“staff just comes up with these cool things and we’re like, ‘ya! Let’s do it!’”
— Peer Project for Youth Participant
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“kids here tend to get really depressed and sad and stuff. Things like PPY make them feel not so alone.”

— Peer Project for Youth Participant
MESSAGE FROM:
THE PRESIDENT

It has been my privilege to serve as the President of the Rainbow Resource Centre for a second year, and to work with an exceptional group of staff, volunteers, board members, and the wider lesbian, gay, bisexual, transgender, and two-spirit (LGBTQ+) community.

Over this past year, the Rainbow Resource Centre has been extremely busy. We have seen continuing growth in all of our programs, and have also seen the development of new programs, new community initiatives, and new volunteer groups that are making use of our expanded space. It has been wonderful to see the increased use of our space at 170 Scott Street, and especially to see all the community activities for all ages happening in our new Qube space. Seeing the vibrancy and the energy in the Centre at all hours of the day and evening so much of the time is truly inspiring, and it is great to see our diverse community continuing to come together.

At the same time, we know there is more work to do. As an organization we plan to work harder to learn, grow, and reach out to all the diverse segments of our community. We want to connect more with the Aboriginal community, with the two-spirit community, and work more with new Canadians and refugees in our province, to ensure the services and programs of the RRC are accessible and sensitive in all respects. The LGBTQ+ community is truly a diverse one, and we want to reflect the entire spectrum of our rainbow in our identity at the RRC.

I want to thank our volunteer Board of Directors, who have done a tremendous job in leading the organization using our multi-year strategic plan and working on a number of committees. I also want to thank our former Executive Director Chad Smith, who moved on to pursue other opportunities in this past year, and again thank our current Executive Director Mike Tutthill, who joined the organization and has provided exceptional leadership right from day one.

The RRC will always fight for equality for our community, and we do this through partnerships and relationships between staff, volunteers, board members, funders, donors, and the entire LGBTQ+ community. Thank you kindly for your support of the RRC, and for continuing to work with us in this important mission.

Respectfully Submitted,

Matt Wiebe
Matt Wiebe, CGA
President, Rainbow Resource Centre
REPORT FROM: EXECUTIVE DIRECTOR

I was thrilled to join the wonderful staff team of the Rainbow Resource Centre in November. My first day was the standOUT! GSA Conference which saw over 500 students from over 60 schools in Manitoba and Northwestern Ontario gather to learn skills from Rainbow Resource Centre staff, community members, centre partners, and each other. It was a wonderful first day to see the staff in action, the dedication of our wonderful partners and donors, and the energy that comes from a diverse group of students working to create positive change in their schools. Much of last year was spent showing our support for Bill 18, the Safe and Inclusive Schools Act. Since the Act passed staff have been busy supporting schools, GSAs, and school divisions to create inclusive policies and support the development of GSAs.

The centre has grown substantially over the last few years. As our staff contingent continues to grow and demand for our services continues to increase we’ve needed to increase our administrative capacity. We have increased hours for our accountant and IT navigator. In the last year many requests for Youth Educating Against Homophobia workshops simply went unfilled due to a lack of capacity and demands on people’s time. We are happy to have created a half time YEAH coordinator who will train and supervise YEAH volunteers, arrange workshops in schools, and promote the program. We look forward to offering more educational programming with this expanded YEAH capacity.

The Education and Youth program teamed up to offer Totally Outright in the fall. Young gay men in the program participate in interactive, thought provoking presentations from community leaders and experts in gay men’s health. Topics range from coming out to gay sex, drug related harm reduction, relationships, and a whole lot in-between. Based on their own experiences and knowledge the group of young men use the knowledge gained in the program to initiate change in the community. This is the first time this evidence based program has been offered in Manitoba. We hope these young men will remain engaged in the community, and the centre, for years to come.

The centre expanded into the new “Qube space” last year. This added space has allowed us to host many more community groups and centre programs. Overall, group and program
attendance increased by 160%. The Qube has also provided access to a functional kitchen for Peer Project for Youth and new offices for youth programming staff.

