



BUILDING  
QMUNITY

QMUNITY

ANNUAL REPORT 2015





QUNITY marching at the Vancouver Pride Parade 2015

## A MESSAGE FROM OUR CHAIR OF THE BOARD

---

This year was all about putting the right building blocks in place as QMUNITY takes concrete steps toward planning our new physical home.

In early 2015, QMUNITY's staff and the Board of Directors engaged in a year-long strategic planning process which produced a simplified but powerful vision for QMUNITY as organization committed to a "world where everyone is free from discrimination, included, and celebrated for who they are".

Recognizing that our physical structure will always be our anchor, QMUNITY re-affirmed its commitment to provide a safer space for LGBTQ/2S community members to fully self-express without fear.

As a central hub, QMUNITY will continue to serve as a catalyzer for community initiatives and collective strength.

## A MESSAGE FROM OUR CHAIR OF THE BOARD

---

In May 2015, QMUNITY kicked off its Building QMUNITY community-wide consultation with a day-long event attended by 70 community members and 25 volunteers, media and QMUNITY staff. Through a facilitated conversation, participants explored QMUNITY's role in the LGBTQ/2S communities and provided guidance to QMUNITY as it plans for its future and its new facility.

The Building QMUNITY project continued through the summer in 2015 with QMUNITY hosting eight small-group dialogues with LGBTQ/2S participants from non-dominant communities. Each session focused on the values the participants believed should be reflected in QMUNITY's work and physical space as well as discussing the programs and services QMUNITY should be offering to best serve these communities. Of particular interest was the number of participants in the Indigenous/Two-Spirit session where participants called on QMUNITY to consider ways to recognize and include Indigenous/Two-Spirit people in all parts of QMUNITY.

Looking forward, our community consultation will continue because QMUNITY recognizes that our commitment to building an inclusive and vibrant community does not end with the release of our Building QMUNITY report.

**By the time you read this message, we will have welcomed our new Executive Director, Dr. C.J. Rowe.**

Under C.J.'s leadership you can count on QMUNITY to meet the commitments made during the Building QMUNITY project.

On behalf of the QMUNITY staff and Board, I want to thank you for continuing to partner with us as we work tirelessly towards our mission to improve queer, trans, and two-spirit lives. Our work will continue until every single person has an opportunity to feel safe, included, and free from discrimination.



A stylized, handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke.

---

**Morgan Camley**  
Chair of the Board of Directors

A photograph of a smiling man with dark skin, wearing glasses and a straw hat. He is holding a small, light-colored dog with a white patch on its face. The man is wearing a striped shirt. The background is a plain, light-colored wall.

# EMPOWERING INDIVIDUALS TO BE THEIR BEST SELVES

We provide personalized support services for queer, trans, and two-spirit people of all ages to live healthier, happier lives.

## HIGHLIGHTS



**Naturopathic Clinic**  
533% increase from 2014

**1,728** hours



**Counselling Hours**  
215% increase from 2014

**1,847** hours



**Information and Referrals**  
New full-time position created

**6,896** referrals



**Gender-affirming  
Garments Exchange Program**

**127+** items shipped  
throughout BC

Including folks in Metro Vancouver, Squamish, Nanaimo, Vernon, Nelson, Kamloops, and other cities.

## Award-winning confidence

### Through Direct Support

Triggered by a Pridespeaks workshop, our Youth Worker helped to facilitate a youth's social transition process at a school in North Vancouver. Matt was eager to come out to his classmates as trans. Through a collaboration of efforts, Matt's coming out went smoothly. Later on that month, we were informed he had been nominated for a North Vancouver Youth Award. Matt had gone on to inspire others in his community and has been a vocal advocate for trans youth in his community. In a recent conversation, the school's counsellor reported that Matt's demeanour has completely changed and he is excelling socially and emotionally where he had been struggling no less than a month prior to his coming out.



# STRENGTHENING OUR COMMUNITY TO BE INCLUSIVE AND CONNECTED

We create and offer spaces for all LGBTQ/2S individuals to develop meaningful connections.

