

A DEFINING YEAR



A MESSAGE FROM OUR CHAIR OF THE BOARD AND OUR EXECUTIVE DIRECTOR

Over the last 35 years so much has changed.

In 1969 we were considered criminals, and pathologized for being queer. In 2014 Laverne Cox, an openly trans, African-American woman, graces the cover of Time Magazine. The world is changing, and our organization continues to change alongside it—yet at our core, the mission remains the same.

QMUNITY continues to exist
to improve queer and trans lives.

QMUNITY Receiving City of Vancouver Award of Excellence for Diversity and Inclusion
Photo credit: City of Vancouver



A MESSAGE FROM OUR CHAIR OF THE BOARD AND OUR EXECUTIVE DIRECTOR

Despite the advancement in legal equalities, many people continue to struggle to come out at school, work, or in the home. We are changing that. By ensuring that every single person has an opportunity to feel safe, included, and free from discrimination, we are translating our legal equalities into lived equalities.

We know there is still work to be done.

In 2014, we reached over 43,000 people, a 23% increase from 2013. We were able to increase our impact by expanding our full-time staff from 8 people to 11 people. This was in large part to our supporters, who helped us increase our budget by 14.6%.

But those are just the numbers.

Community happens when we celebrate our seniors at the annual Honouring Our Elders Tea, provide 860 hours of free professional counselling, or by advocating for trans friendly schools at the Vancouver School Board. Learn more about the impact of our work this year, highlighted on pages 5-11.

QMUNITY's work was recognized this year when we received the inaugural City of Vancouver Award of Excellence for Diversity and Inclusion. As one of many organizations working towards building stronger communities, we are humbled and grateful for this honour.

We cannot do any of this alone.

Thank you. On behalf of the organization that we are privileged to serve, we want to recognize everyone that works tirelessly to ensure that no one is left behind. Our inspiring volunteers, our dedicated staff, our incredible board, our generous supporters, and everyone in our community that continues to fight for the world that we all want to live in—you make this possible.

We look forward to continuing to serve you.



A handwritten signature in blue ink.

Dara Parker
Executive Director



A handwritten signature in blue ink.

Morgan Camley
Chair of the Board of Directors

DIRECT SUPPORT

SUPPORTING HEALTHIER, HAPPIER LIVES

Holigays Party for Older Adults
Photo credit: QMUNITY

We believe that by meeting individual needs, we can empower members of the LGBTQ community to live happier and healthier lives. In addition to providing our core programs and services, this year we ensured that the 43,000 people who contacted us had useful information and referrals throughout the province. We know that health starts with finding the right support, from people who understand your sexuality and gender identity.

HIGHLIGHTS



Naturopathic Clinic
Partnership Launched

324 hours



Counselling Hours
Target surpassed

860 hours



LGBTQ Services Directory
Developed and implemented

10,740 referrals



Clothing Swap Pilot
Led by Youth Advisory Committee

150+ items donated

Accessing Gender-Affirming Chestwear

Direct Support

Taegan moved to Vancouver from Saskatchewan to access gender-affirming healthcare and found the adjustment difficult at first. Taegan began to access Gab Youth drop-ins frequently, and often stops by the office to check-in, chat, and hang-out with our Youth Workers. Recently, as Taegan was telling the story of a friend who cannot access gender-affirming chestwear back in Saskatoon, they mentioned that they “would not have made it here in Vancouver” without our Youth Workers being there to support them.

FOSTERING MEANINGFUL CONNECTIONS

CONNECTION

We all need community. Whether it's socializing with folks like ourselves, sharing our common stories, or giving back by volunteering, it's important to have a safe place to connect. QMUNITY serves as a hub for the hundreds of LGBTQ people and organizations looking to find each other. We believe that no one person is an island. In fact, we like to think of ourselves as a series of bridges, in our beautiful rainbow archipelago!

HIGHLIGHTS



Peer-facilitated groups
Increased and improved training for facilitators

10 community groups



Volunteer Engagement
Online platform launched

13,140 hours volunteered
The equivalent to 6.7 full-time staff



11 Special Events
For youth, adults, and older adults

2,584 attendees to our hosted events



Facility Upgrades
Donated to maximize use of our space

\$100,000 worth of upgrades

“ I came straight from the hospital because it's where I feel safest and I didn't want to miss any more Gab.”

