



Greetings!



From the President

It is with immense pride that I join Scott in presenting our annual report for 2023. Spectrum has achieved remarkable growth, both in numbers and impact, in the seven years that I've served on the board. We've grown from seven or eight board members with a vision and very little budget to a leading 2SLGBTQIA+ resource that is now embodying its mission of serving, affirming, and supporting the well-being of 2SLGBTQIA+ individuals in Waterloo Region. We still have much to do and learn as we work alongside our Black, Indigenous, and racialized siblings in providing a safe space, education, and resources in the Region and I look forward to taking that journey together.

Our community has made great strides since the turn of the 21st century in gaining the rights and responsibilities that have been denied to us for decades. However, we can never become complacent. Legislation in the United States explicitly stripping away these rights from our community and rampant explicit transphobia throughout the world have made it evident that organizations like Spectrum are not just relevant but essential. We have to be ever vigilant in stopping the spread of misinformation and hate.

Spectrum has thrived under the leadership of its Executive Director Scott Williams and staff, our current board, and especially our amazing volunteers. The hard work put forth by everyone has resulted in a growing awareness in the region that Spectrum is here to advocate, listen, represent, and educate.

As we reflect on our journey, let's celebrate our achievements and the strides we've made. With gratitude to our staff, volunteers, donors, and allies, we look forward to an even brighter future.

- Tom Connelly



From the Executive Director

Since our last annual report, we have continued to focus on capacity building whilst developing new and different programs based on what the community has asked us for.

We have had a special focus on engaging with Black, Indigenous, and racialized (BIR) 2SLGBTQIA+ people. You can read more about this work in the pages that follow. We'll soon be starting new programming that is by BIR people, for BIR people!

Starting in January 2023, we brought our second full-time employee aboard! Fabian Fletcher has stepped into the role of Volunteer and Operations Manager. Spectrum has 51 active volunteers at the moment and Fabian helps to coordinate all of their activities to make our programs happen.

In February 2023, we brought our third full-time employee aboard! Rea Cavers is our Youth Under the Rainbow Program Coordinator. You'll read more about that work in this report as well.

This spring, Statistics Canada's hate crimes report noted that in 2021 there was a 64% rise in crimes against members of 2SLGBTQIA+ communities. We have certainly experienced a rise in hate and violence locally. We are also seeing elected officials enact policies across Canada that will threaten the lives of trans and non-binary youth. In the face of this hate, Spectrum will continue to be visible and work towards our vision of a more inclusive community.

I'd like to thank all of our incredible volunteers and employees for their work this year. In this report, we're excited to share about the impact we've had this year.

With gratitude, and in solidarity,

- Scott Williams



SPECTRUM acknowledges the truth that we are situated on the Haldimand Tract, which is the land of the Haudenosaunee and Mississauga Anishinaabe nations. It is also the traditional territory of the Chinonton People who were 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.

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 2SLGBTQIA+ 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 2SLGBTQIA+ individuals are welcomed, celebrated, and supported as their authentic selves.

Our People

Spectrum's Volunteers

- Knox Adams
- Jennifer Albu
- Ashraf Awad
- Midas Beglari
- Philip Charbonneau
- Kim Charlesworth
- Emily Charman
- Anthony Curran
- Troy Dettwiler
- Elaine Finlay
- Tyler Herrington
- Dwaine Hill
- Baz Kanold
- Sapna Karwal
- Caitlin Lake
- Mackenzie Loker
- Jim Parrott
- Dayna Prest
- Victor Santiago
- Baron Sparks
- Ethan Vallis
- Susan Watt
- Claire West
- Ali Williams

Spectrum's Board

(as of July 31, 2023)

- Nic Brewer, Secretary
- Tom Connelly, President
- Chris Czartorynskyj, Treasurer
- Giovanni Giuga
- Catherine Harrington, Vice President
- Adrian Quijano
- Luke Runstedler
- Charlie Sheridan
- Brooklin Wallis
- Olivia Yu



Full-time Employees

- Rea Cavers, Youth Under the Rainbow Program Coordinator
- Fabian Fletcher, Volunteer and Operations Manager
- Scott Williams, Executive Director



