

ANNUAL
REPORT

RAINBOW
RESOURCE
CENTRE

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I just wanted to
say that I really
appreciated
you taking the time to...
help her feel
comfortable

A MESSAGE FROM THE DIRECTOR

We're pleased to provide you with our Annual Report for the 2015-16 fiscal year. We've continued to make changes to ensure the sustainability of the Centre and to enhance the quality of our programming. Following two years of deficit budgets we took a hard look at our programming, sources of revenue, and the impact of our services.

Our Youth Educating Against Homophobia (Y.E.A.H.) program used student volunteers to present workshops in high schools. This program was managed off the side of the desk of our youth programmer and required coordination of multiple volunteers. The program was not sustainable with a part time coordinator, volunteer program delivery, and increasing demands of youth drop-in. We reallocated a staff position to work specifically on youth education. The School LGBT2SQ* Equity and Inclusion Coordinator will be funded by Manitoba Education beginning in the 2016-17 fiscal year. Much of the education work the Centre has historically undertaken has been with schools and school systems. This funding acknowledges our work with schools and Manitoba Education's commitment to LGBT2SQ* inclusion.

Our education facilitator, Jennifer Stadtmiller, left the position in January to pursue another opportunity. This position was not funded so the decision was made to not fill the position. Education continues to be delivered by our education coordinator and casual educators. Moving forward, education will continue to focus on creating safer places for LGBT2SQ* communities through capacity building, ensuring supportive policies are in place, and identifying and supporting LGBT2SQ* inclusion champions and trainers within their workplaces and organizations. We will support organizations to deliver their own training, inclusion activities, and supports. This more holistic approach is based on education and human resources research and best practice.

Our volunteer and programming coordinator, Shannon Eisbrenner, also resigned from her position this fiscal year. Volunteers are now managed within the programs with which they volunteer. Volunteer training will be conducted by our education program. Funding for this position had been redirected to our youth counsellor position. With additional funding in place to support the youth counsellor, we look forward to re-establishing the program coordinator position.

Our counselling program continues to have one-time and ongoing scheduled counselling. In the past year we've changed from drop-in to same-week appointments. Having drop-in on Mondays meant we cancelled a number of weeks for holidays. The new model also ensures that clients don't show up to the Centre only to find out that drop-in appointments had been filled and an appointment is unavailable. Appointments are now offered throughout the week, rather than only on Mondays. The number of appointments has not changed, rather, they're spread throughout the week. Our clients indicate this makes one-time appointments much more accessible.

Counsellors also provide clinical support to social support group volunteer facilitators. Social support group facilitators are not necessarily well-trained in group facilitation or peer support skills. This puts the groups, the Centre, and group participants at potential risk. By providing better support to facilitators and planning proper training, we are minimizing these risks and building stronger connections between the groups and centre programs. We see social support groups as an integral part of the support we provide to the community.

The board and executive director undertook strategic planning exercises this winter. The plan focuses on professionalizing the organization, diversifying funding, better communicating with our communities, and diversifying the Centre staff, volunteers, and board members.

Toward the end of the fiscal year we changed the Centre hours to be more consistent. Previously, we were open different hours almost every day. This was confusing for clients and staff. Most clients accessed the Centre between 10 am and 5 pm, our new hours reflect this reality. With multiple social support groups, community group meetings, youth programming, and open library hours there is still a lot of evening programming happening at the Centre.

I hear wonderful things from our clients about the staff, board, and volunteers that keep Rainbow Resource Centre running. The staff team are professionals dedicated to serving our clients with a commitment to learning and implementing best practices, ensuring we continually strive to offer high quality services that have the greatest impact to foster a proud, diverse, and resilient community. Our funders, donors, and sponsors provide us the financial support to offer our programming and keep the doors open and the lights on, thank you! I look forward to working with you all in year ahead to continue building a healthy sustainable organization.

With respect and pride,



Mike Tutthill
Executive Director

REPORT ON
**STRATEGIC
PLANNING**

The board of directors and executive director met over the weekend of February 27 – 28, 2016 to develop a mission statement and new strategic plan for the Rainbow Resource Centre. The session was facilitated by Terry Stone, CenterLink Executive Director. CenterLink is an international network (largely based in the US) of LGBT community centres. Informed by stakeholder, board, and staff survey responses we examined the organization's

strengths, weaknesses, opportunities, and threats to inform the development of a new mission and strategic plan.

The following simplified mission statement was developed and will be presented to the membership for approval at the 2015-16 Annual General Meeting:

The Rainbow Resource Centre provides support, education, and resources to foster a proud, resilient, and diverse LGBT2SQ* community.



The following goals and outcomes were developed to guide the work of the organization over the next 3 years:

We want to increase professionalism by better coordinating events and relationships with LGBT2SQ* organizations; to diversify our volunteer base; to have better communication between our board, staff, and communities; and improve the branding and look of the Centre.

We want to increase awareness of the Centre's program and their impact. This will involve continuing to better evaluate our programs and services; making programming decision based on evidence and best practice; continuing to create relationships with donors and funders; continuing to provide education services to organizations and businesses; and furthering our relationships with health authorities and all levels of government.

