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## Organization Profile

*We envision a society in which diverse sexual and gender identities, orientations and expressions are included, valued, and celebrated as a result of our active commitment to promote and maintain dignity, human freedoms, and human rights.*

The Rainbow Resource Centre is a non-profit organization committed to providing essential social services to the LGBTTT\* community of Manitoba and north-western Ontario. It was founded in the 1970s as a University of Manitoba student group, incorporated in 1988 as the Manitoba Institute on Society and Sexuality, and has been operating as the Rainbow Resource Center since 1999.

### Our Mission

**Represent and support** LGBTTT\* individuals, communities and families by providing comprehensive education and outreach services, accessible counselling and other programs and services.

**Promote** LGBTTT\* visibility by way of advocacy, community-building and networking on local, provincial, national and global levels.

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

**Focus** on safety and harm reduction to maximize the LGBTTT\* community's health and well-being.

**Build** community with LGBTTT\* Individuals and other groups by way of mobilization, education and celebration.



## **Officers**

<b>President</b>	Natalie Mulaire
<b>Vice-President</b>	Mike Tuthill
<b>Secretary</b>	Sonja Stone
<b>Treasurer</b>	Matt Wiebe

## **Directors**

Darren Loney	Rhett Palas
Dillon Halter	Rob Mariott
Frances Ennis	Tony Hailu
Manning Hobday	

## **2010 – 2011 Staff**

Bridget Kopytko	Accountant/Bookkeeper
Brad Tyler-West	Casual Workshop Facilitator
Chad Smith	Executive Director
Fiona Jackson	2010 Camp Aurora Coordinator; Youth Programming Coordinator (effective Sept 2010)
Kaitlyn McBurney	Peer Youth Programming Assistant
Katie Owen	Counselling Program Coordinator
Melanie Leslie	Part Time Youth Programmer
Reece Malone	Education Program Coordinator
Roberta Bishop	Technology & Computer Support
Rune Breckon	Programming Coordinator
Sarah Dack	Information & Intake Assessment Coordinator
Sarah Granke	Youth Programming Coordinator (April –July 2010)
Sarah Paquin	Counsellor
TL McMinn	Casual Workshop



## **PRESIDENT'S REPORT**

**Natalie Mulaire**  
**President, Board of Directors**

Over the past 12 months, Rainbow Resource Centre has connected and engaged with more members of our fabulous community. This increase is attributed to being able to offer more programming, lively community events, energized fundraisers, our highly motivated volunteers, the growing reach of Rainbow News, and finally with more folks just dropping by.

This engagement will continue with the Needs Assessment project. We expect to report back to the community in the coming months about what was said, what emerged as priorities, and how we can move forward on these priorities in order to further support our community.

This past year has truly been a busy time at Rainbow Resource Centre and that is because Rainbow Resource Centre continues to be inspired and challenged by the courageous and animated spirit of the community it serves. We promise to bring all the commitment and talent we have in order to support all of you as best we can. Thank you for including Rainbow Resource Centre in your journey.



## **TREASURER'S REPORT**

**Matthew Wiebe**

**Treasurer, Board of Directors**

Looking at the past year at Rainbow Resource Centre, I am pleased to report that the year was another positive one from many perspectives, including from a financial perspective. With increased revenues, due in large part to the successful launch of an annual Gala fundraising event, the RRC was able to utilize increased financial resources to further its vision and mission of providing quality services to our LGBTTQ\* community.

This was the first full 12-month fiscal year cycle for the RRC under its new fiscal year calendar of April 1 – March 31. As expected, the RRC saw benefits to this new fiscal year calendar, which included faster and more efficient reporting to funding organizations that are also under the same fiscal year calendar (example: Government of Manitoba) and the ability to reduce costs by reporting on one set of timelines, rather than on differing fiscal years from funders.

With this new fiscal year, the RRC Treasurer, Accountant, and Executive Director developed a successful financial reporting cycle, and were able to develop enhanced reporting for a variety of audiences, including the Board of Directors.