Each day I hear wonderful things from community members about our talented and dedicated staff. Volunteers continue to be integral to our services whether staffing the library, events, the front desk, or serving on committees; I am constantly inspired by these dedicated people. Our funders, donors, and sponsors provide us the financial support to serve our community, keep the centre open, and keep our programs up and running. I am thankful to you all and look forward to continuing our learning and good work together in the coming year.

With respect and pride,

Mike Tutthill
Executive Director
FUNDERS AND DONORS: 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 the MANITOBA GOVERNMENT provides funding to the Education, Volunteer/Programming, and Counselling programs, along with administrative support at the Centre. The Winnipeg Regional Health Authority also provided funding for Totally Outright Peer Project for Youth is funded and supported through the UNITED WAY OF WINNIPEG

THE CAROLYN SIFTON FOUNDATION provided a 3 year grant to fund the start up of a Youth Programmer/Youth Counsellor position

THE PUBLIC HEALTH AGENCY OF CANADA via Nine Circles Community Health Centre provided outreach funding to Peer Project for Youth, Gender Journeys, Towel Talk, Totally Outright, and the Our City of Colours poster campaign

THE WINNIPEG FOUNDATION provided funding for Camp Aurora through their summer camp programming grant and Peer Project for Youth through the Nourishing Potential grant program

HEALTHY CHILD MANITOBA provided funding support for Camp Aurora and the StandOUT! 3rd Annual Manitoba GSA Conference
ASSINIBOINE CREDIT UNION provided a grant to Camp Aurora

The RBC FOUNDATION provided a grant to support the work of the YEAH Program and StandOUT! 3rd Annual Manitoba GSA Conference

Through the WINNIPEG FOUNDATION’S YOUTH IN PHILANTHROPY PROGRAM the Centre received a grant from École Churchill High in support of Camp Aurora and Tech Voc High School in support of the Positive Space Initiative’s seniors’ housing needs assessment

Summer employment for a summer student was supported through SERVICE CANADA via the Canada Summer Jobs Program

RONA at 775 Panet Road, ROGERS & ASSOCIATES/WEALTH MANAGEMENT GROUP OF RBC DOMINION SECURITIES, and SOUTHSIDE GOLF COURSE all provided sponsorship to our 6th Annual Pride Golf Tournament

The Rainbow Resource Centre annually receives a donation through the JEWISH FOUNDATION OF MANITOBA ENDOWMENT FUND

Camp Aurora and PPY received event proceeds from events hosted by GLBTQQ* ARTISTS OF WINNIPEG and RED BARN EVENTS

Since the centre began we have been supported by the LGBTQQ* community. Through donations via CanadaHelps.org, pledged giving, membership purchases, attendance at fundraising events, and donations through the SNOWY OWL MONARCHIST SOCIETY, our community continues to support the Rainbow Resource Centre. This ensures we are able to continue delivering our services both with and beyond the community. We appreciate the ongoing and so needed support the community provides to the Rainbow Resource Centre!

THANK YOU TO ALL OUR FUNDERS, SPONSORS, AND DONORS!
2013/2014 was another busy year for Centre volunteers and for general Centre programming.

The Qube has been a well-used addition to the Centre as its size has allowed for community programming such as Zumba, yoga, tai chi, and ballroom dancing that require more space than we have previously had access to.

One of our volunteers has spearheaded a community arts group called the Society for OUT-Standing Artists (SOSA) which has been well attended since its inception in the fall. They have hosted a holiday art sale, a social event to share work, and several workshops covering a variety of topics such as how to grow Bonsai from kitchen scraps.

New groups who meet at the Centre include a well-attended “Ladies Chat” group, New Pride Winnipeg for newcomers to Winnipeg as well as other groups from the community. The numbers of groups who use the Centre to meet has doubled over the last year; programming attendance has more than doubled as well.

Annual events like the Fall Supper, the International Day Against Homophobia and Transphobia and the Dykes Night Out Socials saw a huge increase in attendance. The Fall Supper attendance increased from 90 attendees in 2012 to a sold out dinner of more than 200 in 2013. From August 29 – September 9 the centre was pleased to be the first Canadian stop of Nazi Persecution of Homosexuals 1933-1945, a traveling exhibit from the United States Holocaust Memorial Museum, which brought approximately 150 people to the Centre and was made possible by countless volunteer hours. Our 4th annual Pride Open House was a huge success and was at times standing room only as more than 300 people attended this event sending us back to the grocer for more hotdogs!