We want to better understand and define our programming. For many years we have taken on any opportunity or project that presented itself, moving forward we will focus on the services we are funded to provide and ensure we are serving our community in all its diversity. This will require building relationships and sharing skills and knowledge with diverse stakeholders including Queer People of Colour, Two-Spirited People of Manitoba, newcomers, indigenous people, and the organizations who serve them.

We want to ensure stable and diverse funding sources. We will be enhancing our donor relations, beginning a Centre Sustainers Donor Program, and continuing to build relationships with current and potential funders and donors.

This is the best library I've ever been to!

REPORT ON

EDUCATION PROGRAMS

Within the last year, media has reported several provincial issues that have had positive impacts on LGBT2SQ* communities including: protections against discrimination, as well as work and school environments moving towards equity and more inclusive spaces. Delivering education and awareness, addressing systemic barriers, and supporting work environments to build their own internal capacity to support LGBT2SQ* staff, customers, and clients continue to be vital components of the Education Program.

The Program was invited to present conference plenary presentations at the Canadian Professional Association for Transgender Health National Conference (Halifax) on The History of Transgender Health in Manitoba as well as the CATIE HIV Forum (Toronto) on Transgender MSM Inclusion in Gay Men's Health Programming.

The Program continues to support the Government of Manitoba Civil Service

Commission's Safe Spaces Champion Program by providing awareness training, consultation, and resources for advisors and champions. The Commission oversees all government hiring. Supporting their Safe Spaces Champion Program helps to foster LGBT2SQ* equitable hiring practices and policies and supports affirming work environments for government employees.

The Education Program annually partners with University of Manitoba law students and Probono Students of Canada. Jared Enns of Pitblado Law was the supervising law consultant for two students researching information on legal issues that impact LGBT2SQ* sex workers. A resource document highlighting legal issues for those entering or currently in the sex trade or are sexual bodywork professionals is currently in draft stage.

The Education Program partnered with the Crisis Trauma Resource Institute (CTRI) to deliver a three-day training session on Gender Identity and Youth.

This national training invited service providers throughout Canada to build their awareness on trans and gender non-conforming youth. CTRLI hopes to offer this session with the support of Rainbow Resource Centre bi-annually.

The Canadian Human Rights Commission Roundtable on Gender Identity and Gender Expression took place in Winnipeg. The Education Program took the lead with coordinating, facilitating, and submitting the consultation report.

Keeping with current and timely topics, the Program offered free public sessions

including a collaboration with CATIE on PrEP, a collaboration with Nine Circles Community Health Centre on Sex Positivity, a collaboration with Like That, and QPOC on delivering a session on Transphobia and Racism. Other in house sessions included: asexuality, and self-care.

Finally, the Education Program continues to participate on several ad-hoc committees including: The Sexual Health Educator's Network, CATIE's MSM think tank, and the Canadian Professional Association for Transgender Health Education Committee.



Programming STATISTICS:

146 WORKSHOPS
4309 PARTICIPANTS

THROUGHOUT THE HEALTHCARE, EDUCATION, SOCIAL SERVICE, AND PRIVATE SECTORS IN VARIOUS LOCATIONS THROUGHOUT MANITOBA INCLUDING: WINNIPEG, BRANDON,

SWAN RIVER, SWAN LAKE, STEINBACH, THOMPSON, MACGREGOR, GIMLI, STONEWALL, PORTAGE LA PRAIRIE, LAC DU BONNET, BEAUSEJOUR, AND SPRINGFIELD. FIFTEEN (15) WORKSHOP REQUESTS WERE UNFULFILLED PRIMARILY DUE TO MULTIPLE SAME-DAY REQUESTS.

Education Workshops

2015-2016

HEALTHCARE:

Klinic
Steinbach Medical Centre
Winnipeg Regional
Health Authority
Mount Carmel Clinic
CATIE HIV Forum
Professional Association for
Transgender Health National
Conference

GOVERNMENT:

Department of Aboriginal
and Northern Affairs
Civic Service Commission
Province of Manitoba
Human Resources
Manitoba Justice
Government of Nunavut

SOCIAL SERVICES:

West Central Women's
Resource Centre
Ndinawe
Manitoba Employment Equity
Practitioners' Association
Manitoba Association for
Volunteer Administration
Child and Family All Nations
Coordinated Response Network
Winnipeg Child and
Family Services
Willow Place
Co-operative Housing
Federation of Canada

Resource Assistance for Youth
Emergency Department Violence
Intervention Program
Royal Canadian Mounted Police
Interlake Eastman Regional
Health Authority Crisis
Stabilization Unit
Main Street Project
St. Amant Centre
Annual Conference
Rainbow Resource Centre Queer
Men's Group

PRIVATE SECTOR AND OTHER ORGANIZATIONS:

Manitoba Institute of
Trades and Technology
Central Slam
Pride Winnipeg
Canadian Federation of Students
Great West Life
CBC Manitoba
Thompson Pride North of 55
Manitoba Bar Association
University of Manitoba
Students' Union
(Womyn's Centre
Rainbow Pride Mosaic
UMSU Council)
The University of Winnipeg
Students' Association