Moving forward, we will have our second full 12-month cycle under the new fiscal year period of April 1, 2011 – March 31, 2012. This will be beneficial at the conclusion of this second 12-month cycle in that year-over-year comparisons will be made much easier.

In closing, the RRC had an extremely active and full agenda of programming throughout the year. When looking at this activity through a financial management lens, it was a successful year in terms of generating new revenue for the RRC, prudently managing expenditures, and ensuring accountability at all times. For the coming year, the goal of the RRC will be to continue expanding connections and networks with financial partners, donors, and members, as well as continue to utilize financial reporting to enable strong decision-making and the highest standards of accountability, which will ensure the RRC can continue to serve the needs of our LGBTTQ\* community.



## EXECUTIVE DIRECTOR'S REPORT

### Chad Smith

This past year has been an incredibly busy and productive time for the Rainbow Resource Centre. With stable funding in place, we were able to continue to develop and expand the services we offer to the community. We have completed the first phase of our

Community Needs Assessment and are in the process of analyzing all of the incredible data our community shared with us!

Over the past year, we continued to provide education within Winnipeg as well as to rural Manitoba and north-western Ontario through our workshops. The past year has seen the development of a partnership between our Education Program and Youth Program, in the development of the YEAH program—Youth Educating Against Homophobia. Volunteer youth facilitators have now been trained and are delivering peer workshops in schools and communities. Our youth programming continues to grow at an incredible rate—over the past year we've seen over a 100% increase in attendance to numbers that were already great! We continue to receive positive feedback on the differences that Peer Project for Youth has made for so many of the youth that attend at the Rainbow Resource Centre. Our counselling team provide professional, LGBTTTQ\* positive counselling at no cost to LGBTTTQ\* individuals, their families, friends and allies, with demand for counselling services continuing to be high. Our volunteer opportunities are many and we have a committed group of volunteers that truly make a difference in the lives of the people in our community. Through our incredible volunteers, we continue to deliver support, education and resources on the Peer Support Line; under the supervision of our volunteer Library team leader Angela, our library has now gone through a transformation, with a database of our collection and a new cataloguing system that is more user friendly now in place.

The Rainbow Resource Centre continues to build partnerships and work with other community agencies and committees, as an active and core participant of the LGBTTTQ\* Sexual Health Promotion Coalition, as a steering committee member of Camp Aurora and through service support to Camp Aurora, as a member of the Manitoba Harm Reduction Committee, and in our partnership with SERC to provide counselling services to Brandon, MB to name a few of the many examples. We have hosted seven students in practicums and placements over the past year, and employed two summer students last summer. Our commitment to developing students as leaders in and beyond our community on and around sexual and gender minority people and issues continues to be an important role at the Centre.

There are many folks to give thanks to at the Rainbow Resource Centre. The core staff over the past year consisted of Bridget, Katie, Sarah P., Reece, Rune, Sarah D. and Fiona. Some staff departed for new opportunities and we wish Lauri and Sarah K well and all the best for their contributions and time at the Centre. Our tech person Roberta kept us up, running, online and current! We truly have a great group of people, working to meet the needs of our diverse community through the services they provide at the Rainbow Resource Centre.

Our volunteers give freely of their time and support the Centre in so many ways. A big thank you to all of them for the wonderful job they do. A special thank you to Len Perry, who manages our memberships and always provides a helpful and cheerful hand at the Centre on Friday afternoons! He is truly an amazing person! Thank you Len! Angela Bailey continued in her role as our Volunteer Librarian and oversaw the re-cataloguing and redevelopment of our library collection—a huge thank-you to her and her volunteer team for all their hard work!

Our Board of Directors commit their time and energy to direct the organization and provide stability, structure and guidance. A huge thanks to the Directors of the past year: Darren Loney, Dillon Halter, Frances Ennis, Manning Hobday, Rhett Palas, Rob Mariott and Tony Hailu. The Executive of the Board truly goes beyond the call of volunteerism in the time and energy they put into this amazing organization. A huge thanks goes out to them: Natalie Mulaire, President, Mike Tuthill, Vice-President, Matt Wiebe, Treasurer, and Sonja Stone, Secretary, for the amazing work they do.