Over the year, we’ve held two fifteen hour volunteer training sessions resulting in more than 25 new Centre volunteers who work in a variety of roles including the Centre library, as Centre ambassadors, as general Peer Project for Youth volunteers and to assist with events and groups. Due to this increase in volunteers, since November the library is open to the public each Thursday night from 6-9. Allowing the library to be accessible an additional three hours each week!
The event was incredibly successful and we thank the following for all of their support:

COMMUNITY LEADERS
Presenting Sponsors
at $10,000 Sponsorship Level
- RBC
- Delta Winnipeg
- MacDon Industries

MAKING A DIFFERENCE
Change Sponsors
at $5000 Sponsorship Level
- Crisis Trauma and Resource Institute

PROVIDING HOPE
Growth Sponsors
at $3000 Sponsorship Level
- Red River College
- Investors Group

REACHING OUT
Change Patrons
at $1500 Sponsorship Level
- Manitoba Hydro
- Manitoba Liquor & Lotteries
- Manitoba Public Insurance
- Rainbow Pride Mosaic/University of Manitoba Students’ Union
- Assiniboine Credit Union
- Fame Nightclub
- Perth’s
- Taylor McCaffrey, LLP
- Housefires Design & Illustration

SUPPORTING THE CENTRE
Affirming Patrons
at $750 Sponsorship Level
- Canadian Federation of Students
- University of Winnipeg
- Public Service Alliance of Canada

On Saturday, May 4, 2013 the Centre held its Fourth Annual Gala Event — 1940s Chicago Swish! Hosted by Ace Burpee and Chrissy Troy of 103.1 Virgin Radio, over 400 community members, supporters, and allies were in attendance for a wonderful evening of 1940s inspired food, fun, and incredible sounds of the Royal Canadian Navy Band of HMCS Chippawa and DJ Mama Cutsworth. This incredible event raised almost $60,000 for the Centre which allowed us to acquire our new Qube space this intern has allows us to offer more programming and make more space available for community groups.
MESSAGE FROM: THE TREASURER

It has been my privilege to serve as the Treasurer of the Rainbow Resource Centre (RRC) for the latter half of this fiscal year. I took on the role from outgoing Treasurer Craig Ross, who served expertly in this capacity for the previous 1.5 years, and I thank him for his leadership.

Over this past year, we continued to act in a fiscally responsible and sustainable manner. We have seen increased demand on our existing services and programs, and seen the introduction of new initiatives, often with accompanying new grant funding.

The RRC ended the fiscal year with a healthy surplus, however the surplus was much smaller than the previous year. This was expected, although demand for services and programs is increasing, and although the general cost of providing these services is increasing, core funding has in some areas remained flat. This means we rely on fundraising and donations to increase our revenue and capacity, while engaging in prudent control of expenditures.

Furthermore, future budgeting and multi-year financial projections have been undertaken this past fiscal year by the Executive Committee and Board of Directors. Increased service demand and new initiatives, combined with uncertainty in a tight fiscal climate means we are unlikely to achieve surpluses in future fiscal years. We will continue to move forward with careful budgeting, expenditure management, and the utilization of prior years surpluses (where required). We will align our operations and expenses to our program areas and in support of the RRC Strategic Plan. The staff, Executive Director, and Board of Directors will continue to use the plan to guide responsible financial decision-making.

In closing, the RRC has had another effective year. Increased revenues from fundraising events and donations shows the community continues to be engaged in supporting the centre. The RRC has managed expenses carefully and invested in much needed capital assets to ensure we provide the tools for staff to do their jobs effectively. We have procured new space with the Qube to provide programs and youth services in an inviting, open space. Future planning and financial analysis will continue to occur to ensure that even in an uncertain, complex, tight fiscal reality, we will be well positioned financially to continue smooth operations and deliver services to our diverse LGBTT* community for many years to come.

Thank you for your support!