—Gab Youth Drop-in Attendee

Friendly Visitors Project Launched

Project to match LGBTQ volunteers with LGBTQ seniors for visits in seniors' homes or in long-term care facilities.

EDUCATION

PROMOTING INCLUSIVE SPACES

Volunteer Appreciation Party
Photo credit: QMUNITY

Learning is a life-long journey. As we continue to expand our education and training services, the most common feedback we hear is: “I didn’t know what I didn’t know.” We all have the potential to be allies, and QMUNITY is committed to helping businesses, government, and schools create diverse and inclusive environments where everyone thrives. Knowledge is power!

HIGHLIGHTS

Train the Trainer Workshops

University of the Fraser Valley

We designed and delivered two series of new ‘train the trainer’ queer competency workshops for the University of the Fraser Valley students and staff. The response from participants was very positive and a third training has been booked for 2015.

“The focus on older adults provided a great glimpse into a sector of the LGBTQ community we don’t hear about often. From a health care perspective, I will choose my words more carefully.”

—QCT Participant



47 Queer Competency
Trainings

876 participants reached



158 Pridespeaks
Trainings

4,740 students reached



41 Outreach Info Tables

273% of year’s target

CHANGING HEARTS AND MINDS

International Day Against Homophobia and Transphobia Breakfast
Photo credit: Michelle Peters

ADVOCACY

Visibility matters. In order to build a safer and more inclusive world, we need to see ourselves, and our issues represented. In 2014, QMUNITY was there to speak up when the Vancouver School Board was attacked for their work on queer and trans rights. We worked with the Parks Board and the trans working group to ensure that everyone can feel safe accessing public spaces. And we will continue to queer the space, providing a voice for the community on the issues that matter most.

HIGHLIGHTS



12 Op-eds

On queer and trans issues

1,573

average audience reached per post



109 Advisory Services

To address barriers to inclusivity

545%

of year's target



71 Media Appearances

In local newspapers, television, and radio stations

90%

of year's target

Homophobia at the Gym

Intervention, advisory services, and training

In July of 2014, we received a phone call from Michael in Port Coquitlam. He had been working out in his local community centre when a staff member discussing Brokeback Mountain offered her opinion that "the gay sex was disgusting." Initially the City did not appreciate the gravity of the situation, and failed to take the appropriate steps. Once QMUNITY intervened to support Michael, the City reversed their position and committed to providing Queer Competency Training to City staff. Our collective voices do make a difference.

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 community.

\$10,000+

Jim Mactier
& Len Ellis

\$5,000 — \$9,999

Morgan L. Camley
& Sonya Iwasiuk
Rowly Johnson
& Duncan Wilson
Ed Wilson
& Bob Laing

\$1,000 — \$4,999

Anonymous
W. Anita Braha
Doug Brockway
& Barney Ellis-Perry
Matt Corker
Craig & Lisa Forrest
Simone Longpre &
Caroline Brunt
Reiko MacKenzie
Mary MacLellan
Paulo Martins
Samuel Morris
& Miguel Agustin
Jim Oulton
& Blye Frank
Kasey Reese
& Javier Barajas

Caitlin Robinson
David
& Rhonda Sacks
James Shavick
& Joy MacPhail
Bernie Simpson
Chris Stitt
& Ron Paviglianiti
James Tod
& Matthew Thiesen
Christopher Vollan
Vincent Wheeler
& Peter W. Y. Cheng
Cameron Zinger

\$500 — \$999

Anne Agustin
Perry Boldt
Robert Cimaglia
barbara findlay
Dean Gregory
Jason Hutchison
Gilbert Laurin
Jonathan Leebosh
& Sven Tsvetkov
Lisa Martz
Cailey Murphy
Cynthia Orr
Dara Parker
& Nata Belcham

Troy Pear
Gary Pooni
Stephen Regan
Dirk Ricker
Harley Rothstein
& Eleanor Boyle
Brian Rowland
Alin Senecal-Harkin
Samantha Simpson
Bruce E. Southcott
June Thompson
Craig Weckerle
Jonathan R. Whistler
Marina Winterbottom
& Sarah Wex
Cynthia Woodward

\$250 — \$499

Allison Blackler
Deborah Bourque
Susan B. Boyd
Nicole Byres
Erik Carlson
Peter Diniz
Mike Dreher
Tony Garcia &
Jonathan Mattice
Wayne Hartrick
Jennifer Chieh Ho

