

ANNUAL REPORT

2021-2022



Waterloo Region's
Rainbow Community Space

Greetings!



From the President

SPECTRUM has seen extraordinary growth during extraordinary times. With Scott Williams expertly steering the ship, we have managed to expand not only our offerings to the 2SLGBTQI+ community in terms of programming, but also our physical space. We now have two large areas that incorporate work spaces, a library of queer books and films, as well as meeting and social areas. This was all capped off with an amazing mural by local artist, Trisha Abe.

With the pandemic waning and vaccines improving, we have managed to open up our programs to in-person meetings as well as hybrid programs to accommodate those not yet comfortable coming out in person.

On behalf of the Board of Directors I'd like to extend a huge "Thank You" to all of the individuals, families, and businesses who have made donations to support our work this year. I'd also like to thank our generous funders and sponsors for helping us establish a more stable foundation on which to build our future.

As we begin to celebrate our 10th anniversary the Board is excited about the direction we are moving. We have never been more visible, never been able to offer more programming, and never been prouder of the community space we're building.

- Tom Connelly

In 2021, I was fortunate to be part of the three-person team that worked on the year-long capacity-building project we referred to as Project Excelsior! In January of 2022 I transitioned into the executive director role. This was a tremendous opportunity for us to continue the momentum we had built for the organization. Personally, this has been an extremely rewarding experience for me. I try never to take for granted the fact that I am part of an organization where I can bring my entire self to work each day. This is not the case for many people which is one of the reasons that SPECTRUM's peer support and social programming is so crucial.

During Project Excelsior and in my first six months as ED we have been experimenting with a wide variety of new and different programming to help us connect with 2SLGBTQ+ people who may not have heard of SPECTRUM before. You'll read about these in some of the pages that follow. As we've engaged in these programs we have worked to improve our evaluation and feedback mechanisms so that we can be more responsive to our participants when they suggest changes or new ideas.

We continue to focus on the four strategic priorities in our 2021-2023 Strategic Plan which are helping to push us forward into new territory. We've made some great strides towards financial sustainability, and in the area of communications and collaboration. More on this later.

These last six months I have been SPECTRUM's only full-time employee. Without the incredible support of our dedicated volunteers we would not be able to do nearly as much as we do. Thank you to you all! I'm especially grateful to our Board of Directors who are governing the organization through a time of exceptional transition. I'm grateful for the faith you've shown in me to execute on our Strategic Plan and I look forward to what comes next.

- Scott Williams



From the Executive Director



SPECTRUM acknowledges the truth that we are situated on the Haldimand Tract, which is the traditional land of Haudenosaunee and Mississauga Anishinaabe nations. We also recognise the Chinonton Peoples of what has come to be known as the Neutral Nations, a people entirely eliminated by the colonisation of this land.

The land on which we meet, live, love, and work is land that was originally shared with open arms by the Indigenous peoples who have always called this place home with the settlers of this region. We recognise that our presence here has disrupted thousands of years of culture and belonging. The very land upon which the SPECTRUM space exists is at the edge of a great wetland that served as a hunting ground and overwintering space, and is no more than a short distance from villages, feast and ceremony grounds, and settlements.

We also recognise that the Indigenous Peoples of this land recognise Two Spirit as a sacred way of being, an individual who carries in them the medicines and teaching of many genders and sexualities. We recognise that this traditional regard for Two Spirit peoples has set them apart in their knowledge but also that they have been always regarded as important, respected, and fully accepted members of their communities. We recognise that the histories and teachings of Two Spirit peoples have always influenced and added to Indigenous ways of knowing.

This territorial acknowledgement alone cannot accomplish justice and we are committed to working towards reconciliation and ensuring that our programs, services, and practices are culturally relevant and accessible to Indigenous peoples in our community.

This territorial acknowledgment was drafted in consultation with a paid Indigenous Two Spirit consultant, Terre Chartrand.

Mission:

SPECTRUM is an organization that serves, affirms, and supports the well-being of 2SLGBTQ+ individuals in Waterloo Region and the broader community through peer support, community partnerships, education and training, resources, and events.

Vision:

An inclusive community where all 2SLGBTQ+ individuals are welcomed, celebrated, and supported as their authentic selves.