EDUCATION:

Manitoba Teachers' Society
School Divisions (St. James

Assiniboia, Evergreen, Pembina
Trails, Swan Valley, River East
Transcona, Prairie Rose, Brandon)
Donwood Elementary School
Princess Margaret
École Centrale
Centennial School
Springfield Heights
Edward Schreyer School
MacGregor Elementary
Portage Teachers' Association
Maples Collegiate
Sargent Park School
Robertson College
John Henderson School
La Vérendrye School
St. James Assiniboia
School Division Educational
Support Services
Stonewall Collegiate
SAGE
Portage Learning and
Literacy Centre
Wayoata Elementary School
Jameswood Alternative School
John G. Stewart School
Margaret Park School
Lac du Bonnet Senior School
Angus McKay School
University of Manitoba
Université de Saint-Boniface
Booth University College
Red River College Child
and Youth Care Program

I was able
to be myself and
enjoy life to the fullest
during camp

- CAMP AURORA CAMPER



REPORT ON CAMP AURORA

Camp Aurora is Manitoba's LGBT2SQ* youth summer camp and has been running for nearly ten years! 45 campers aged 14-19, 12 Peer Youth Leaders aged 20-26, and a whole team of volunteers and staff trek out to Camp Brereton in the beautiful Whiteshell Provincial Park for a jam packed week full of fun and excitement. Not only are campers engaged in fun, outdoor activities such as canoeing and campfires, they are supported to participate in identity-affirming, community building workshops. The goal is to provide a safe camp experience for LGBT2SQ* youth tailored to honour their true identity and expression. Camp provides mentorship and space to form lasting peer connections.

This year in particular was a huge success. A new cabin was opened allowing space for 8 more campers and 2 additional Peer Youth Leaders. Camp welcomed the presence of Albert McLeod from Two-Spirited People of Manitoba and local artist and Rainbow Resource Centre volunteer, Tim Haughian. Together, they added new programming that enriched the overall

experience for youth attendees. Guest speakers Rune Breckon and Corinne Mason ran a session on gender identity and gender exploration. Camp Aurora standard traditions, our annual Camp Aurora youth dance and Talent Show, once again livened things up with great participation.

Camp would not be possible without the generous donations provided by community members, Variety: The Children's Charity, support from the Rainbow Resource Centre, and the many volunteer hours put in by the Steering Committee. Each year, evaluation feedback reminds us of the impact Camp Aurora has on the lives of youth attendees. A recurring message from youth about their camp experience that has emerged in previous years is that they are able to be themselves, to make new friends, and leave with many positive memories! That and they love the food!

For more information about Camp Aurora or how to donate, visit www.campaurora.ca.

Why don't
we create
something
great?

- TOTALLY OUTRIGHT 2015 GRADUATE



REPORT FROM
**TOTALLY
OUTRIGHT**

Totally Outright is a 4-day sexual health leadership training program that provides young Gay, Bisexual, Transgender, Two-Spirit, and Queer identified men the opportunity to learn skills and make a difference in their community. Each participant completes 16 workshops that cover topics ranging from sexual health to relationships, and from activism to de-colonization. Every cohort completes a group work project that engages the wider community in some form of learning opportunity. Past graduates have pioneered the Don't Let Shame Decide Campaign and conducted their very own community-based research into the rural/urban sexual health experiences of Manitoba men. 2015 saw the third cohort of graduates take their knowledge and skills into the community with a short film and panel discussion at the Reel Pride Film Festival. Their chosen topic was "social dislocation," emerging

from group consensus that something could be done to help guys in Winnipeg connect with each other and create the community they wanted to be part of. The final product was a thought provoking and poignant short video that captured the experiences of a diverse group of guys that touched on everything from body-shaming to sexual racism. The video screening was well attended and the interactive panel discussion was thoughtful and enlightening. Today, graduates from all three cohorts have moved on to volunteer and paid positions at the Rainbow Resource Centre and other social service organizations in Winnipeg -- all with the aim of helping others and making communities safer.



*When I first came to Rainbow Resource Centre I had hit my personal **rock bottom** not once, but twice and felt completely broken as a person. The staff I have **worked with** have been compassionate, sympathetic and shown no judgment through my healing process.*

REPORT FROM COUNSELLING

A NOTE FROM OUR CLINICAL SUPERVISOR

It's been a full year supervising our amazing counsellors and Peer Project for Youth. We have assisted with many complex situations, diverse individuals, as well as couples and families seeking RRC support. We try to focus on individual and group stress reduction and wellness to reduce burnout and vicarious trauma among Rainbow Resource Centre staff. We also had the help of an Aurora Family Therapy practicum student and hope to have more partnership with their MMFT program at University of Winnipeg to help reduce client waitlist and providing a learning opportunity for grad students to help LGBT2SQ* clients, their partners, and their families. We have also added additional PPY group supervision to ensure some of our youngest most vulnerable clients get the support they need. It is an honour to work the staff and clients of RRC.