Our funders and our donors make the work we do possible. A huge thanks goes out to the funders that enabled us to deliver the amazing services we do: MB Healthy Living, Youth and Seniors; the United Way of Winnipeg, the Winnipeg Foundation for funding our Community Needs Assessment, the Manitoba Community Services Council, the Winnipeg Foundation Youth in Philanthropy program, the Jewish Foundation of Manitoba Endowment Fund, the Assiniboine Credit Union, Families Forward, and the many generous donors that contribute to the Rainbow Resource Centre. We couldn't do the amazing work enclosed in this report without your support.

## Programs and Services

### Youth Program

*From April 2010 – March 2011, the Peer Project for Youth participants have been increasingly active and engaged in the LGBTTTQ\* community. Through programming, volunteer opportunities and even through media and performance, these youth are positively impacting the communities that we live in.*

Youth attended many interactive and intimate workshops throughout the year which were hosted by positive and skilled role models within our LGBTTTQ\* community here in Winnipeg and beyond.

Workshops included:

- Celebrating LGBTTTQ\* Love Stories, Drugs, Alcohol and Addictions by AFM, Nine Circles and AIDS Awareness, Transformers – creating gender variant toys, Zine making, How to DJ, Two Spirit, Movie Nights, Coming Out 101, Queer Rollerskating, Mural Making, self-care, Baking and much much more!
- A group of Youth launched the H.A.M. Campaign – Which drew attention to an unwritten policy within the River East and Transcona School division that forbid students and teachers to speak about homosexuality, abortion and masturbation in their classrooms. This led to policy changes and the creation of many GSA's within this school division to combat the homophobia being experienced.
- There has been a constant increase in the number of youth attending programming, from all walks of life. Many older youth are mentoring younger/new youth and it is exciting to see peer-to-peer learning.
- We received a grant from Families Forward for a Leadership Retreat which took place in August of 2010. It was extremely successful. All the Youth that attended moved on to become Peer Youth Leaders for Camp Aurora, YEAH Workshop facilitators and leaders in the HAM Campaign.
- Many Youth were able to attend Folk Fest through the Guest for a Day Program and will have the same opportunity to do so this year.
- The youth had their first ever QUEER YOUTH DANCE PARTY which happened on April 1<sup>st</sup>. Attendance to this event was 120 youth! Many volunteered with setup and clean up and everyone had a blast meeting other new queer youth and building friendships and community!

## Volunteerism

- Two brilliant youth gave heart-warming speeches at the RRC Gala.
- Many Youth volunteered for the annual Fall Supper held by RRC and TDOR.
- 10 Youth spent a day volunteering at Main Street Project to wrap Christmas Gifts for those who use MSP's services.
- 6 youth who attend PPY now volunteer as YEAH Workshop Facilitators
- Eight Youth who volunteered multiple hours over the year to support Youth Programming and other community events were rewarded by the Folk Fest Committee with FREE tickets to see Tegan and Sara on July 7<sup>th</sup> 2011.

## In the Media

- PPY youth were interviewed for articles in the Uptown and did radio interviews with CBC about the involvement with the Day of Silence, Camp Aurora, the HAM Campaign and on general LGBT issues like bullying in school and LGBT youth and the media.
- 3 Youth had their independent films screened for the FAST FORWARD PROGRAM which was run in conjunction with Video Poole at Cinemateque.
- Two youth volunteered their time and talents to create two wonderful and moving promotional videos for RRC and Youth Programming which is now being used in presentations and workshops by RRC staff. They did this to 'give back' to PPY and RRC for everything that they had done for them.