Our People

SPECTRUM's Volunteers

- Midas Beglari
- Amanda Brijpaul
- Athena Caesura
- Emily Charman
- Asher Davies
- Troy Dettwiler
- Tyler Herrington
- Melissa Paige Kennedy
- Mackenzie Loker
- Morgan McCloskey
- Jim Parrott
- Beth Purdy
- Dianne Roedding
- Don Ross
- Prabhjot Kaur Sekhon
- Colleen Unrau
- Ethan Vallis
- Jordan Ward
- Hayley Williams
- Laurie Williams

SPECTRUM's Board

(as of July 31, 2022)

- Nic Brewer, Secretary
- Tom Connelly, President
- Chris Czartorynskyj, Treasurer
- Hollee George
- Giovanni Giuga
- Catherine Harrington, Vice President
- Mark Hartburg
- Luke Runstedler
- Charlie Sheridan
- Olivia Yu

Part-time Employees

- Noor Dhaliwal, Marketing Assistant
- Katrina Fukuda, Peer Support Co-Facilitator
- Cait Glasson, Rainbow Diversity Training Co-Facilitator
- Joscelyn Guindon, Mindful Movement Facilitator
- Melissa Joseph, Anishinaabemowin Language Facilitator
- Baz Kanold, Rainbow Diversity Training Co-Facilitator
- Abbi Longmire, Peer Support Co-Facilitator
- Gavynn McKay, Peer Support Co-Facilitator
- Julie Parker, Two-Spirit Co-Facilitator
- Jace Schulz, Rainbow Diversity Training Co-Facilitator
- Rachel Sparling, Rainbow Diversity Training Co-Facilitator
- Ben Stimpson, Rainbow Diversity Training Co-Facilitator
- Jesse Wiley, Peer Support Co-Facilitator

Full-time Employees

- Scott Williams, Executive Director



Strategic Priorities

Diversity, Equity, and Inclusion

SPECTRUM recognizes that the organization has work to do to ensure that its programs and services are accessible and relevant to all members of the community. We began our work in this area by paying two consultants from Black and racialized communities to conduct an audit of our policy manual, forms and documents, and website. We then established an EDI Committee to work on making changes based on the recommendations from those consultants. Thanks to an extension of the LGBTQ2 Community Capacity-Building fund grant through Women and Gender Equality Canada we have hired a full-time Community Engagement Coordinator who will be working in 2022-2023 to help us better understand the needs of Black, Indigenous, and racialized 2SLGBTQ+ people and then help us look for ways to meet some of those needs.

Leadership and People Development

Our EDI Committee and Executive Committee have been researching and making recommendations for training opportunities to help our people learn and sometimes unlearn. Our Board of Directors has engaged in Beisan Zubi's The Equitable Board training, and Board Boot Camps from Capacity Canada and CenterLink. More training is coming in the areas of restorative justice, sexual assault support, anti-racism, and board governance.

Financial Sustainability

Financial Sustainability is critical to our being able to provide meaningful programs and services in the long-term. We have developed a detailed grant plan that helps us identify opportunities for new funding relationships.

We have also built new relationships with corporate partners who have assisted us with fundraising and sponsorships. We have begun to organize fundraising events like our Halloween Movie Night and Annual Fundraising Gala. These events not only provide much-needed social opportunities but will also help us to raise the funds we need to increase and sustain our offerings. Thank you so much to our generous donors and sponsors for your support.

Communications and Collaboration

Communications and Collaboration have been an important priority in the last six months. We have been meeting regularly with a variety of not-for-profit and grassroots organizations in the community to help identify learning opportunities for our people, and potential areas for partnership or collaboration on various programs and projects. In this way, we can expand our capacity to serve 2SLGBTQ+ people in our community.

Part of this work has also involved connecting with organizations that might benefit from our new and improved Rainbow Diversity Training program. We have developed a series of workshops designed to help engage participants and provide education on 2SLGBTQ+ cultural competency. You can read more about the clients we've worked with and what we can offer at <https://www.ourspectrum.com/services/rdt/>

Through our active participation in the Children and Youth Planning Table, Wellbeing Waterloo Region Connectors Hub, the Cambridge Mobilization Team, the Rainbow Community Council, and other community networks we are learning from other organizations and helping to provide feedback from 2SLGBTQ+ perspectives.