-Tara Sheppard, MMFT

Last year the Counselling Program continued to provide free and accessible drop-in and short-term sessions. Counselling services in Brandon are provided by Amanda Trelford housed at the Sexuality Education Resource Centre. Our counsellors in Winnipeg continue to provide in-person support to rural and northern community members as well as phone counselling and consultation. The counselling team provided 188 drop-in sessions, and 844 scheduled appointments with 397 unique clients.

Over the past year we supported folks with diverse experiences and identities. Here is just a small snapshot of people we provided counselling to:

- * Parents and family members of children and teens
- * Newcomers to Winnipeg, Manitoba, and Canada
- * People of all ages and walks of life who were questioning their identity, coming out, transitioning, or thinking about it
- * Couples working on their relationship or shared concerns

- * Individuals from rural Manitoba who commute to the Centre
- * Community members with mental health, housing, employment, and financial concerns
- * Individuals working on healing from experiences of trauma, abuse, or loss

The Rainbow Resource Centre's counselling team is comprised of clinicians with diverse backgrounds. Melanie Leslie and Sarah Dack work with individuals, couples and families providing short-term and ongoing support and advocacy.

MELANIE LESLIE is a registered Social Worker and is currently pursuing her Master's in Social Work through the University of Manitoba. Melanie loves working with clients on everything from practicing mindfulness and developing healthy coping skills to existential therapy.

SARAH DACK has worked at the Centre for close to nine years and has a background in Women's and Gender Studies, Sarah is currently completing her Master's in Marriage and Family Therapy (MMFT) through the University of Winni-

peg. Sarah is known around the office for her love of working with the littlest clients! Over the past year we have worked with significantly more children and families which Sarah is passionate about.

DIANNA GRYWINSKI is our Youth Counsellor and Programmer, Dianna provides counselling to youth ages 13-21. Dianna has a Bachelor of Arts in Sociology and Women's and Gender Studies and is in the processing of completing her Master's in Marriage and Family Therapy. Dianna has a background in community mental health, having worked at Klinik Community Health Centre for many years before joining our team. Dianna is grateful for the privilege to work with youth as they use the therapeutic process to grow into strong and resilient adults. She is constantly humbled by their honesty and bravery and appreciates their knowledge and insight into their own lives and identities.

AMANDA TRELFOED is in the final stages of becoming a registered social worker and has completed the bulk of the Masters of Marriage and Family Therapy program. She works with clients, young and old, from Southwestern Manitoba.

SUPERVISING THE SUPPORT GROUP FACILITATORS

This year the counsellors began offering regular and ongoing supervision to the volunteers that facilitate the social support groups that run regularly at the Centre. The counsellors provide regular feedback, debriefing and support as well as quarterly facilitator meetings and opportunities for ongoing training. We welcomed new volunteers who are running BLINK, a support group for gender creative kids, and PiP, a support group for partners of trans* individuals. The counsellors are grateful for the excellent work of these facilitators who make an important contribution to supporting the mental health and wellness of our community.

COLLABORATIVE WORK

The counselling program continued to work collaboratively across systems and this past year saw an increase in advocacy and work with many systems and organizations. The counselling team worked closely with groups of clinicians, parents, and teachers to support youth transitioning in schools. We have had the pleasure of being a part of multi-disciplinary care teams, helping our client's access and navigate mental health services and systems. We believe in working alongside our client's care providers to ensure there is affirmative support at every level.

SAME-WEEK APPOINTMENTS

Historically the Centre has offered drop-in counselling on Monday evenings. Over the past year we made a necessary shift from the drop-in model to offering same-week appointments. This means that clients can contact the Centre on Monday and be offered an appointment later in the week. This programming shift has provided better access to counselling services for clients in crisis, as well as those on the waitlist. Same-week appointments have also provided an opportunity for clients in need of brief therapy to access services when they are needed, compared to using drop-in or waiting on the waitlist.

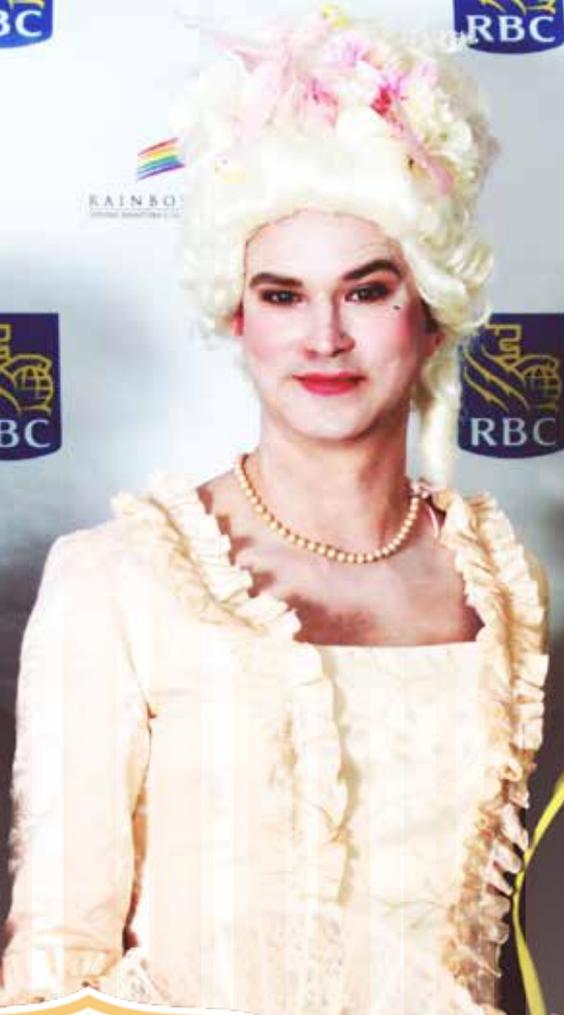
Programming STATISTICS:

188 ONE TIME APPOINTMENTS

844 SCHEDULED APPOINTMENTS

ISSUES OUR CLIENTS WERE REPORTING:
IDENTITY - 275
MENTAL HEALTH - 245
GENDER IDENTITY - 238
RELATIONSHIP ISSUES - 190
FAMILY - 187

SEXUAL ORIENTATION - 186
TRAUMA - 116
COMING OUT - 114
VIOLENCE - 53
EMPLOYMENT - 45
MSM - 39
ADDICTION - 32
HOUSING/SHELTER - 24
SAFER SEX - 12
RELATIONSHIP VIOLENCE - 10
SETTLEMENT - 10



RAINBOW RESOURCE CENTRE

GALA

Spring FLING

PRESENTED BY RBC ROYAL BANK AND RBC DOMINION SECURITIES

MAY 23, 2015



REPORT ON THE GALA

On Saturday, May 23, 2015, the Rainbow Resource Centre held its Sixth Annual Spring Fling Gala! Hosted by Ace Burpee of 103.1 Virgin Radio, over 400 community members, supporters, and allies were in attendance for a wonderful evening of Spring Fling food, fun, and an incredible performance by Canada's Queen of R&B, Jully Black, and the spinning sounds of DJ Roy. This fantastic event raised over \$70,000 to support the Centre's counselling, youth programming, education, and community events.

The event was a smashing success and we thank the following for all their support:

TITLE SPONSOR

- RBC Royal Bank and RBC Dominion Securities

PLATINUM SPONSORS

- Delta Winnipeg
- MacDon Industries

GOLD SPONSORS

- Crisis and Trauma Resource Institute
- Lilyfield Cakes
- MTS
- Rainbow Pride Mosaic – University of Manitoba

SILVER SPONSORS

- Aboriginal Peoples' Television Network
- The Gail Asper Family Foundation
- Freeman Audio-Visual
- Frescolio Fine Oils and Vinegars
- Housefires Design & Illustration
- Investors Group
- Manitoba Liquor & Lotteries
- Manitoba Public Insurance
- Pdraig Coaching & Consulting
- PwC
- Red River College
- Wes-Man Mechanical
- Winnipeg Free Press
- WOW! Hospitality Concepts

BRONZE SPONSORS

- Beyond Flowers
- Manitoba Hydro
- Manitoba LGBT* Chamber of Commerce
- Perth's
- Pollard Family Foundation
- Manitoba Teachers' Society
- MJ Roofing
- Public Service Alliance of Canada



totally
awesome!

- PARTICIPANT

REPORT ON

SUPPORT GROUPS

NEW PRIDE OF WINNIPEG

New Pride of Winnipeg is completing its 3rd year as a support group for newcomers who identify as LGBTQ* ages 18 and up. This year the group has received many new members from various countries of origin including China, Philippines, France, Spain, Bangladesh, Tunisia, Zimbabwe, Libya, and India. On average 8-12 people come each time. Activities are usually a mix of games and discussions simultaneously, such as everyone writing down a fact on paper about themselves they want to share, put into a box, and someone picks a paper and guesses whose fact it belongs to; the original writer then explains their fact. Many members enjoy discussing topics such as coming out stories or sharing their views on dating in Canada, and through these discussions they insert their cultural beliefs and practices while learning about the Canadian aspects. Other activities include board games, karaoke, potluck with foods

from the members' cultures, and outings such as visiting the Canadian Museum for Human Rights and the upcoming Pride Parade. Members have disclosed that they feel safety and acceptance within the group where they can be open about themselves and make friends.

OVER THE RAINBOW

Over the Rainbow, a social group for community members 55+, started in early December, 2015. Unsure as to just what direction we were heading, but knowing we want to be inclusive of our older demographic across the spectrum, activities centre around conversation and sharing of a meal or just cookies and coffee! Our inaugural event was a lunch time Pot Luck held in the Qube. We've shared six Coffee & Chats, a couple of Pot Luck dinners, and four dining out activities both inside and outside the perimeter! Activities have had anywhere from two to twenty four attendees. We have now settled in to regular get togethers – Coffee and Chat on first and

third Thursday mornings of each month, and a pot luck supper on the second Thursday. These are held in the Qube on a drop in basis. Other events of interest to group members are ever evolving. We communicate through emails, Facebook and for those not directly e-connected, we do use a telephone! We want to keep in touch and reassure folks that our group is welcoming, and a safe place to be.