Matt Wiebe
Matt Wiebe, CGA
Treasurer, Rainbow Resource Centre
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, 2014, 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 accounting standards for not-for-profit organizations, 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.

Auditor’s 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, 2014, and its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Chartered Accountants
Winnipeg, Canada
## Statement of Financial Position

**ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$272,141</td>
<td>$246,697</td>
</tr>
<tr>
<td>Term deposits (Note 3)</td>
<td>72,744</td>
<td>45,531</td>
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<tr>
<td>Accounts receivable</td>
<td>60,822</td>
<td>45,353</td>
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<tr>
<td>Prepaid expenses</td>
<td>7,190</td>
<td>4,854</td>
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<tr>
<td><strong>Total</strong></td>
<td>412,897</td>
<td>342,435</td>
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<tr>
<td><strong>Term deposits (Note 3)</strong></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>31,562</td>
<td>61,921</td>
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<tr>
<td><strong>Fixed assets (Note 4)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>33,613</td>
<td>23,666</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$478,072</td>
<td>$428,022</td>
</tr>
</tbody>
</table>

**LIABILITIES**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current liabilities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$51,028</td>
<td>$41,479</td>
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<tr>
<td>Deferred contributions</td>
<td>76,904</td>
<td>79,199</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>127,932</td>
<td>120,678</td>
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<tr>
<td><strong>Deferred contributions for equipment (Note 5)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,095</td>
<td>2,618</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$130,027</td>
<td>$123,297</td>
</tr>
</tbody>
</table>

**NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets invested in equipment</td>
<td>31,518</td>
<td>21,048</td>
</tr>
<tr>
<td>Internally restricted net assets</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>296,527</td>
<td>263,678</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>348,045</td>
<td>304,726</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>$478,072</td>
<td>$428,022</td>
</tr>
</tbody>
</table>

**APPROVED BY THE BOARD:**

_________________________  Director

_________________________  Director
# Rainforest Resource Centre Inc.

## Statement of Operations

### Revenues:

<table>
<thead>
<tr>
<th>Source</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Core funding:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Winnipeg Regional Health Authority</td>
<td>$350,900</td>
<td>$336,947</td>
</tr>
<tr>
<td>Manitoba Healthy Living &amp; Populations</td>
<td>42,075</td>
<td>50,900</td>
</tr>
<tr>
<td>United Way of Winnipeg</td>
<td>69,996</td>
<td>71,461</td>
</tr>
<tr>
<td><strong>Other funding:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Winnipeg Foundation</td>
<td>23,367</td>
<td>6,940</td>
</tr>
<tr>
<td>Winnipeg Regional Health Authority</td>
<td>43,776</td>
<td>-</td>
</tr>
<tr>
<td>Jewish Foundation Endowment</td>
<td>247</td>
<td>231</td>
</tr>
<tr>
<td>Assiniboine Credit Union</td>
<td>3,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Carolyn Sitton Foundation</td>
<td>49,754</td>
<td>29,540</td>
</tr>
<tr>
<td>Human Resources and Skills Development Canada</td>
<td>5,179</td>
<td>10,098</td>
</tr>
<tr>
<td>Investors Group</td>
<td>2,080</td>
<td>-</td>
</tr>
<tr>
<td>Manitoba Culture Heritage &amp; Tourism</td>
<td>-</td>
<td>10,365</td>
</tr>
<tr>
<td>Manitoba Housing and Community Services Council</td>
<td>163</td>
<td>-</td>
</tr>
<tr>
<td>Public Health Agency of Canada (Nine Circles)</td>
<td>40,000</td>
<td>18,400</td>
</tr>
<tr>
<td>Royal Bank Foundation</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>630,557</td>
<td>548,882</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>41,604</td>
<td>40,965</td>
</tr>
<tr>
<td>Fundraising</td>
<td>108,351</td>
<td>98,158</td>
</tr>
<tr>
<td>Workshop recovery</td>
<td>14,261</td>
<td>15,706</td>
</tr>
<tr>
<td>Interest</td>
<td>3,264</td>
<td>2,560</td>
</tr>
<tr>
<td>Memberships</td>
<td>806</td>
<td>765</td>
</tr>
<tr>
<td>Special events</td>
<td>42,499</td>
<td>37,211</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>210,825</td>
<td>195,365</td>
</tr>
</tbody>
</table>

| **Total**                                   | 841,382| 744,247|

### Expenses:

<table>
<thead>
<tr>
<th>Expense</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and professional fees</td>
<td>510,444</td>
<td>427,772</td>
</tr>
<tr>
<td>Administration and fundraising</td>
<td>275,152</td>
<td>231,289</td>
</tr>
<tr>
<td>Amortization</td>
<td>12,467</td>
<td>6,844</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>798,063</td>
<td>665,905</td>
</tr>
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</table>