Programs (2021-2022)

Peer Supports

SPECTRUM's peer support groups are central to our work. This year we were able to offer 10 different groups:

- SPECTRUM Prime (50+)
- Transgender Peer Support Group
- TransMasculine Peer Support Group
- Cambridge Transgender Peer Support Group
- Rainbow Newcomers Connect
- 2SLGBTQ+ Youth (18-25) Peer Support Group
- Ace Space
- PFLAG (SPECTRUM supports the local chapter of PFLAG which meets on the third Tuesday of the month.)
- Two-Spirit and Indigiqueer Circle
- All Nations Sharing Circle



Social Recreational

- Drop-In Hours
- Converse and Connect
- 2SLGBTQ+ Book Club with Waterloo Public Library
- 2SLGBTQ+ Yoga with The Branches
- 2SLGBTQ+ Mindful Movement
- Queer Craft Circle with Button Factory Arts
- 2SLGBTQ+ Young Adults (25-40) Networking
- Multi-Sport Drop-In with Stanley Park Community Centre
- Monthly Anishinaabemowin Language Circle



Services and Resources (2021-2022)

Services

- Rainbow Diversity Training and Aging with Pride Training
- Chrysalis Fund for Mental Health, providing counselling through the OK2BME program at KW Counselling Services
- Virtual Legal Aid Clinic with Waterloo Region Community Legal Services
- Rainbow Immigrant and Refugee Services

Resources

- The Rainbow Pages
- Rainbow Community Calendar
- Lending Library
- Gender Neutral Washrooms Map
- TransNAV GPS
- Grand River Rainbow Historical Project



Capacity-Building Update

In the second half of 2021 we completed our capacity-building project, funded by a grant from the federal LGBTQ2 Community Capacity Fund, as scheduled. The four pillars of that project were:

- Improve corporate governance and sustainability
- Improve community outreach
- Improve support for volunteers
- Increase financial resources

In the spring of 2022 we were granted an extension of \$129,850 from this fund. The next phase of our capacity-building efforts will focus on:

- Training
- Community Engagement
- Databases
- Fund Development

As of this writing, we have hired Om Prajapati who will work with us through the end of March 2023 as a Community Engagement Coordinator. Om will focus on helping us better engage with members of Black, Indigenous, and racialized communities to help us understand how we can be more welcoming and accessible to them. Our board and volunteers will participate in a variety of training, we will upgrade our Rainbow Pages and TransNAV GPS databases, and work to further improve our fund development efforts.

Grand River Rainbow Historical Project

In March of 2011 the Grand River Rainbow Historical Project (GRRHP) began under the editorship of librarian/activist Jim Parrott. With the passage of time, two areas of special interest arose. The Digital Library contains online runs of local queer publications, as well as collections of publications related to events.

The Chronology of Events gives a year-by-year listing of local events that occurred; much of this material was drawn from the Digital Library, but supplemented by information gleaned from online archives of student newspapers at universities in the area. The latter sources were indispensable for those gaping holes in our history that occurred when no local queer publications existed – for example, the period from late 1983 to late 1989.

Eleven years later, we have been pleased to enter into an arrangement with the Library and Information Technician Program at Mohawk College, allowing their students to take their placements with SPECTRUM's GRRHP. Our first arrangement was with John Mathews who worked with us from March to May of 2022 to extract information about events and opinion pieces from the Imprint (UW's student newspaper) for the years 1983 to 1988.

Tracy-Lynn Jutras, our second placement student, worked with us from June to August of 2022 to continue extracting that kind of data from the Imprint from 1988 to 1990. She then turned her attention to an indispensable queer events calendar, the Pink Triangle Community Calendar (1989-1995) and completed analyzing all issues of the latter that had not already been treated. As a result of the work by John and Tracy-Lynn in filling gaps in our local history, the GRRHP now contains a rich record of events and social attitudes from 1971 to 1998.



The next chapter begins in September, when our third placement student, David Lopes, joins us to work on one of the last extensive undigitized serial runs in our collection, The Voice (1998-2003). David will alternate between digitizing issues of this important local queer magazine, and extracting information for the Chronology. A couple of other Mohawk placement students will be joining us for the period October to January – Jackie Mlotek and Marilyn Hill – and they will be working to fill other gaps in the Chronology.

As an added bonus this year, Editor Jim Parrott created a history page documenting the early years of SPECTRUM to celebrate the 10th anniversary of its founding. This is indeed a period of blossoming in SPECTRUM's Historical Project.