## HIGHLIGHTS



Peer-facilitated groups  
3 new groups

14 community groups



Volunteer Engagement  
A total of 127 volunteers

7,300 hours volunteered  
The equivalent to 4 full-time staff



10 Special Events  
For youth, adults, and older adults

1,791 attendees to our hosted events



Friendly Visitors  
Pairs of LGBTQ/2S Older and Young Adults

248 hours spent with seniors

### Unexpected vital connections

Two persian women find community with each other

There was a latecomer to one of our volunteer orientation sessions. After the session, she informed me she was hesitant and afraid to come up—she is not out and her culture (Persian decent) looks down on LGBTQ/2S folks. After a few visits she now regularly comes in for volunteer shifts at our Information and Referrals Desk (IRS), acts as a translator for some of our farsi-speaking clients, and looks more at ease with her identity. A few months later, a volunteer brought in a friend who is also of Persian decent and who had been feeling guilty and ashamed of being gay for a long time—to the point of considering ending her life. After ensuring there was no immediate danger, I linked her up with the new IRS volunteer. They are now meeting for coffee to help each other out.



# LEADING THE WAY TOWARDS LEGAL AND LIVED EQUALITY

Through education and visibility, we help individuals, families, businesses, schools, and service providers to create inclusive spaces where everyone can thrive.

## HIGHLIGHTS



**54** Queer Competency  
Trainings

**978** participants reached



**231** Pridespeaks  
Workshops for students

**6,930** students reached



**15** Op-eds  
On queer and trans issues

**2,069** average audience  
reached per post

**95%**

of 2015 Queer Competency Training participants feel better equipped and more motivated to include and support LGBTQ/2S people in their professional and personal lives.

“ Every school should have QMUNITY come in. The effect of the workshop has been long-lasting!”

—Surrey Teacher

## SUPPORTERS

---

The generous support from our community members, corporate partners, and funders allows us to provide our comprehensive programs and services. We are grateful to the following partners for their continued support of our work and the LGBTQ/2S community.

---

### \$10,000+

Jim Mactier & Len Ellis

### \$5,000 — \$9,999

Robert Laing & Edward Wilson

### \$1,000 — \$4,999

Alice Frances &  
Christal Engleder  
Kasey Reese &  
Javier Barajas  
Rowly Johnson  
& Duncan Wilson  
Anne Agustin &  
Suneil Kanda

Scott Evans  
Vincent Wheeler &  
Peter Cheng  
Rachel Sara Forbes  
Yogi Omar  
Blye Frank &  
Jim Oulton  
Reiko Mackenzie

Philip Webb &  
Piers Ruddle  
Anonymous  
Morgan Camley &  
Sonya Iwasiuk  
Samuel Morris &  
Miguel Agustin  
Kevin Bougher

Gregory Henriquez  
Celia Muncaster  
Krista Noonan  
David Salter  
June Thompson

### \$500 — \$999

James Tod &  
Matthew Thiesen  
Cory Olson  
Erik Carlson &  
Andrew Truong  
Alison Brewin &  
Elisabeth Geller  
Samantha Simpson &  
Anna Negrin

Dirk Ricker  
Perry Boldt &  
Scott Roberts  
Mary MacLellan  
Robert Cimaglia &  
Chris Sulymka  
Barbara Findlay &  
Sheila Gilhooly  
Marina Winterbottom  
& Sarah Wex  
Anonymous

Ronald Rosell  
Geordie Stowell  
Jonathan Leebosh &  
Sven Tsvetkov  
Brian Chittock  
Jodi Evans  
Ian Falconer  
Katie Findlay  
Gary Glans  
Paul Klimczak

Dara Parker &  
Nata Belcham  
Stuart Pawsey  
Eric J. Phillips  
Stephen Regan  
Bernie Simpson  
Alexandra Skinner-  
Reynolds  
Aaron Van Gaver  
Darren Ewert &  
Mike Dreher

---

## \$250 — \$499

Robert Smith  
Simone Longpre  
Karan Mehta  
Bruce Chambers &  
Greg Wilson  
Hilary Mandel &  
Stina Brown  
Paul J. Schmidt  
Donald J. Meen  
Hasan Abdessamad  
Bill Corbett  
Isabelle Swiderski &  
Susan Bethanis  
Deborah Bourque  
Peter Litherland  
Laura Stearns  
John Webber  
Jonathan R. Whistler  
Pam Ratner & Joy  
Johnson  
Kevin Mazzone  
Bruce Edward  
Southcott  
John Andru  
Chrissie Arnold &  
Laura McIntyre  
Allison Blackder  
Susan Blackwood  
Tara Chandler  
Michael Chubb  
Tony Garcia &  
Jonathan  
Tyler Golden  
Wayne Hartrick  
Allan Hovan  
Justin Lai