### Difference between revenues and expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Difference</strong></td>
<td>$43,319</td>
<td>$78,342</td>
</tr>
</tbody>
</table>
RAINBOW RESOURCE CENTRE INC.
STATEMENT OF CHANGES IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Invested in equipment</th>
<th>Internally restricted (Note 6)</th>
<th>Unrestricted</th>
<th>March 31</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2014</td>
<td>2013</td>
</tr>
<tr>
<td>Balance, beginning of year</td>
<td>$ 21,048</td>
<td>$ 20,000</td>
<td>$ 263,678</td>
<td>$ 304,726</td>
<td>$ 226,384</td>
</tr>
<tr>
<td>Purchase of equipment</td>
<td></td>
<td></td>
<td>(22,414)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Difference between revenues and expenses</td>
<td>(11,944)</td>
<td>-</td>
<td>55,263</td>
<td>43,319</td>
<td>78,342</td>
</tr>
<tr>
<td>Balance, end of year</td>
<td>$ 31,518</td>
<td>$ 20,000</td>
<td>$ 296,527</td>
<td>$ 348,045</td>
<td>$ 304,726</td>
</tr>
</tbody>
</table>

RAINBOW RESOURCE CENTRE INC.
STATEMENT OF CASH FLOW

<table>
<thead>
<tr>
<th></th>
<th>Year ended March 31</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
</tr>
<tr>
<td>Cash flow from operating activities:</td>
<td></td>
</tr>
<tr>
<td>Cash from government and other core funding</td>
<td>$ 636,889</td>
</tr>
<tr>
<td>Cash from patrons, donors and others</td>
<td>186,206</td>
</tr>
<tr>
<td>Cash paid to suppliers and employees</td>
<td>(778,383)</td>
</tr>
<tr>
<td></td>
<td>44,712</td>
</tr>
<tr>
<td>Cash flow from investing activities:</td>
<td></td>
</tr>
<tr>
<td>Change in term deposits</td>
<td>3,146</td>
</tr>
<tr>
<td>Purchase of equipment</td>
<td>(22,414)</td>
</tr>
<tr>
<td></td>
<td>(19,268)</td>
</tr>
<tr>
<td>Change in cash</td>
<td>25,444</td>
</tr>
<tr>
<td>Cash, beginning of year</td>
<td>246,697</td>
</tr>
<tr>
<td>Cash, end of year</td>
<td>$ 272,141</td>
</tr>
</tbody>
</table>
“What I took away from this group was just its diversity. I was expecting a very binary identified group. And to have at least half of the group not binary identified was...it was really good to participate in a group like that. I hadn’t before. And just the sense of community building that a program like this offers. It’s really important.”

– Gender Journey’s Participant
REPORT FROM:
THE EDUCATION PROGRAM

The Education Program provides comprehensive education and awareness on sexual orientation, gender identity and gender expression in the healthcare, social services, education, and private sectors. The Program consists of the Education Program Coordinator, one part-time staff person, and three casual staff.

The Program continues to be in high demand; exponentially growing in overall requests for workshops, policy, procedure and case consultations, and post-secondary student placement requests.

In keeping with the RRC’s Community Needs Assessment, the Program offered several public sessions tailored to the LGBTQQ community. Workshops included: issues facing LGBTQQ newcomers, refugees and asylum seekers; issues faced by LGBTQQ aging populations specifically with accessing housing; and, legal issues and rights for common law and married couples.