Part-time Employees

- Aslan Aydin, Multi-Sport Drop-In Co-Facilitator
- Dewe'igan Bearfoot, Two-Spirit Co-Facilitator
- Blaze Bishop, Rainbow Diversity Training Co-Facilitator
- Kess Carpenter, Rainbow Diversity Training Co-Facilitator
- Philip Charbonneau, Rainbow Diversity Training Co-Facilitator
- Emily Charman, Young Adults Co-Facilitator
- Troy Dettwiler, Sports Coordinator
- Anna Feng, Peer Support Co-Facilitator
- Matty Ferriss, Multi-Sport Drop-In Co-Facilitator
- Cait Glasson, Rainbow Diversity Training Co-Facilitator
- Joscelyn Guindon, Mindful Movement Facilitator
- Melissa Joseph, Anishinaabemowin Language Facilitator
- Scott Hasey-Koufis, Young Adults Co-Facilitator
- Shay Herrold, Two-Spirit Co-Facilitator
- Shae Hughes, Peer Support Co-Facilitator
- Baz Kanold, Rainbow Diversity Training Co-Facilitator
- Abbi Longmire, Peer Support Co-Facilitator
- Kita Pinheiro, Multi-Sport Drop-In Co-Facilitator
- Rachel Sparling, Rainbow Diversity Training Co-Facilitator
- Rye Telfer, Peer Support Co-Facilitator
- Susan Watt, Rainbow Diversity Training Co-Facilitator



Strategic Priorities

Diversity, Equity, and Inclusion

This year, we have continued our EDI journey. In the following pages, you'll read about some of the training our people have taken and about the work we've been doing to better understand the needs of all members of 2SLGBTQIA+ communities.

Our EDI Committee has done excellent work in revising and developing new policies and procedures to help Spectrum become more equitable in the ways we work to deliver programming and the ways we support our personnel.

Leadership and People Development

Our Board of Directors has worked especially hard this year, continuing our transition from having a working board to a governance board. They have put in many extra hours to participate in professional development opportunities that are helping to strengthen the organization.

Financial Sustainability

Financial Sustainability is critical to our being able to provide meaningful programs and services in the long-term. We were pleased to work with The Fundraising Lab this year to help us improve our fundraising efforts and, as you'll see later in this report, various fundraising events, and grant applications have made it possible for us to do more than ever before. Thank you so much to our generous donors and sponsors for your support.

Spectrum plans to be here for decades to come. That is why we've established an endowment fund at Waterloo Region Community Foundation. You'll read more about this later.

Communications and Collaboration

Communications and Collaboration have been an important priority for us this year. We have worked to build and strengthen our relationships with many other local organizations. This has often resulted in partnerships that have increased the capacity of organizations across the community to serve 2SLGBTQIA+ people. We're especially excited by our collaborations with Camino Wellbeing + Mental Health, Kitchener Public Library, Waterloo Public Library, Idea Exchange, Region of Waterloo Library, Kinbridge Community Association, ACCKWA, Wilfrid Laurier University's Faculty of Social Work, Community Justice Initiatives, Rad Riot Books, Family and Children's Services of the Waterloo Region, Rainbow Coalition of Waterloo Region, tri-Pride Community Association, THEMUSEUM, and fellow members of the Enchanté Network.

We've also been privileged to work with many new partners to provide Rainbow Diversity Training to their personnel. We strongly believe that this program is contributing to a safer and more welcoming community for 2SLGBTQIA+ people.

Finally, we've worked to build relationships with our elected officials at all levels. We're grateful to those who have engaged with us to learn about the issues facing 2SLGBTQIA+ people and help us address them.

We've just started our new strategic planning cycle which will help us build a plan for 2024-2027. Stay tuned for opportunities to engage with us!

Programs (2022-2023)

Peer Supports

SPECTRUM's peer support groups are central to our work.

- 2SLGBTQIA+ Youth (18-25) Peer Support Group
- 2SLGBTQIA+ Young Adults (25-40) Discussion Group
- Ace & Aro Space
- All Nations Sharing Circle
- Beyond the Binary Peer Support Group
- Cambridge Transgender Peer Support Group
- PFLAG (SPECTRUM supports the local chapter of PFLAG which meets on the third Tuesday of the month)
- Rainbow Newcomers Connect
- SPECTRUM Prime (50+)
- Transgender Peer Support Group
- TransMasculine Peer Support Group
- Two-Spirit and Indigiqueer Circle

"It was an amazing session. Lots of resources shared. Lots of feelings shared, and discussed. Amazing experience. I am leaving here feeling worthwhile and fulfilled."



Social/Recreational

- 2SLGBTQIA+ Book Club with Rad Riot Books
- 2SLGBTQIA+ Multi-Sport Drop-In with Stanley Park Community Centre, Downtown Kitchener Community Centre, and Kinbridge Community Association
- 2SLGBTQIA+ Mindful Movement
- 2SLGBTQIA+ Reading Circles with Idea Exchange and Waterloo Public Library
- day5games
- Drop-In Hours
- Gnomes of Wrath: Introductory D&D campaign with Waterloo Public Library
- Monthly Anishinaabemowin Language Circle
- Pride & Predju-dice: D&D for Beginners with Waterloo Public Library
- Queer Craft Circle with Idea Exchange
- Rainbow Family Drop-In with EarlyON Waterloo Region
- Rainbow Film Club with RCWR and Apollo Cinema
- Spectrum Outings
- Youth and Families Under the Rainbow with Artshine, Idea Exchange, Kitchener Public Library, Region of Waterloo Library, and Waterloo Public Library