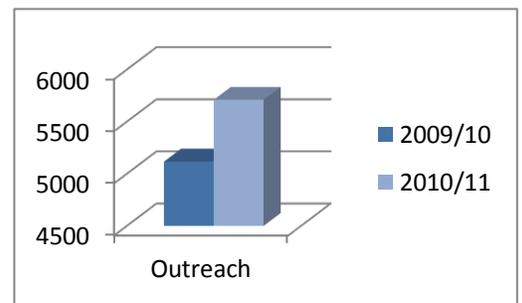
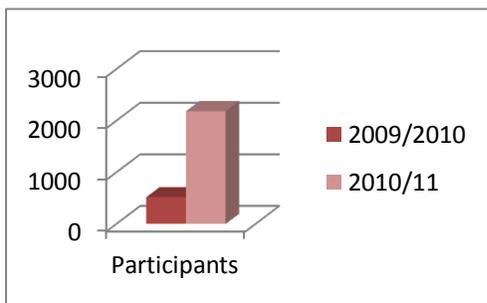
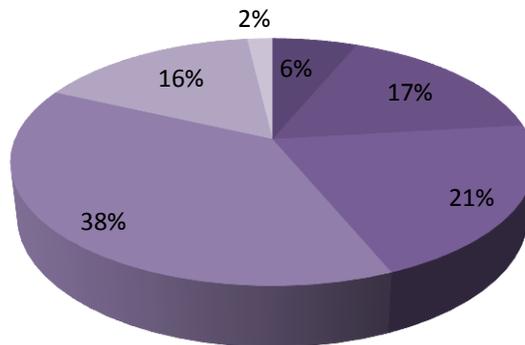


## Peer Project for Youth Statistics

2010/11 Stats:	
# of Workshops	160
# Workshop Participants	2183
# Facebook Contacts	2590
Email Contacts	2517
Phone Contacts	489
# Meetings	104
# Meeting Participants	137
# Volunteers	149
Twitter Followers	19

### Programming

■ New Queer Frontier  
 ■ Capacity Building  
 ■ Creative Expression  
■ Community Building  
 ■ Special Programming  
 ■ Other



## Education Program

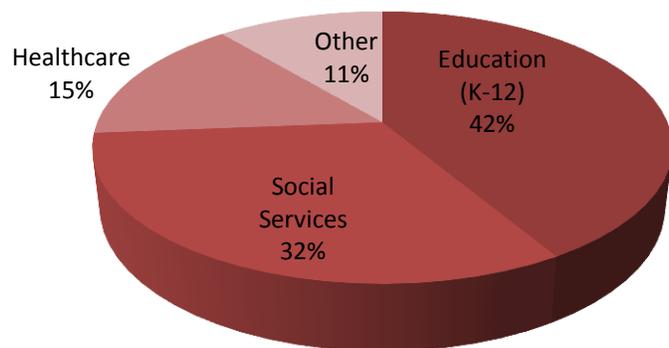
The Education Program endeavoured to build on the momentum from the previous year, create new program initiatives, build bridges with key agencies and organizations, and create additional resources.

As the year ends on very positive outcomes, highlights include: ShoutOut printing rights to the Ontario Secondary School Teachers' Federation and a French print edition of with national distribution by the Canadian AIDS Treatment Information Exchange; and the creation and implementation of Youth Educating Against Homophobia program; bridge building with Manitoba Employment Insurance, Manitoba Teachers' Society, and several parent councils throughout Winnipeg.

The Education Program was involved in ongoing community outreach and research initiatives that will serve to help frame future awareness campaigns; the delivery of high quality workshops and professional development services throughout Manitoba and Northwest Ontario in the fields of education (K-12, teachers, administrators and ancillary staff), social services (NGO's and non-profit agencies), healthcare (nursing, physician assistants, medicine) and the corporate sector. The program continued the development and implementation of RRC Ally training and Gender Awareness sessions and saw greater involvement with local ad-hoc committees and national consortiums. We continued to provide consultation services to rural and remote communities; and finally additional contract facilitators were hired to help offset the increasing number of workshop requests. Overall, an amazing year!