PFFOTI

We have been here so long we have lost count of the number of years! We are the fastest growing group at the Centre providing support to Family and Friends of Transgender Individuals. We are now meeting twice per month, as our numbers have grown and the needs of members have increased. There have been times when we have had 25+ members attend a meeting. Thanks to the RRC for giving us the space and realizing the needs for our group and including us under their umbrella.

QUEER MEN'S GROUP

Now in our second year, the Queer Men's Group has continued to foster an inclusive environment for Queer men of all ages. We come together and enjoy activities ranging from movie and game nights, to insightful discussions on issues that are important to us like STI's and the challenges of Queer dating in Winnipeg. Attendance and interest in the group has continued to be strong, especially

for our group's favorite activity "20 Questions About Love and Sex"! We're also seeing increased involvement from several members of the group and hope to have a Co-Facilitator in the coming months.

SOCIETY OF OUT-STANDING ARTISTS SOSA is in its 3rd year now, and doesn't appear to be slowing down. We started as a venue for community artists to meet, to share and to risk presenting their work to the public. Today we have monthly sessions dealing with any aspect of art that the group is interested in experiencing. Emerging artists mix with experienced artists. Workshops and field trips are often added to the monthly scheduled events. We have a members exhibition in October and a public seasonal sale in November. Next year, we plan to step outside our community and introduce our group to the greater Winnipeg community through a group show at the cre8ery gallery in the Exchange District. We are so much more than an LGBT2SQ+ art group.... We are a group of creative, welcoming and talented artists who just happen to be LGBT2SQ+ and/or allies! (And we are incredibly thankful that the Rainbow Resource Centre has given us access to our home-space in the Qube!)

REPORT ON YOUTH PROGRAMMING

Over the past year, Peer Project for Youth (PPY) continued to grow and offer exciting opportunities for LGBT2SQ* youth communities. PPY is open Monday and Wednesday evenings to youth ages 13-21 and is the only LGBT2SQ* youth program in Winnipeg! Through a variety of programming, PPY provides identity-affirming education that builds capacity, resiliency, and leadership skills, and promotes overall wellbeing and sense of belonging.

The Youth Program saw shifts in staffing this year, with Samara Luprypa fulfilling the role of Youth Programs Coordinator, Dianna Grywinski remaining in the role of Youth Counsellor, and Jared Star supporting programming and youth events. Opening our doors twice a week to 25-30 youth, offering meaningful programming, and maintaining a positive space, would not be possible without our amazing volunteers! PPY currently has 6 dedicated, passionate volunteers and we are expanding the volunteer team to support the growing needs of the Youth Program.

The Youth Program staff promoted youth engagement through a suggestion box, responding to every comment left during PPY and displaying the responses on the wall so everyone can access the information. Through this approach and group discussions it became evident there was a need for more space to talk about the unique experiences of identity groups in which the youth belong. PPY began dedicating the fourth Wednesday of the month to give youth the opportunity to break out into identity caucuses to connect and talk about their experiences with the support of positive role models and community leaders. Identity caucus night encourages youth to explore and celebrate different aspects of their identities and learn ways to become better allies to one another within the community.

Other highlights this year include comedy and spoken word workshops, library nights, and participation in the "Every body" and "Love Positive Women" campaigns. PPY also offered workshops on mental health,

sexual health, peer support, coping skills, youth employment services, and created a 'zine on LGBT2SQ* youth experiences. Regular programming at the U of W Rec Plex promoted physical health through an inclusive, positive space.

The Youth Program continued to offer drop-in programming the third Saturday of the month, with the intention of making the program and resources more accessible to rural youth. Over the past year, we've seen an increase in the number of Saturday drop-in youth, often welcoming new youth to the program.

PPY held its annual winter dance in December for LGBT2SQ* youth and allies, with nearly 100 youth in attendance! The dance provides opportunities for youth to build valuable skills in leadership, teamwork, and conflict resolution, as they work together to plan the event. The theme of this year's dance was Ancient Mythology and all music was provided by youth DJs! The Youth Program also planned a successful youth dance during Pride in collaboration with Queerview with over 100 youth attending! The Annual Pancake Breakfast fundraiser during Pride was a huge success again this year! The youth worked hard planning and running the breakfast for the community, raising nearly \$700 towards Camp Aurora! The event wouldn't have been possible without the support Club 200, generous donations, our team of youth and volunteers, as well

as everyone who came out to support the LGBT2SQ* youth community!

A new addition to our youth program last year was Sources of Strength. We received start-up funding from the Winnipeg Suicide Prevention Network, which we are a member, in September 2015. Sources of Strength's mission is to provide a best practice youth suicide prevention project designed to utilize the power of peer social networks to change unhealthy norms and culture, to prevent suicide, bullying, and substance abuse. We thought this would be a great opportunity to incorporate Sources of Strength to PPY in order to build a better, healthier community by working on positive projects and awareness - peers supporting peers. Sources of Strength youth are supported by a staff member, as well as four Adult Advisor volunteers.