Visit the project at <http://www.grandriver-rainbowhistory.ca/>

Kitchener Waterloo Community Foundation

SPECTRUM was grateful to receive a grant of \$17,970 from the Kitchener Waterloo Community Foundation Community Fund and the Uvaro Community Fund which allowed us to expand our social/recreational program offerings for 2021-2022. These funds allowed us to pilot five new programs: a monthly 2SLGBTQ+ Yoga Group in partnership with The Branches, a monthly 2SLGBTQ+ Mindful Movement dance therapy group, a monthly 2SLGBTQ+ Book Club in partnership with Waterloo Public Library, a monthly Queer Craft Circle in partnership with Button Factory Arts, and a monthly 2SLGBTQ+ Young Adults (25-40) Networking Group. These groups helped us expand our reach to more of the local rainbow community than ever before!



- Community Fund
- The Matthew & Rochelle Family Fund
- Uvaro Community Fund

SPECTRUM also received a grant of \$8,000 from the Kitchener Waterloo Community Foundation Racial Equity Fund and The Matthew & Rochelle Family Fund which helped us create new programming for Two-Spirit and Indigiqueer people in Waterloo Region. On February 15 and 22, 2022 we hosted virtual community engagement sessions for Two-Spirit and Indigiqueer people to help us understand their needs and what programs they wanted to see from SPECTRUM.

We started a monthly Two-Spirit and Indigiqueer Circle exclusive to Indigenous people. This sharing circle has a focus on healing from the harms of Indian Day School, Residential School, the Sixties Scoop and the Millennium Scoop. We also started a monthly All Nations Sharing Circle. This group is open to allies and each month we invite an Indigenous elder or knowledge keeper to discuss a different topic. This is a wonderful opportunity for allies to learn more about Indigenous culture but also for Two-Spirit people to learn about their own culture that has sometimes been erased by colonialism. Finally, we started a monthly Anishinaabemowin Language Circle. This group is also open to allies.

The Region of Waterloo Arts Fund generously provided SPECTRUM a grant of \$3,500 to help us transform our physical space. During the pandemic we were able to take over the space adjacent to our room, more than doubling our size! We wanted to brighten the space with a welcoming mural that would help all 2SLGBTQ+ people to feel more represented and safe in our space. We conducted a search for an artist and an idea and settled on Trisha Abe's wonderful mural which was painted in January. We have printed a limited number of t-shirts and tote bags featuring this artwork and they are available for sale in our online store.



With a new and improved space, and the COVID-19 pandemic beginning to loosen its hold, we wanted to invite the community back to SPECTRUM. We were grateful to receive a Love My Hood Matching Grant of \$1,230 from the City of Kitchener to help us put together an open house that took place on May 7, 2022. This grant helped us bring in delicious catering from Little Mushroom, and put together Pride flag friendship bracelet kits for guests. More than 50 people attended the event at which we presented our former Executive Director, James Parrott, with a retirement gift in the form of a beautiful painting by local trans artist, Logan Soeder (aka Lolo).

We received a Canada Summer Jobs grant that allowed us to hire Noor Dhaliwal as a Marketing Assistant for the summer. Noor assisted with some of our Pride events, social media, our monthly email newsletter, and the latest edition of the Rainbow Pages directory. Noor is pictured to the right with MP Mike Morrice.



SPECTRUM received a grant of \$2,500 from the Cambridge and North Dumfries Community Foundation which allowed us to pilot a Transgender Peer Support Group just for Cambridge. This pilot ran from September 2021-September 2022 and we are pleased to share that we have received an additional grant of \$3,250 to continue the group for another year.

"This program has saved my life and continues to make life seem worthwhile."



A grant of \$20,000 was awarded to SPECTRUM from the Bell Let's Talk Community Fund which allowed us to run a 2SLGBTQ+ Youth (18-25) Peer Support Group from October 2021-September 2022. This grant also included funds that were designated for our Chrysalis Fund for Mental Health.

Late in this fiscal year, we relaunched our Rainbow Newcomers Connect group with a new focus on helping provide education and information to 2SLGBTQ+ newcomers to help them with settlement. Our recent discussion topics have included Indigenous culture in Canada, and religion and spirituality. We welcome newcomers and allies to join us for these meetings on the third Sunday of each month.

Events

Thanks so much to everyone who attended one of our many events this year! We experimented with a variety of topics and ideas with the goal of having something for everyone.

On Saturday October 30, 2021 over 100 people joined us for an exclusive screening of Tim Burton's Beetlejuice at The Apollo Cinema for our first annual Halloween Movie Night Fundraiser.

We partnered with the Glow Centre for a virtual Transgender Day of Remembrance Vigil on November 20, 2021.



SPECTRUM once again held a Celebration of Chosen Family on December 25th. Members of our Board of Directors dropped off meals from Little Mushroom Catering to participants who then joined a virtual event.