<b>Total Workshops:</b>	99
<b>Total Participants:</b>	3382
<b>Total Meetings:</b>	96
<b>Display/Info Booths:</b>	6
<b>Display/Info Booths Contacts</b>	730
<b>Office Visits:</b>	23
<b>Total Meeting Contacts:</b>	230
<b>Total Email Contacts:</b>	5057
<b>Total Outreach Contacts</b>	527
<b>Total Telephone Contacts:</b>	493

### Types of Workshops



## Counselling Services

The past year continued to be a year of growth and continued development for the Counselling Program. We saw continued access by community members, as well as professionals seeking support, training, resources and information around working with LGBTTTQ\* community members. As of March 2011, we ended the year with a current waitlist of 26 individuals wishing to receive ongoing counselling.

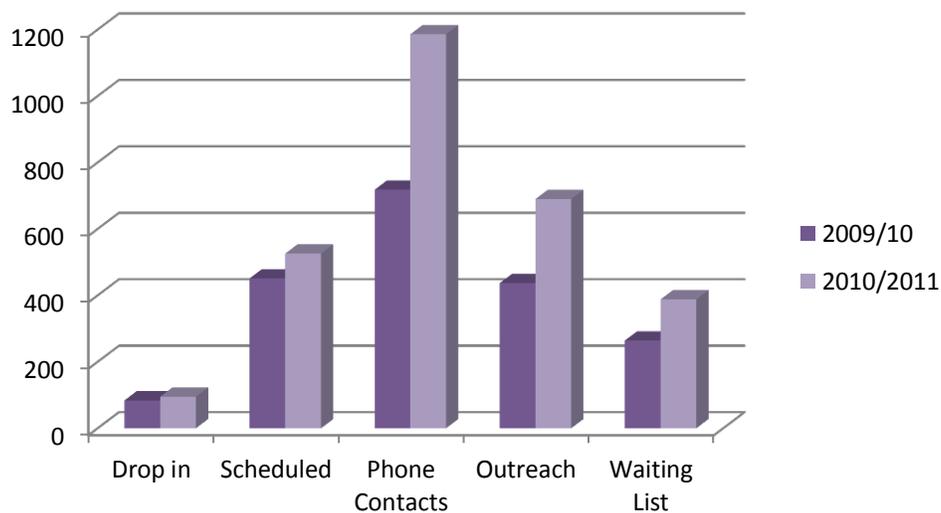
Counselling support continued to be provided in Brandon, MB on a monthly basis through to July 2010. In August, the RRC Counselling Program continued to meet monthly with Pam McKay, LGBTTTQ\* Counsellor/Community Educator at SERC Brandon.

### Counselling Program Highlights

- Continued involvement in the Transgender Networking Group
- Katie Owen began as chair the Trans Health & Networking Coalition for the 2010-2011 year
- Attended Brandon Pride Committee meeting to provide leadership support
- Peer Youth Leader Training Committee – Camp Aurora
- Provided counselling in Brandon
- Co-facilitated Peer Support Line training
- Offered group programming through the Counselling Program

*“For the first time in my life I was able to access a place where I could talk openly to someone about who I am.”*

#### - Counselling Client



## Volunteer Program

### Training

Two volunteer training sessions took place between September 2010 and March 31, 2011. In these sessions, we trained 11 folks to fulfill the Peer Support Line, Library Team, and Centre Ambassador volunteer opportunities.

Currently, we have 38 active and ongoing volunteers. Additionally, we have 6 volunteers on leaves of absences. Approximately 80 folks volunteered at the 2010 Fall Supper. This included members of the RRC Board of Directors, a number of ongoing RRC volunteers, RRC youth, and community group facilitators. Additionally, a number of the Fall Supper Volunteers were one-time (not ongoing) helpers.