Our group came up with their own mission: "We're a group of really diverse individuals that are coming together to advocate for harm prevention and reduction within our community.

We want everyone in our community to feel free to be themselves and create strength within everyone. We believe that we all go through good times and bad, but we want to ensure that during those tough times none of us get overwhelmed; instead know our strengths and how to turn to the strengths and supports that are all around us."

REPORT FROM THE TREASURER

It has been my pleasure and privilege to serve as the Treasurer of the Rainbow Resource Centre this past fiscal year. I took on the role from our current Past President Matt Wiebe, who has served the board as Treasurer for the previous two years. Thanks to him for his support and guidance this year as I fulfilled my role.

FINANCIAL POSITION AT A GLANCE

Over the past year, we have seen in increased demand on our existing services and programs, and this has been recognized this year with new government funding support to fund an additional counsellor position. In this fiscal year, many of our other sources of revenues (with exception to our new government funding) have remained flat, however expenses continue to increase due to inflation and continued increase in demand for our programs and services. As such, this was the second consecutive year where the Centre ended in a deficit position. The Centre had budgeted and expected this situation, given the financial pressures in the local and national economy. However, due to attrition and diligent cost monitoring, the deficit was much lower than budgeted this year. The

Centre had built up a healthy surplus in prior years, a portion of which was used in the current year to ensure the program and service demands were met. Our primary focus continues to be to meet the needs of centre clients, and with a sound multi-year financial planning process, we will continue to meet these needs even better than before.

STRATEGIC PLANNING

This year the Board and Executive Director worked to develop a new strategic plan for the next three years of Centre operations. The plan involves focusing the Centre's resources on a select number of goals and benchmarks which will allow the Centre to provide better services and programming to the community. One of the major goals put forward by the strategic plan is to advocate for increased revenues from what will be known as the Centre Sustainers donor circle. It is a program that will encourage a steady revenue stream from existing and new donors in order to provide the funds necessary to keep the Centre operating day to day, as non-program specific funding is hard to come by. This is an important next step in the Centre's future,

as it will ensure that the daily costs of running the Centre are met. The board has committed to be engaged in further fundraising activities to ensure that programs and services can be delivered and costs can be fully recovered

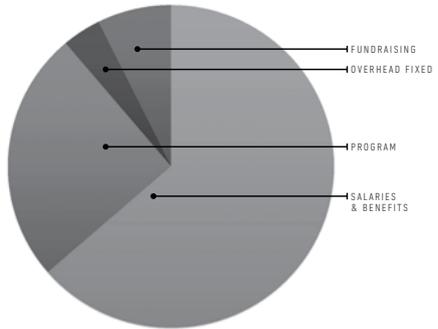
CONCLUDING COMMENTS

The Centre has had an extremely successful year, especially given that we knew this would be a deficit year. The increase in government funding in order to fund a counsellor position was a huge success for the Centre this year; a success that would not have been possible without the outstanding work put in by the staff and executive director. It is largely because of this funding that allows the Centre to put forward a surplus budget for next fiscal year. The Board of Directors, staff, and management of the Centre are committed to strong financial excellence, where financial analysis, policy, and planning are built in to decision making to ensure that even in tight fiscal times, we will be well positioned to continue smooth, and effective operations, and deliver services to our community.

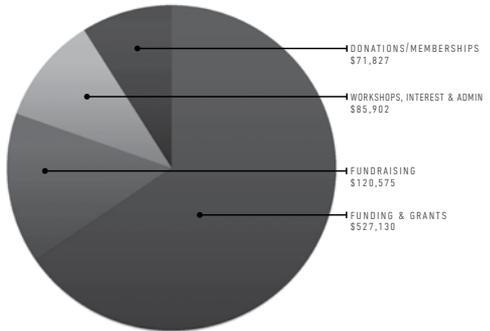
Thank you all for your unwavering support. You make it all possible.

Respectfully Submitted,
 Kelsey Wainwright, CPA
 Treasurer, Rainbow Resource Centre

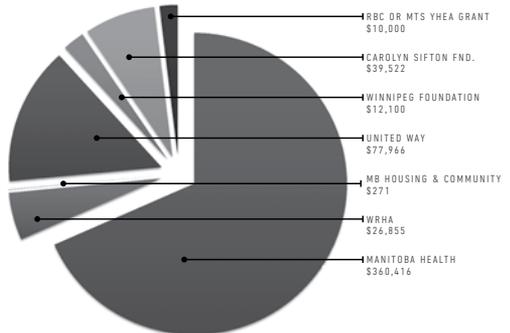
EXPENSES



REVENUE



FUNDING & GRANTS



A BIG THANKS TO:

FUNDERS SPONSORS AND DONORS

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

- *Manitoba Government provides funding to the Education, Volunteer/Programming, and Counselling programs, along with administrative support at the Centre
- *The Winnipeg Regional Health Authority provides funding for Totally Outright
- *Peer Project for Youth is funded and supported through the United Way of Winnipeg
- *The Carolyn Sifton Foundation provided a 1 year bridging grant to fund the Youth Counsellor and Programmer position in the Youth Program
- *The Winnipeg Foundation provided funding for Camp Aurora through their summer camp programming grant, for Peer Project for Youth through the Nourishing Potential grant program
- *Healthy Child Manitoba provided funding support for Camp Aurora
- *The Winnipeg Regional Health Authority and Our Own Health Centre provided a medical assistant for Camp Aurora
- *MTS provided support to Y.E.A.H and Peer Project for Youth through MTS Future First
- *RBC volunteers assist the Centre throughout the year by participating in Days of Service and provide employee directed award donations to the Centre.

