oversee youth educators, training, bookings and inquiries
- Continued participation with the Sexual Health Educators Network and the GLBTT Health Promotion Coalition
- Support from casual education staff and other RRC staff have not only enabled the program to meet the needs of education requests, but are provide additional training sessions expanding our presence
- Administrative support for the RRC Provincial GSA Conference
- Providing support to Red River College student nurse placements
Much of the incredible growth in being able to deliver workshops was through the new Youth Educating Against Homophobia (YEAH) Program, in which trained young adults deliver anti-homophobia education in high schools.

WORKSHOP/SESSION DELIVERIES INCLUDED THE FOLLOWING:

Middle and High Schools (YEAH):
Windsor Park Collegiate, General Wolfe School, Arthur E. Wright School, École Riverview, River East Collegiate, College Jean Sauve, Dryden High School (Dryden, ON), Lord Selkirk Regional School, Westgate Collegiate, WC Miller Collegiate (Altona), Tec Voc off campus, Churchill High School, Stonewall Centennial, Camp Manitou, St. James Collegiate, Miles Macdonell, Fort Richmond Collegiate, JH Bruns, Ecole River Heights, Beaver Brae High School (NW Ontario), Queen Elizabeth High School (NW Ontario), Red Lake High School (NW Ontario), Tec Voc Off Campus, West Kildonan Collegiate, HG Izatt School, JH Bruns Collegiate, Grant Park High School, Stonewall Collegiate, Juniper School (Thompson), Wapanohk Community School (Thompson), Stonewall Centennial, HC Avery School, Seven Oaks Middle School.

Youth Services: Bright Futures Program, B & L Resources for Youth, RRC Peer Youth Leaders (Camp Aurora), Metro Winnipeg Council for Exceptional Children, RRC Camp Aurora PYL, RRC PPY, Camp Aurora, Teen Clinic, Respect Ed Youth Leadership Conference.


Health Services: Klinic Community
The Education Program delivered a total of 281 workshops, an incredible 183% over the previous year.

Over the past year, a total of 9,027 individuals went through workshops, an astonishing 167% over the previous year.

Health Centre, Riverview Health Center, Women’s Health Clinic, Dakota Ojibway Health Services, Burntwood Regional Health Authority (Thompson), Youville Centre, Canadian Pediatric Endocrinology Group Scientific Meeting, Concordia Hospital, Manitoba First Nations AIDS Working Group, Assiniboine College LPN Program,

Social Services: Addictions Foundation of Manitoba, Manitoba Childcare Association, Children Rising Mentorship Program, Canadian Mental Health Association, West Central Women’s Resource Centre

Conference Presentations: Vancouver Out Games, United Church Provincial Conference, Manitoba HIV Conference

Post Secondary Education

Institutions: University of Winnipeg (Aurora Family Therapy Program, Global College, Continuing Education)–; Assiniboine Community College; Booth College; University of Manitoba (Faculty of Nursing, Faculty of Social Work, Human Ecology, Faculty of Education, Masters of Arts Psychology, Student Housing, Inner City Campus Social Work, Physician Assistant Program, Faculty of Medicine, Human Rights and Advisory Services, UMSU); Red River College (Hospitality and Tourism, Faculty of Nursing, Applied Counselling, Diversity and Immigrant Student Support); College St. Boniface Social Work Program

Others include: International Women’s Day, Manitoba Public Insurance, United Church Meadowood, Prairie BDSM Discussion Group, Day Nursery Centre, Indian and Northern Affairs, Rainbow Resource Centre Volunteer Training
REPORT ON:

Community Partnerships & Events

PARTNERSHIPS/COMMITTEES/COALITIONS/WORKING GROUPS

Sexuality Education Resource Centre—Brandon: The RRC continued to offer monthly Drop In Counselling services in Brandon and ongoing counselling services through the Sexuality Education Resource Centre (SERC) Brandon location. Beginning in September of 2011, the Rainbow Resource Centre hired Amanda Trelford as a Counsellor for the GLBTT community working part time out of the SERC Brandon office. In addition to the ongoing services Amanda provides, the Winnipeg counselling team provides monthly Drop In Counselling services to the residents of Brandon and surrounding communities.

GLBTT Sexual Health Promotion Coalition: The RRC continues to be a significant and contributing member of the GLBTT Sexual Health Promotion Coalition. Currently, Chad Smith is one of the Co-Chairs of the Coalition.