### The Library

The RRC Library is well on its way to become a place where folks want to be: an accessible, affirming and welcoming space where individuals of all sexual and gender identities, orientations and expressions can freely discover, rediscover, and exchange knowledge through an expansive collection of LGBTT\* books, magazines, journals, newspapers/letters, magazines, multimedia, online resources and community activities and events.

In addition to the Library Team's accomplishments in 2009-2010, the Library Team has established (more) volunteer opportunities; connected with the Director of the Public Library Services Branch of the MB Department of Culture, Heritage and Tourism regarding possible future partnership; donated quality duplicate items to SERC Brandon; sold used books at the Winnipeg Pride Festival (2010) and at the Brandon Pride Festival (2010); entered the RRC Library collection into its online database ([www.librarything.com/profile/RRCLibrary](http://www.librarything.com/profile/RRCLibrary)); and hung community artwork on library walls.

The Library Team continues to work on re-cataloguing the library collection (including re-labeling and re-cording books according to their new categories); reorganizing the physical space; soliciting specific donations (furniture, artwork, library materials); hosting various community literary events and activities.

*Facilitating [a group] has been a rewarding experience. I've been given the opportunity to connect with individuals I may not have had the chance to otherwise. I commend the RRC for promoting a safe environment as well as resources for our community. Working with staff at the RRC has been nothing less than a pleasure. I recommend the RRC to anyone taking an interest in volunteering.*

*- Group Facilitator*

## Volunteer Appreciation and Recognition

Throughout the 2010/2011 year, the RRC received numerous complimentary tickets to various Winnipeg Roller Derby League bouts. At the 2010 Fall Supper, the RRC publicly thanked former and current volunteers. December 5, 2010 marked International Volunteer Day; the Programming Coordinator celebrated RRC volunteers with thank you cards, chocolate and a flower bouquet. In March 2010, the Programming Coordinator organized a family friendly Volunteer Appreciation and Awards Night at Gio's in lieu of April's National Volunteer Appreciation week.

## Student Practicum and Training

2010-2011 was a busy year for students at the Rainbow Resource Centre! Over the past year, a total of **TWELVE** students were involved with the Centre through summer employment, work experience placements, and college and university placements and practicums.

Thank you to all of the students involved with us over the past year for your hard work, contributions, learning, and growth! We wish you all continued success!



## Groups that Access the Centre

The following Community Lead Support and/or Discussion Groups (CSDG) and/or Committees meet at the RRC on a regular basis:

- Camp Aurora
- FTM Gender Alliance of Winnipeg: Transgender Support Group
- Meet the Minister Rainbow Minister
- PFFOTI: Parents, Friends And Family Of Trans Individuals
- PFLAG: Parents And Friends Of LGBTTIQQA\* Individuals
- Rainbow Ministry Board
- Snowy Owl Monarchist Society (SOMS)
- Spirituality Discussion Group
- RRC Annual Committee
- Winnipeg Pride Committee
- Winnipeg Transgender Support Group

The following community groups and/or committees have meet at the RRC on an irregular basis:

- 2nd RebELLES Gathering
- Dyke March
- World AIDS Day Quilting Project
- Queer social workers of MB



**“PPY has changed my life. It’s this queertastic place where I can really be myself.”**

## Partnerships and Coalitions

**Sexuality Education Resource Centre—Brandon:** The RRC continued to offer monthly counselling services in Brandon and nearby community residents through SERC Brandon, from April through July of 2010. Beginning in August of 2010, SERC Brandon hired Pam McKay as a Counsellor/Community Educator. The RRC meets monthly with Pam, either in Brandon or in Winnipeg, offering clinical consultation, training and resources to support Pam in her role and her work in the Brandon community. We are thrilled that Brandon has such an amazing individual in a full-time position out there! Congrats Pam!

**GLBTT Sexual Health Promotion Coalition:** The RRC continues to be a significant and contributing member of the GLBTT Sexual Health Promotion Coalition. Chad Smith was asked to be the official Spokesperson on behalf of the Coalition in September of 2010 and continues in this role for the Coalition.