In partnership with the Counselling Program, two cycles of the 10-week education and community building Gender Journeys Program were completed. Gender Journeys includes those anywhere on the gender spectrum. Discussions on the development of a youth tailored Gender Journeys Program as well as a Gender Journeys program in Brandon are taking place. Wait lists for participant involvement in Gender Journeys continues to grow.

Also in partnership with the Counselling Program, community outreach included the facilitation of two lesbian discussion groups and community building workshops for LGBTQQ* women at the North End Women’s Centre. Resources were also provided at the Women’s Correctional Facility Resource Fair.

The Education Program provides supervisory support to the Youth Education Against Homophobia program. Program and administrative support is provided to the Totally Outright program and RRC’s Gay/Straight Alliance provincial conference.

HIGHLIGHTS FOR THE YEAR INCLUDE:
• 228 workshop or public awareness sessions
• Education sessions delivered throughout Manitoba including Brandon, St. Anne, Thompson, The Pas, Dauphin, Pinawa, Steinbach, and Lac Du Bonnet. 5 session delivered in Anvik, Nunavut
• 18 student placements from: The University of Manitoba and Red River College Faculties of Nursing, and University of Manitoba Faculty of Law Canada Pro Bono Law students
• New partnerships to deliver LGBTQQ* Ally Workshops to the Civil Service Commission of Manitoba Safe Spaces Initia-
tive and The Government of Manitoba Department of Education Safer Schools Initiative

• The creation of resource review partnerships with the University of Manitoba Faculty of Education, The University of Alberta Faculty of English, and Manitoba Public Insurance Human Resources Department

• Committee involvement with the Sexual Health Educator Network, the Trans Health Coalition, and the 55+ Positive Space Initiative

• National committee involvement with the review and dissemination of the first Trans Youth Health Survey coordinated by the University of British Columbia

• Coordination and development of content for a provincial trans health website hosted by the Transgender Health Coalition

• New and sustained relationships with organizations providing awareness and professional development trainings to: The University of Manitoba (Student Services and faculties of Nursing, Medicine, Human Ecology, Education, Social Work/Social Work Inner City Campus, Department of Health Psychology, Physician Assistants Program), Red River College (Student Services/Immigrant and Settlement Services, Faculty of Nursing, Radiologic Technology, Hospitality and Tourism), The University of Winnipeg (Continuing Education and Faculty of Education), The Manitoba Teachers’ Society, Sexuality Education Resource Centre (Winnipeg and Brandon), Teen Services Network, University of Manitoba Students’ Union, Brandon University Faculty of Nursing, Spence Neighborhood Association, Southern Health Authority, Adult Education Centre, SEED Winnipeg, St. Mary’s Anglican Church, Manitoba Tourism Education Council, Manitoba Association of Rights and Liberties, St. Boniface Geriatric Day Hospital, Mount Carmel Clinic, Steinbach United Church, Workers Compensation Board, Grace Hospital, and Aurora Family Therapy

• Provided professional development training to the following K-12 schools and divisions: Maples Collegiate, McGregor School, Seine River School Division, École Lagimodièreh

• Provided Information Booths to: Manitoba School Board Association Annual Conference, Fort Richmond Collegiate, University of Manitoba, University of Manitoba Students’ Union, University of Winnipeg, Winnipeg Regional Health Authority Sex and Drugs Matters Annual Conference

• Provided resource development assistance and consultations to: Université de Saint-Boniface, John Forsyth School, Seine River School Division, New Directions, Osborne House, Mount Carmel Clinic, and the Gay Men’s Health Clinic

Coordinator’s Note: The success of the Education Program cannot be possible without the courage, dedication and commitment from our incredible workshop facilitators. Our facilitators deliver quality and evidence-based information to create systemic change and take incredible risks in front of unknown audiences – especially those who have not been exposed to comprehensive information on the lives of LGBTQ individuals and families. It’s been a joy and pleasure working with each of them and a privilege to witness both their personal and professional growth.
REPORT FROM: YOUTH PROGRAMS

Over the past year, Peer Project 4 Youth (PPY) has worked on sustaining the youth program after undergoing several changes and expansion in the previous year. The Rainbow Resource Centre expanded into the new Qube space in May, which the Youth Program has been using to offer a greater variety of programming in a larger, more accessible space.