Camp Aurora: In partnership with the Camp Aurora Steering Committee, the Rainbow Resource Centre is involved in the planning and implementation of Camp Aurora, a four-day camp for LGBTT* and allied youth ages 14-21. Now going into its sixth year, the camp will again be held in the Whiteshell area of Manitoba at Camp Brereton. We are privileged to be supported by Variety, the Children’s Charity, in having access to the camp. RRC staff has been involved with the Steering Committee, Peer Youth Leader training, camp administration, and general support as the main contact source for Camp Aurora.

Mount Carmel Clinic: Reece Malone has been working in partnership with Craig Ross, the Director of Community Services at Mount Carmel Clinic in the creation of a research and literature review on the costs of transphobia.
COMMUNITY EVENTS & INVOLVEMENT

National Day Against Homophobia: On May 17th 2011 the Rainbow Resource Centre partnered with the LGBTTQ* community to raise awareness about homophobia through a social awareness event, held at Confusion Corner during the evening traffic rush hour. As drivers passed by, they were greeted by about 50 community members and asked to honk in support of ending homophobia. The event was a huge success and covered locally on radio and television.

RRC Pride Open House/BBQ: On May 31st 2011 the RRC held our Second Annual Pride Open House/BBQ. The event was an astounding success, with well over 90 community members coming out to the Centre for tours, information, food and great conversation.

4th Annual Pride Golf Tournament: Held on May 28th 2011 at Southside Golf Course, the event was an amazing success, offering a day of fun, sport, sun, fabulous food, dancing and incredible prizes, as a fundraiser for the RRC. A huge thank you to the Panet Road RONA location and Southside Golf Course for their incredible support as the Presenting Sponsors. A huge thank you to Frontier Toyota for their support of the event!

Peer Project for Youth (PPY) Pancake Breakfast: On Pride Sunday, June 5th 2011, the community began the day with delicious pancakes, cooked and served by PPY youth, raising funds for the youth program. A huge thank you to Club 200 for all their support and assistance and the donation of their space to make this event happen! Another huge thank you to the Original Pancake House for the donation of pancake batter and to Starbucks for the donation of coffee, tea and supplies.

2011 Pride Festival: The RRC was proud and present, in the pride parade and at the Pride Festival grounds on Sunday June 5th 2011. A huge thank you to all those that marched with us and volunteered at our display.

Brandon Pride: The RRC was proud to attend and participate in Brandon Pride on June 11th 2011.

MB Harm Reduction Conference: The RRC was pleased to be able to support the MB Harm Reduction Conference on June 8/9th 2011, with Chad Smith as one of the Conference Emcees.

CPATH Annual General Meeting: The RRC participated in CPATH’s AGM on June 20th 2011. The Centre holds membership and is active with CPATH throughout the year.
Newcomer Youth Fair: The RRC attended the Newcomer Youth Fair in July 2011 to provide awareness and resources on the LGBTTQ+ Community for newcomer youth.

Scotiabank AIDS Walk: On Sunday September 25th 2011, the RRC Staff took part in the Scotiabank AIDS Walk, finishing again for two years in a row as the first place team for fundraising with the wonderful support of our community! Thank you!

Annual Fall Supper: In October of 2011 the RRC hosted the annual Fall Supper event, with support from the Rainbow Ministry. The event was a great success, with well over 300 community members and supporters gathering together to share a meal and support the community and the food—incredible as always! Thank you to all who volunteered and supported the event!

Spirit Day—Rally to Raise Awareness Against Homophobic Bullying: The Rainbow Resource Centre held a Rally to Raise Awareness Against Homophobic Bullying on October 20th 2010 at the Manitoba Legislature. The Saturday before, approximately 30 community members and supporters showed up at the RRC to create signs for the event. On the day of the Rally, over 400 people attended and the event was picked up and covered both locally and nationally, with coverage in Toronto and Montreal.

Transgender Day of Remembrance (TDOR): The RRC continues its support and participation in TDOR. This past November, the RRC participated in coordinating the event, providing resources to event organizers, promoting the event, and providing administration and volunteers to help with the event.