Alan Ching Liu &  
Matt Carruthers  
Katrina Pacey  
Robert Skene  
Sam Struan  
Charlie Ung &  
Brad McCoy  
Elizabeth Bastedo &  
Janie Cawl  
Harley Rothstein &  
Eleanor Boyle  
Jocelyn Macdougall

## \$100 — \$249

Todd Beernink  
Willam J. Morrow  
Ron Parsons  
Randall Sutton  
Preston Parsons  
Jeannette Piry  
Shelley Rivkin  
Kim Sicoli  
Wallace Wong &  
Steven Paull  
Heather Fergusson  
Doug Brockway &  
Barney Ellis-Perry  
Warren Cox  
Hedy Fry  
Jeffrey Preiss  
Ly Tang  
Peter Thompson  
Michael F. J. Gillis  
Scott Robertson  
Alin Senecal-Harkin  
Dan Dumsha

Lee Carney  
Peter Diniz  
Sara-Jane Finlay  
Kathryn Fitzgerald  
Dustin Klaudt  
Edward Lee  
Robin Silvester  
Anonymous  
Grant Minish  
Angela Wakefield  
Craig Weckerle  
Devyn Cousineau  
John McElroy  
Perminder Parmar  
Douglas Thiessen  
Erin K. Petrie  
Laura Mehes  
Jennifer Ellen Kolarik  
Mark Rozenberg  
Colin Bell  
Sarah Bjorknas  
Veronique Boulanger  
Robert Capar  
Eli Dales  
Marina De Gregorio  
Adriaan C De Vries  
Drew Dennis  
Caryl Dolinko  
Ernest Fetting  
David Ford  
Nicky Forsman  
Sharon Fritz  
Jeremy Helsing-Lewis  
Jenn Jay  
Susan Johnson

Luke Kamikawaji  
Brenda Lamb  
Gilbert Laurin  
Travis G. Lewis  
Hush MacGowan  
Craig Maynard  
Dane B. McFadhen  
Jennifer McGinn  
Trent P. McLaughlin  
Carl A Meadows  
Krista Lee Munro  
Ryan Murdoch  
Michael  
Mychajlyszyn  
Kate Owen-King  
Devra Parker  
Michael Pearson  
Mary Phelps  
Jeff Polkinghorne  
Stephen Quinn  
Ellen Roberts  
Sarabjot Samra  
Brenda Scott Castro &  
Daniela Gardea  
Sandra Skinner  
Derek Sousa  
Marcos Souza  
Sue St. Marie  
Jill Tracy  
Patrick Carr &  
Sergio Peirara

*Although we have made every effort to make sure supporters have been correctly acknowledged, if we have erred, please accept our apologies and report the error or omission to 604-684-5307 ext. 113 or to [development@qmunity.ca](mailto:development@qmunity.ca)*

## SUPPORTERS

### MAJOR FUNDERS

Vancouver  
Coastal Health

Ministry of  
Children and Family  
Development

City of  
Vancouver

### CORPORATE AND FOUNDATION SUPPORTERS

#### \$25,000 - \$50,000

Vancouver Foundation

#### \$10,000 - \$24,999

Province of BC  
Face the World  
Foundation  
Vancity — West End  
Branch  
TELUS  
Neil Squire Society  
RBC Foundation

#### \$5,000 - \$9,999

Westbank Projects  
Corp.  
Port of Vancouver  
TD Bank  
Creative B'stro

#### \$1,000 - \$4,999

OUTtv Network Inc.  
Manpower Services  
Canada Ltd.  
RBC  
British Columbia Real  
Estate Association  
Henriquez Partners  
Architects  
Ernst & Young LLP  
Miller Thomson LLP  
Jenkins Marzban  
Logan LLP  
McCarthy Tetrault  
LLP  
Hospital Employees'  
Union  
TD Bank Group  
British Columbia  
Nurses' Union  
Artee Screen Print &  
Embroidery  
Vancouver Tennis  
Association  
McCarthy Tetrault  
Foundation  
Health Sciences  
Association of BC