PPY expanded in volunteer capacity over the past year, welcoming 6 new volunteers. This growth in volunteer roles in 2013 brings the team up to 8 qualified, passionate volunteers and 3 staff members dedicated to the LGBTTQA+ youth population!

Peer Project 4 Youth took part in several exciting projects and community building opportunities in 2013. An art project was created in collaboration with Reel Pride and a talented community artist. The art exhibit utilized postcards collected by Reel Pride during the Pride festival asking community members to share what they were proud of, and was unveiled during the opening night of the Reel Pride Film Festival in October. PPY planned a Community Pancake Breakfast for Pride that raised nearly over $700 for Camp Aurora. The youth enthusiastically took the lead in planning the Pride Pancake Breakfast, as well as making it all happen at 7 AM the day of Pride with the support of staff and volunteers. Thanks to the efforts of PPY’s dedicated youth, the Pancake Breakfast was a huge success!

In September 2013, Bill 18 - the Safer Schools Amendment to the Public Schools Act was passed in the Manitoba legislature, a great success worth celebrating! Inspired by the positive change in legislation, and in celebration of the activism and other efforts made on the part of the community, youth from PPY planned, advertised, and set up a youth dance in an effort to bring Gay/Straight Alliance and other LGBTTQA+ youth together. The LGBTTQA+ community had the opportunity to meet new people at a youth-driven, fun and inclusive Heroes & Villain’s dance party!

With the passing of Bill 18 came the establishment of many more GSAs in Manitoba looking for guidance. The Youth Program has continued to respond to the overwhelming demand from GSAs across Manitoba and Northwestern Ontario, providing support and consultation on a regular basis.

The Third Annual Provincial standOUT! GSA Conference took place in November and was a huge success. Drawing from the theme of “our voice,” which emerged from the struggle and success of Bill 18, over
500 youth and service providers from over 60 schools in Manitoba and Northwestern Ontario came together to learn about diversity, inclusion and celebration. The youth program continues to network and collaborate with many counsellors, teachers, and care-workers in providing support to LGBTQIA+ and questioning youth.

Peer Project 4 Youth has remained part of the Youth Agencies Alliance (YAA), a network of youth serving agencies and service providers within Winnipeg. In July, PPY participated in a YAA initiated project titled “My Winnipeg- A Diorama by Youth” led by YAA members, Art City, and Graffiti Gallery. In this community project, youth had an opportunity to create a diorama highlighting their ideal version of Winnipeg. PPY’s diorama included gender inclusive and positive spaces—with lots of pride rainbows!

Peer Project 4 Youth continues to see increasing youth attendance. The sustained increase in attendance is the result of successful outreach to schools, youth groups, and other community agencies. In addition to Monday and Wednesday evenings, PPY has been offering youth programming on the third Saturday of each month in an effort to provide rural youth an opportunity to connect with the Rainbow Resource Centre and meet other LGBTQIA+ youth.

Young people in our communities experience a great deal of homophobia, transphobia, and heterosexism in their schools, homes, and public spaces; it is the goal of PPY to provide a safe, inclusive space for youth to explore their identities, express who they are, learn new skills, engage in community building and develop healthy identities—while connecting with other LGBTQIA+ youth and having FUN! The past year has further highlighted the importance of PPY’s presence in the community as a safe space to learn, grow and be who you are. 2013 was a year full of meaningful opportunities and inspiration for the Youth Program. The shift we have had the privilege to see with the passing of Bill 18, the increase in GSAs in schools, the growth of our volunteer capacity, and increased youth attendance at PPY provides a sense of excitement, pride, and hopefulness for the youth program as we move into another great year!
“I didn’t know half of what I learnt today. Much appreciated.”

– Education Workshop Participant
The Youth Educating Against Homophobia Program (YEAH) continues to provide workshops in schools and alternative learning environments throughout Manitoba and Northwestern Ontario. Trained youth educators facilitate workshops on celebrating diversity, as well as the impacts of homophobia, biphobia, transphobia, and heterosexism on all people regardless of sexual orientation and gender identity. The YEAH Program continues to work towards eliminating all forms of bullying and discrimination in order to promote a more positive school environment for all students.