First Annual Provincial GSA Conference: In December of 2011 the Centre partnered with the Sexuality Education Resource Centre and with Jer’s Vision to deliver our First Annual Provincial GSA Conference—Stand Up! Stand Out! The conference provided training and support around Gay-Straight Alliances to more than 250 students and over 70 teachers and service providers, with over 50 schools represented.

Sexual Health Awareness Week: In February of 2012, the RRC participated in Sexual Health Awareness Week organized by Nine Circles Community Health Centre, condom blitzing all the bars and clubs in Winnipeg.
Thank you to all of our funders & donors!
You make all of this possible!

The important and ongoing work of the Rainbow Resource Centre would not be possible without the support of our funders:

• The Winnipeg Regional Health Authority, through support from Healthy Living—Youth & Seniors, provides funding to the Education, Volunteer/Programming, and Counselling programs at the Rainbow Resource Centre.

• Peer Project for Youth is funded and supported through the United Way of Winnipeg.

• The Winnipeg Foundation provided funding for the RRC’s Community Needs Assessment that is currently being implemented.

• Welcoming Communities MB provided funding to do an initial needs assessment looking at the needs of LGBT newcomers in Winnipeg and the accessibility of services for them.

• The MB Community Services Council provided a grant of $3,000 and a Volunteer Bingo with MB Lotteries Corporation for $3,000; the $6,000 in total was used to support the Youth Educating Against Homophobia (YEAH) Program

• Healthy Child MB provided funding support for Camp Aurora in its 5th year of operation.

• Investors Group provided the Centre with a $5,000 grant to support the YEAH Program

• The RBC Foundation provided the Centre with a $5,000 grant for 2011-2012 to support the YEAH Program

• Through the Winnipeg Foundation’s Youth in Philanthropy program, the library, the Education program, RRC Programming, Peer Project for Youth, and Camp Aurora were supported with youth grants.

• Summer employment for a summer student was supported through Service Canada via the Canada Summer Jobs program.
• The Rainbow Resource Centre annually receives a donation through the Jewish Foundation of Manitoba Endowment Fund.
• One of our most important funding bodies was the Winnipeg LGBT*QQ Community. Through donations via CanadaHelps.org and pledged giving, membership purchases at the Centre, attendance at fundraising events, and fundraising and donations through the Snowy Owl Monarchist Society, our community continues to support the Rainbow Resource Centre to insure that we are able to continue delivering youth programming, counselling services, volunteer opportunities and ongoing anti-homophobia education both within and beyond our community. We appreciate all the ongoing and so needed support the community provides to the Rainbow Resource Centre!
On May 7th 2011 the Centre held its Second Annual Gala Event—SWISH: A Fashionable Soirée! Hosted by Ace Burpee and Chrissy Troy of Hot 103, over 370 people were in attendance for an incredible fashion show and gala evening coordinated by SWISH MODEL MANAGEMENT. This incredible event raised almost $50,000 for the Centre, which allowed us to add extra staff in the Counselling Program and in Peer Project for Youth, providing additional support and resources to the community. Thank you to all of our Gala Sponsors for your support of the Centre and the work we do!

We thank the following sponsors for all of their support:

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Alba Lopez-Gomez
Rhett Palas  
(April 2011-January 2012)
David Zyla

2011-2012 CENTRE STAFF
Amanda Trelford  
Brandon Counsellor
Bridget Kopytko  
Accountant
Brad Tyler-West  
Casual Workshop Facilitator
Chad Smith  
Executive Director
Dianna Grywinski  
Counsellor
Elgee Merquita  
Newcomer Project Researcher
Fiona Jackson  
Youth Programming Coordinator
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Melanie Leslie  
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Sarah Dack  
Information & Intake Assessment Coordinator
Sarah Paquin  
Counsellor
Shannon Eibrenner  
Volunteer & Programming Coordinator  
(September 2011-Current)
Stacy Doiron  
Volunteer & Programming Coordinator  
(May 2011-September 2011)
TL McMinn  
Casual Workshop Facilitator

2011-2012 RAINBOW RESOURCE CENTRE STUDENT PLACEMENTS
U of M Faculty of Social Work:
Sue Hoang
Samara Luprypa
Renée LeNeveu
Sylvia Massinon
U of M Faculty of Nursing:
Jaqueline Deslauriers
Nicole Hibbard
YOUTH LEADERS IN ACTION SCHOLARSHIP

Seneca Chartrand