- *Through the Winnipeg Foundation's Youth in Philanthropy program the Centre received grants in support of Camp Aurora and Peer Project for Youth from Tec Voc and Churchill High Schools
- *Summer employment for a summer student was supported through Service Canada via the Canada Summer Jobs Program
- *Rona at 775 Panet Road, Assiniboine Credit Union, and Southside Golf Course supported the 8th Annual Pride Golf Event
- *The Rainbow Resource Centre annually receives a donation through the Jewish Foundation of Manitoba Endowment Fund

Since the Centre began we have been supported by the LGBT2SQ* 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!

DONORS

Acxsys Corporation
Rob Altemeyer
Arshad Ahsanuddin
Mariam Bernstein
Tonya Bezpalko
Brandon PFLAG
Brandon Pride Committee
Tamara Cherewan
CIBC Children's Foundation
Cinna Baran Fund (Jewish Foundation of Manitoba)
City of Winnipeg
Conservative Club of Winnipeg
Crosstown Civic Credit Union
Dis for Dat, Sister High School
eBay, Inc.
Pam Homenick
Hope Mennonite Church
Jennifer Howard and Tara Peel
Indie Ends Productions
Andrew Kaplen
Kildonan Place Shopping Centre
Ruth Krindle and Bev Stacey
Carole Lambert
Carrie Lundy
Liana Lutz
Manitoba Public Insurance
Lori McCarville

Andrew McLaren
Motio Massage Therapy
Rob Moquin and Mike Tutthill
Cathy Moser
Rainbow Resource Centre Fund (Jewish Foundation of Manitoba)
Paul Reimer
RBC Foundation
Chad Smith
Snowy Owl Monarchist Society
subWOOFer
Kelly and Laurel Trotter
Thalia Andres Vasquez Pardo
University of Winnipeg
Ryan Zacharias

STAFF, VOLUNTEERS
& THE BOARD OF DIRECTORS

THE PEOPLE

CENTRE STAFF

Beach, Summer Student
Roberta Bishop,
Technology Navigator
Lindsay Brown, Casual
Education Facilitator
Sarah Dack, Counsellor
Shannon Eisbrenner, Volunteer
and Programming Coordinator
(until September)
Oliver Gajes, Totally Outright
Recruitment and Support
Worker (March to October)
Craig Gibb, Information and
Intake Assessment Coordinator
Dianna Grywinski, Youth
Counsellor and Programmer
Tara Lambert, Casual
Education Facilitator
Mark Lawson, Casual
Education Facilitator
Renee Leneveu, Casual
Education Facilitator
Melanie Leslie, Counsellor
Samara Luprypa, Youth
Programmer / YEAH Coordinator
Liana Lutz, Accountant
Reece Malone, Education
Coordinator
Amanda Trelford,
Brandon Counsellor
Kristin Sheffield, Casual
Education Facilitator

Jared Star, Youth
Programming Coordinator
Jennifer Stadtmiller,
Education Facilitator (until
January), Casual Education
Facilitator (since January)
Morgan Stirling, Casual
Education Facilitator
Mike Tutthill, Executive Director

VOLUNTEERS

Stephanie Adamov
Corrie Allan
Phyllis Ash-Hamon
Mary Basta
Roberta Bishop
Brit Brade
Sean Carlson
Brandon Clayton
Bill Dinsdale
Brenda Eames
David Elliott
Carlou Empaces
Frances Ennis
Kelsey Fierback
Naomi Finkelstein
Jenna Firth
Tim Haughian
Brett Hotas
John Kletke

Donna Kurt
Mateo Llanillos
Alba Lopez-Gomez
Kate McGonigal
Natalie Mulaire
Mary Anne Nurmi
Carmen Ochmatovski
Tracy Patterson
Jenny Peters
Adam Rout
Jason Skinner
Jennifer Stadtmiller
Shandi Strong

AND MANY MORE,
SORRY IF WE
MISSED YOU!

BOARD OF DIRECTORS

David Zyla, President
Patrick O'Reilly, Vice-
President (until February)
Mani Luangkhot, Secretary
Matthew Wiebe, Past President
Josh Gibson
Deborah Kasner (until February)
Alba Lopez-Gomez
Eddie Mendoza
Natalie Mulaire (until October)
Chuck Sanderson
Kelsey Wainwright, Treasurer



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