#### \$100 - \$999

Moksha Yoga East  
Vancouver Inc.  
GMM Delaware LLC  
West End Seniors'  
Network  
The Pumpjack Pub  
The Junction  
UBC Institute  
for Gender, Race,  
Sexuality  
Brook Pooni  
Associates Inc.  
Queer As Funk  
Pivot Legal Society  
Abbey of the Long  
Cedar Canoe Society  
Trans Alliance Society  
Eaton Industries  
Brush Salon  
Immigrant Services  
Society of British  
Columbia  
Choices Market —  
Yaletown  
The Cap on Davie Ltd.  
Helping Hands of  
WorkSafe BC

Fluor Canada  
J. N. Burnett  
Secondary School  
Kwantlen Polytechnic  
University  
co.lab architecture  
Earl Marriott  
Secondary School  
Brick & Mortar Living

#### BOARD OF DIRECTORS

Morgan Camley  
**Chair**  
Simone Longpre  
**Vice-chair**  
James Tod  
Philip Webb  
Samantha Simpson  
Yogi Omar  
Cory Olson  
Janice Stewart  
Kasey Reese

Although we have made every effort to make sure supporters have been correctly acknowledged, if we have erred, please accept our apologies and report the error or omission to 604-684-5307 ext. 113 or to [development@qmunity.ca](mailto:development@qmunity.ca)

*For the year ended December 31, 2015*

|                                                                     | 2015                 |                      | 2014    |         |
|---------------------------------------------------------------------|----------------------|----------------------|---------|---------|
|                                                                     | General<br>Operating | Specific<br>Purposes | Total   | Total   |
|                                                                     | \$                   | \$                   | \$      | \$      |
| <b>REVENUE</b>                                                      |                      |                      |         |         |
| Grants                                                              | 592,937              | —                    | 592,937 | 512,364 |
| Donations and fundraising                                           | 126,263              | —                    | 126,263 | 121,356 |
| Events revenue                                                      | 124,237              | —                    | 124,237 | 158,036 |
| Honorariums and other                                               | 47,047               | —                    | 47,047  | 23,522  |
| Rental                                                              | 36,929               | —                    | 36,929  | 37,629  |
| Amortization of deferred<br>contributions related to capital assets | 9,928                | —                    | 9,928   | —       |
|                                                                     | 937,341              |                      | 937,341 | 852,907 |
| <b>EXPENSES</b>                                                     |                      |                      |         |         |
| Wages, subcontractors and benefits                                  | 563,709              | —                    | 563,709 | 496,348 |
| Program costs                                                       | 115,797              | —                    | 115,797 | 56,407  |
| Rent, utilities and taxes                                           | 95,686               | —                    | 95,686  | 92,722  |
| Fundraising                                                         | 46,515               | —                    | 46,515  | 48,130  |
| Accounting and legal                                                | 20,573               | —                    | 20,573  | 12,803  |
| Office                                                              | 15,682               | —                    | 15,682  | 12,601  |
| Amortization                                                        | 10,748               | —                    | 10,748  | 2,035   |
| Repairs and maintenance                                             | 9,469                | —                    | 9,469   | 8,341   |
| Travel                                                              | 6,778                | —                    | 6,778   | 5,823   |
| Bank charges and interest                                           | 5,986                | —                    | 5,986   | 6,989   |
| Telephone                                                           | 4,998                | —                    | 4,998   | 5,370   |
| Insurance                                                           | 3,039                | —                    | 3,039   | 2,740   |
| Equipment and lease                                                 | 949                  | —                    | 949     | 3,747   |
| Advertising and promotions                                          | 938                  | —                    | 938     | 10,144  |
|                                                                     | 900,867              | —                    | 900,867 | 764,200 |
| <b>Revenue over expenses for the year</b>                           | 36,474               | —                    | 36,474  | 88,707  |



**Registered under the Society Act of BC as:**

**QMUNITY** BC's Queer Resource Centre Society

+1 (604) 684-5307

1170 Bute Street

Vancouver, BC

V6E 1Z6

**Charitable registration number:**

11924-9522-RR-0001

[qmunity.ca](http://qmunity.ca)