On March 3, 2022 we partnered with William McBay from TEAM Financial Solutions to offer a virtual workshop called Where There's a Will, There's a Way on the importance of estate planning for 2SLGBTQ+ people, and on March 10, 2022 we partnered with Waterloo Region Community Legal Services to present a virtual talk on Wills and Power of Attorney for 2SLGBTQ+ people.

Adam Barbu offered a virtual lecture on Queer Art History on April 13, 2022

A 2SLGBTQ+ Salsa Night by Underdog Dance Studio was held on April 29, 2022 with proceeds benefiting SPECTRUM.





For Pride month in June we organized a Classic 2SLGBTQ+ Movie Series at The Apollo Cinema. We screened Moonlight, Hedwig and the Angry Inch, and The Adventures of Priscilla, Queen of the Desert.



On June 9, 2022 we presented Living Library: Rainbow Elders Edition hosted by Miss Drew in partnership with Waterloo Public Library. This was like speed dating but you got to “borrow” a 2SLGBTQ+ elder for a few minutes to ask them questions about their experiences in the rainbow community and to hear their stories.

The next evening, we hosted a virtual Pride Trivia Night with Waterloo Public Library, and on June 11th we were part of Pride Day at Queen’s Square with Idea Exchange. On June 12th we were part of Family Pride at THEMUSEUM, an all-day family-friendly event that included storytime, comedy and drag performances, and crafts.



Our Board Secretary, Nic Brewer, hosted a discussion with author Danny Ramadan on June 14th in partnership with Waterloo Public Library. On June 15th we held a virtual discussion on the Importance of Queer Literature with Idea Exchange.

With our partners the City of Kitchener, Bike Kitchener, and OK2BME we presented the Together in Pride Ride which was a 7k fun, casual ride on June 17th.

Fay and Fluffy joined us at the new WPL Eastside Branch for Drag Queen Storytime on June 18th.

On June 23, 2022 we partnered with Cambridge Art Galleries to present a lecture called Beyond Visibility: Queer Art and Activism with Adam Barbu.



First Annual Fundraising Gala

Thursday, June 16th saw us host our first annual fundraising gala in the Walper Hotel's Crystal Ballroom. The event was presented by The Co-operators, and also sponsored by Toyota Motor Manufacturing Company and Stantec.

This evening of hilarity featured headliner Elvira Kurt, and our MC was Kyne from Canada's Drag Race,. We also enjoyed performances by Izad Etemadi and Kez Vicario-Robinson. Thank you to everyone who attended and made this event so special!



3,188
Participants

31
Volunteers

948.5
Volunteer
Hours

42
counselling
clients

99
counselling
sessions

456 participants
received
Rainbow
Diversity Training

By the Numbers

We established the Chrysalis Fund for Mental Health in memory of a board member who died by suicide. We partner with the OK2BME program at KW Counselling Services and these funds are used to subsidize the cost of counselling for trans and queer adults in need.



OK2BME.ca

Statement of Activities

For the Year Ending July 31, 2022

	<u>2022</u>	<u>2021</u>
REVENUES		
Donations	\$ 61,510	\$ 40,009
Federal grants	169,711	180,821
Municipal grants	15,290	6,650
United Way grant	60,000	75,000
Other grants	27,709	37,500
Fundraising income	25,997	-
Interest income	50	197
Training and other income	19,504	2,461
Sales tax rebate recovery	5,087	3,898
Total Revenues	\$384,858	\$346,536
EXPENSES		
Grant expenses	214,515	237,986
Program costs	103,961	36,599
Fundraising	18,217	-
Rental	11,433	5,236
Audit Fees	5,000	5,000
Insurance	804	1,393
Interest and bank charges	1,352	744
Website	783	522
Leasehold improvements	3,368	465
Office	1,326	359
Miscellaneous	3,729	246
Memberships	265	200
Marketing and promotion	5,120	85
TOTAL EXPENSES	\$369,874	\$288,835
EXCESS OF REVENUES OVER EXPENSES FOR THE YEAR	\$14,984	\$57,701

Thank You!

We are grateful to our funding partners including Women and Gender Equality Canada, United Way Waterloo Region Communities, the Bell Let's Talk Community Fund, the Kitchener Waterloo Community Foundation, Region of Waterloo Arts Fund, the Cambridge and North Dumfries Community Foundation, the City of Kitchener, the City of Waterloo, and the City of Cambridge.