**Manitoba Harm Reduction Network:** The RRC is a member of the Manitoba Harm Reduction Network and sits on the Policy and Planning sub-committee.

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

## Community Events & Involvement

**National Day Against Homophobia:** On May 17<sup>th</sup> 2010 the Rainbow Resource Centre partnered with the LGBTTQ\* community to raise awareness about homophobia through a social awareness event, held at Confusion Corner during the evening traffic rush hour. As drivers passed by, they were greeted by about 40 community members and asked to honk in support of ending homophobia. The event was a huge success and covered locally by Global, CBC television and radio, and CTV.

**RRC Pride Open House/BBQ:** On June 2<sup>nd</sup> 2010 the RRC held its first Pride Open House/BBQ. The event was an astounding success, running out of hot dogs and veggie dogs twice! About 75 community members showed up to celebrate and participate.

**3<sup>rd</sup> Annual Pride Golf Tournament** Held on June 5<sup>th</sup> 2010 at Southside Golf Course, the event was an amazing success, offering a day of fun, sport, sun, fabulous food, dancing and incredible prizes, as a fundraiser for the RRC.

**Brandon Pride:** The RRC was proud to provide support to the Brandon Pride Committee and to attend Brandon Pride on June 12<sup>th</sup> 2010.

**Newcomer Youth Fair:** The RRC attended the Newcomer Youth Fair on July 8<sup>th</sup> 2010 to provide awareness and resources on the LGBTTQ\* Community for newcomer youth.

**Scotiabank AIDS Walk:** On Sunday September 19<sup>th</sup> 2010, the RRC Staff took part in the Scotiabank AIDS Walk, finishing as the first place team for fundraising with the wonderful support of our community! Thank you!

**Mental Health Stigma Walk:** RRC Staff members took part in the Mental Health Stigma walk to raise awareness about the impact of stigma on those with mental health issues on Monday October 4<sup>th</sup> 2010.

**Annual Fall Supper:** In October of 2010 the RRC hosted the annual Fall Supper event, with support from the Rainbow Ministry. The event was a great success, with well over 300 people in attendance and the food—awesome (as usual!)

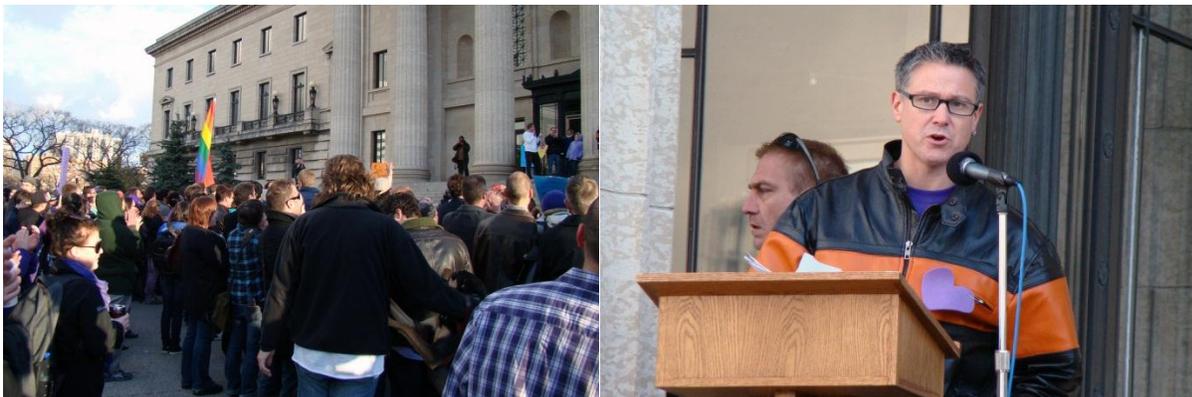
**Spirit Day—Rally to Raise Awareness Against Homophobic Bullying:** The Rainbow Resource Centre held a Rally to Raise Awareness Against Homophobic Bullying on October 20<sup>th</sup> 2010 at the Manitoba Legislature. The Saturday before, approximately 30 community members and supporters showed up at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

**Kaapapako mikiwaap Teaching Sessions:** In November of 2010, the Executive Director attended 4 days of training in Aboriginal Lodge Teachings.