Lara Hutter
Terry Kellam
Tracy Kolwich
Peter Litherland
Alan Ching Liu
Hilary Mandel
Ashish Marwaha
Kevin Mazzone
Nicholas McWilliam
Donald J. Meen
Karan Mehta
Susan Monti
Paul Nixey
Scott Roberts
Michael Safronetz
Rick Sami
& Shero Nand
Sandeep Sandhu
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Rob Smith
Geordie Stowell
Randall Sutton
Jude Tate
Paul Taylor
Adanma Ugoalah
Lisa Vogt
Mike Walker
Philip Webb
John Webber

\$100 — \$249

Michael Abelman
Selina Lee Andersen
John Andru
Edward Archibald
Farouk Babul
Tom Bell
Michael Bell
Donisa Bernardo
Moyez Bhatia
Paula Boddie
Ian Bond
Beth Boyle
Alison Brewin
Adriane Carr
Devyn Cousineau
Louise Cowin
Warren Cox
Brian Dahl
Christian Dénarié
Drew Dennis
Jessica Derynck
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Daniel Dex
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Dave Doig
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Caleb Donszelmann
George Drazenovic
Bryan Dudley
Dan Dumsha
Victor Elkins
Denise Epaminondas
Emerson

Darren Ewert
Ian Falconer
Heather Fergusson
Kathryn Fitzgerald
Kelly Flasch
Karen Fleming
David Ford
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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

SUPPORTERS

MAJOR FUNDERS

City of
Vancouver

Ministry of
Children and Family
Development

Vancouver
Coastal Health

CORPORATE AND FOUNDATION SUPPORTERS

\$25,000+

Neil Squire Society
Vancity Community
Foundation

\$15,000 - \$24,999

Face the World
Foundation
Employment and
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\$10,000 - \$14,999

RBC Foundation
Vancouver
Foundation

\$5,000 - \$9,999

Creative B'stro
Highbury Foundation
Marquis Wine Cellars
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TELUS
Westbank

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WorkSafeBC
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IBM
IMASCO
Jenkins Marzban
Logan LLP
Miller Thomson LLP
Orbis Investments
Ltd.
OUTtv
RBC Royal Bank
TD Bank Group
Urban Outfitters
Vancouver Front
Runners
Vancouver Tennis
Association

\$100 - \$999

Art of Community
Broadcast
Creative Door
Dr. Reuben Dinsmore,
ND & LOve events
Eaton Yale Company
Fluor 2013 Canada
Flygirl Productions
Frank Hurt Secondary
School
Greater Vancouver
Native Cultural
Society
Lesbian and Gay
Immigration Task
Force (LEGIT)
Out and About
Purple Ace
Productions Inc.
Quick Nickel
Rennie Marketing
Systems
Simon Fraser Public
Interest
Team TELUS Cares
The Junction
The Pumpjack Pub

Topless Gay Love
Tekno Party
United Way
Vancouver Dyke
March
West End Business
Improvement
Association

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James Tod
Philip Webb

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We increased our resources by 14.6% in 2014.

For the year ended December 31, 2014

	2014			2013
	General Operating	Specific Purposes	Total	Total
	\$	\$	\$	\$
REVENUE				
Donations and fundraising	121,356	—	121,356	108,880
Events revenue	158,036	—	158,036	85,190
Grants	512,364	—	512,364	486,185
Honorariums and other	23,522	—	23,522	21,882
Rental	37,629	—	37,629	42,223
	852,907		852,907	744,360
EXPENSES				
Accounting and legal	12,803	—	12,803	13,042
Advertising and promotion	10,144	—	10,144	1,807
Amortization	2,035	—	2,035	4,385
Bank charges and interest	6,989	—	6,989	2,323
Equipment and lease	3,747	—	3,747	1,937
Fundraising	48,130	—	48,130	49,024
Insurance	2,740	—	2,740	2,637
Office	16,097	—	16,097	6,649
Program costs	56,407	—	56,407	52,910
Rent, utilities, and taxes	92,722	—	92,722	89,372
Repairs and maintenance	8,341	—	8,341	9,027
Telephone	5,370	—	5,370	4,219
Travel	2,327	—	2,327	3,216
Wages, subcontracts, and benefits	496,348	—	496,348	447,394
	764,200	—	764,200	687,942
Excess of revenue (expenses) for the year	88,707	—	88,707	56,418



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