We are also grateful to the individuals, families, and businesses who have so generously donated to keep SPECTRUM operating.



Thank You!

Supporters 0-\$99

- Joan Ang
- Anonymous
- Amanda Archer & Sarah Leppard-Archer
- Jane Baggesen
- Solveig Baggesen
- Julia Callaghan
- CanadaHelps (LGBT+ Pride Fund)
- Catherine Chant-Gambacort
- Kim Cluthe
- Daniel Cockayne
- Crumby Cookie Dough Co
- Caleb deGroot-Maggetti
- Angelina Di Re
- Bradley Domjan (In honour of Brooke Skanes)
- Frances Duffy
- Chloe France
- Caitlyn Gambacort - The Girl Floral
- Shelley Gibbs
- Cam Gillespie
- Giovanni Giuga
- Crystal Glenn
- Hannah Grey
- Jeffrey Griffin
- Joscelyn Guindon
- Shannon Henderson
- Sandy Kenyon
- Diane Klassen
- Michael Kruse (In honour of Jenn Browning and Lucy Kruse)
- Kelsey Laidlaw
- Le Prix Fashion & Consulting
- April McAllister (In honour of Mike & Jess)
- Krislynn McDougall
- Janelle Mifflin Starkey
- Stephen Prentice
- Summer Rashed
- Region of Waterloo
- Kat Rogers-Hern
- Emily Shepard
- Charlie Sheridan
- Carolyn Smith
- Meagan Snyder
- Krubally Sulayman
- Kelly and Mark Velle
- Bruce Walker
- Susan Watt
- Shirley Wells
- Sarah Widmeyer

Friends \$100-\$499

- Anonymous
- Bradley Barbour
- Christine Bendia
- Brad Berg
- Sasha Brown
- Buttle Speech Pathology
- Children and Youth Planning Table
- Cassandra Choi
- City of Kitchener
- Clean & Tidy Inc
- Jennifer Collins
- Viviana Comensoli
- John Craig
- Daniel Currie
- Connie Deckert
- Descendants Beer & Beverage Co Ltd
- Jason Dmitruk & Beth Purdy
- Reina Duplin
- Tamara Fernandes
- Joel Fisher
- Ann Ford
- Ashley Fox
- Ashley Friest
- Carmela Frontera
- Lindsay Glofcheskie
- Beverly Harris
- Mark Hartburg
- Melanie Jayatillake
- Victoria Kish
- Kitchener Waterloo Community Foundation (in honour of Brock Hart)
- Jeffrey LeJeune
- Lyn McGinnis
- Carol Ann MacGregor (In honour of John Amou)
- Shannon Matsuo
- Peter Milley
- Christina Mills
- Joshua Mitchell
- Mary Morabito (In memory of Colin Mullaley)
- Judith Nicholson
- Billie-Jo O'Brien (Molloy's Soap)
- ODC Tooling and Molds
- Dylan Pritchard
- Adam Qualter
- Tess Rhodes
- Kathleen Rybczyniski
- Luke Runstedler
- Gwyneth Saldanha
- Eryn Schots
- Olja Segedi
- Amanda Sherrard
- Jenn Simms

Friends \$100-\$499 (continued)

- Andrew Sohm
- Franco Solimano
- Stephen Swatridge
- Josh Thompson
- TWB Brewery
- Liv Uhrig
- Unity Kitchener
- Sharon Wallace
- Lauren Weinberg
- Robert Weston
- Ryan Wettlaufer
- Kristen Whyte
- Riley Wignall
- Scott Williams
- Village of Winston Park
- Courtney Winkels
- Charlotte Zawada
- Zehrs #515 Hiway Centre



Developers \$500-\$999

- Austin Fisher
- Cowan Insurance Group
- hustl+flow
- IGLOO Inc
- Portia James
- Moira Johnston and Barb Jones
- Jean Knetsch
- Bradley MacDonald
- Anton Markov
- Erika Siegenr
- Marion Zepf

Champions \$1000-\$4999

- Anonymous
- Shane Bauman
- Farm Mutual Re
- Fat Sparrow Group/The Stone Crock Inc
- Kate McAllister
- Ajoa Mintah
- Tristan Ohlson
- Schreiter's Furniture Store
- Trichome JWC Acquisition Corp
- Waterloo Brewing

Advocates \$5000-\$9999

- Anonymous
- Toyota Motor Manufacturing Canada

In-Kind

- Shirley Levene
- Lisa Marcus