**December Drop In Programming:** 4 nights of programming was held in December 2010 for community members, with over 60 folks in total attending the various evening events.

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

**Sexual Health Awareness Week:** In February of 2011, the RRC participated in Sexual Health Awareness Week organized by Nine Circles Community Health Centre, condom blitzing all the bars and clubs in Winnipeg.



## Gaie Paris

### Rainbow Resource Centre's 1<sup>st</sup> Annual Fundraising Gala

In April of 2010, Rainbow Resource Centre saw the great success of the first ever fundraising Gala, "Gaie Paris". Held in the Grand Ballroom at the Delta Winnipeg, more than 250 people came out in celebration of the Centre's longstanding history of service to the LGBTTQ\*. The night featured a stellar line-up of local francophone entertainers, a 5 star meal and a fabulous silent auction. A total of \$7000 was raised!

Overall, this event was highly successful, and this success and positive feedback from the community set the stage for future Annual Fundraisers.



## Funders/Donors

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



- **Families Forward**
- **Service Canada**
- **Jewish Foundation Of Manitoba Endowment Fund**
  
- One of our most important funding bodies was the **Winnipeg LGBTTQ\* Community**. Through donations via CanadaHelps.org and pledged giving, membership purchases at the Centre, attendance at fundraising events, and fundraising and donations through the **Snowy Owl Monarchist Society**, our community continues to support the Rainbow Resource Centre to insure that we are able to continue delivering youth programming, counselling services, volunteer opportunities and ongoing anti-homophobia education both within and beyond our community. We appreciate all the ongoing and so needed support the community provides to the Rainbow Resource Centre!

Thank you to all of our funders & donors,  
you make all of this possible!

## **Financial Statements at a Glance**

Looking at the financial statements overall, the RRC had a positive set of outcomes. Core funding from the Government of Manitoba, through the department of Manitoba Healthy Living, Youth and Seniors, allowed the RRC to continue providing counselling, education, and a plethora of other services and programs for our community. In addition, continued core funding from the United Way ensured that the successful and growing Peer Project for Youth program continued. In addition, the RRC saw a substantial increase in revenue generated from other sources, including fundraising, recoveries from educational workshops, and general donations. Overall, revenues for the 12-month fiscal year ending March 31, 2011 were \$534,713.

Expenses for the 12-month fiscal year were \$513,856. An area of note was that the RRC saw an increase in the cost of salaries for the year when compared to the same months from the previous year. This is mainly due to the Executive Director position being vacant for some time in the previous fiscal year, which did not occur in the current fiscal year. In addition, vacancies that did occur in the current fiscal year were recruited more quickly than in the previous fiscal year.

Overall, the RRC ended the fiscal year with modest positive net revenue of \$20,857. The positive net revenue position is a demonstration of the continued careful monitoring of expenditures by the RRC's staff, Executive Director, and Board of Directors. Careful planning for the future and ensuring ongoing sustainability of our programming is an important factor in decision-making from a financial management perspective. Furthermore, results of the Community Needs Assessment, which is well underway, will help inform the RRC as to where to focus funds to expand existing programs and services or offer new programs and services.

### **Financial Accountability**

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

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

## **Enhanced Financial Reporting**

The RRC continued an expansion in financial reporting over the past year, by developing new reports for a variety of audiences, including the Executive Director for day-to-day management decisions, the Treasurer for organizational analysis, and for the Board of Directors for such topics as variance reporting, monthly results, and year-over-year comparisons.

Utilizing these range of reports, as well as developing new reports, will continue in the next year, so that financial information can be used to enable sound problem solving and decision making.

Respectfully Submitted,

Matthew Wiebe, CGA

Treasurer, Rainbow Resource Centre