The YEAH Program makes an effort to reach rural communities in making meaningful connections, increasing awareness, and providing resources. In April 2013, the YEAH team traveled to The Pas for 4 days to facilitate 18 workshops at the two high schools, as well as Oscar Lathlin Collegiate on Opaskwayak Cree Nation. These sessions were combined with starting the very first Gay Straight Alliance in The Pas. Their first meeting was attended by many students and teachers from the area interested in bringing issues of diversity and safety to the forefront. We felt welcomed by the community and were grateful to see positive change taking place within such a short time frame! This trip was one of the highlights of 2013 for the YEAH Program.

The meaningful connections we make through the YEAH program continue to be greatly rewarding. With Bill 18 in effect, we anticipate an increase in workshop requests in schools across Manitoba and look forward to continuing outreach throughout the province as well as Northwestern Ontario.
REPORT FROM:  
THE COUNSELLING PROGRAM

Yet another successful year in the counselling program! We continued to provide professional free and accessible counselling services to the community through various means. 

bus\y and productive year working with and supporting clients from our community. 

In addition to regular counselling services, RRC provides monthly counselling services to the MSM population through the Towel Talk program at Adonis Spa. Towel Talk continues to be well received by bathhouse cliental. 

Drop-in Counselling continues to be very busy. The program provides an opportunity for clients to access services right away. Various group counselling services were offered by staff, students, and peer support over the past year including “Coming Out” and “Living Well”. In partnership with the 

294 DROP-IN COUNSELLING HOURS  
823 SCHEDULED COUNSELLING SESSIONS  
135 DROP-IN COUNSELLING CLIENTS  
541 DROP-IN COUNSELLING HOURS

Services were provided throughout Manitoba with Winnipeg counselling at the Rainbow Resource Centre, Brandon counselling services at the Sexuality Education Resource Centre Brandon location, and by phone throughout Manitoba. Our full and part-time counsellors had a education program support groups were offered at the North End Women’s Resource Centre, outreach was conducted at the Women’s Correctional Facility Resource Fair, and two 10 week programs of Gender Journey’s were offered.
“[I] came to RRC struggling to decide if I was lesbian or bisexual and the counsellor gave me the opportunity to decide my sexual orientation on my own but with support. I wasn’t told you’re “this” or “that” as others had, and appreciated that.”

— Drop-in Counselling client
“You guys. There is gay Zumba at the gay community centre on Tuesdays at 8. Fat queers, we could totally take that shit ovah! I have a braided headband, legwarmers, and a bad attitude. Who’s in next week?”

– Program Participant via Facebook
2013 RAINBOW RESOURCE CENTRE STAFF

ALEX FRIESEN
Totally Outright Recruitment and Outreach Support Worker (since March)

AMANDA TRELFORD
Brandon Counsellor

BRIDGET KOPYTKO
Accountant (until December)

BRADLEY CHRISTOPHER WEST
Casual Education Facilitator

CHAD SMITH
Executive Director (until December)

CRAIG GIBB
Information and Intake Assessment Coordinator (since June)

DIANNA GRYWINSKI
Youth Programming/Youth Counsellor

GEOFF DODDS
Counsellor (until August)

JARED STAR
Youth Programming Coordinator/ YEAH Coordinator

KATIE OWEN
Counsellor

LIANA LUTZ
Accountant (since March)

MIKE TUTTHILL
Executive Director (since November)

REECE MALONE
Education Coordinator

RENÉE LENEVEU
Casual Education Facilitator (since October)

ROBERTA BISHOP
Technology Navigator

SAMARA LUPRYPA
Youth Programmer

SARAH DACK
Counsellor/Education Facilitator

SARAH PAQUIN
Counsellor

SHANNON EISBRENNE
Volunteer Coordinator/Programming Coordinator

STEVEN MADDEN
Counsellor (August – December)

TARA LAMBERT
Casual Education Facilitator

TL MCMINN
Casual Education Facilitator (until August)
2013 RAINBOW RESOURCE CENTRE
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Director
“I cannot be all things to all people, nor will I pretend to be. I do not support alternative lifestyles.”

— Workshop Participant