Services and Resources (2022-2023)

Services

- **Rainbow Diversity Training and Aging with Pride Training**
- **Chrysalis Fund for Mental Health, providing counselling through the OK2BME program at Camino Wellbeing + Mental Health**
- **Sex Talk with ACCKWA**



Resources

- **2SLGBTQIA+ Terminology Guide**
- **Rainbow Pages Directory**
- **Rainbow Community Calendar**
- **Lending Library**
- **Gender Neutral Washrooms Map**
- **TransNAV GPS**
- **Grand River Rainbow Historical Project**



We are grateful to have received a Canada Summer Jobs grant that allowed us to hire Anna Feng as a Marketing Assistant for the summer.

Anna assisted with some of our Pride events, and the latest edition of the Rainbow Pages directory. Anna is pictured to the right with MP Mike Morrice.



Spotlight on Rainbow Diversity Training

Spectrum's Rainbow Diversity Training has become one of our most sought-after and successful services. We have a series of two-hour workshops on 2SLGBTQIA+ cultural competency that we offer to organizations, businesses, and individuals to help them better understand the issues facing the rainbow community and how to be allies.

In our 2022-2023 year, our team of seven facilitators delivered training to 1,923 participants in 95 individual workshops.

Here's what participants have to say:

"The hosts were very knowledgeable and made this a safe place"

"This presentation covered so much content, and yet it felt super well organized and easy to follow. Baz did an incredible job of making this learning experience feel comfortable and safe too. I would definitely attend another education session in the future."

"I appreciated the sharing of personal stories - recognizing that takes a toll, so I am grateful for the sharing as it made our learning very real."

"The facilitator was amazing, so knowledgeable, authentic and empathetic. 10/10."

"The facilitators had clear, relatable examples and were able to answer the questions with great explanations!"

"This was an incredible session. One of the best I've ever taken."

"The best presentation about 2SLGBTQQIPAA+ I have ever attended :)"

Our workshops can be delivered in-person or virtually and we can tailor the content for your industry or sector, or to address specific concerns and questions that have been raised by your personnel.

For more information, or to book a workshop, connect with Scott at execdirector@ourspectrum.com



Region of Waterloo Upstream Funding

Spectrum is grateful to have received a two-year grant from the Region of Waterloo Upstream Fund. These funds allowed us to hire part-time co-facilitators to run our weekly peer support group for 2SLGBTQIA+ youth aged 18-25, and our monthly discussion group for 2SLGBTQIA+ young adults aged 25-40. The grant has also allowed us to provide free Rainbow Diversity Training sessions for the community each month.



Our weekly youth group provides a space for 2SLGBTQIA+ individuals aged 18-25 to build community, and increase their sense of belonging and wellness. The peer support format offers a special dynamic where the two co-facilitators and participants can all connect on their shared identities, as well as learn from one another's unique lived experiences.

When the youth group first started running in 2021, the majority of meetings were held virtually due to COVID-19 safety protocols. When it became safe to hold the group in-person again, the co-facilitators witnessed the importance of coming together in the same space whenever possible. The group now always offers a hybrid model where participants can continue to join virtually, allowing valued facetime to happen, while still providing an option for folks to stay connected when they can't physically be there. Special thanks to the City of Kitchener Downtown Community Centre for providing meeting space for this group).

Discussions in the youth group range from favourite TV shows for queer representation, to difficulties someone may be going through in their interpersonal relationships. The group offers a versatile space where participants can bond over both the joys and challenges of the queer experience. The intention is to facilitate a safe(r) space that folks can bring their whole, complex selves to. When one person becomes comfortable sharing nuanced parts of themselves, this often shows other participants that they are not alone in their experiences. At the same time, it is also completely okay for folks to listen and enjoy being in the space, without sharing anything if they'd prefer not to.

Most weeks we're joined by participants who have been attending the group regularly for over a year, in combination with new faces who have recently decided to get out of their comfort zone — making it feel like the community is continuing to grow and come together. Anna, one of the co-facilitators shared, "It's been really special seeing how participants become more comfortable with one another over the weeks. The same applies to the ways they support one another, whether by sharing relatable experiences or validating each other's feelings. Several folks have mentioned that they've also started attending other peer support groups at Spectrum since joining the youth group, and they've been able to find their people through these avenues."

Capacity-Building Update

Spectrum was grateful to receive an extension of the LGBTQ2 Community Capacity Fund grant administered by Women and Gender Equality Canada. With these funds, we focused on:

- Training
- Community Engagement
- Databases
- Fund Development

Our Board and ED participated in Foundations of Equity, and Anti-Black Racism trainings with the KOJO Institute. Some staff and board members participated in Capacity Canada's Board Boot Camp. Our ED spent 10 months in Leadership Waterloo Region's core program, graduating in the class of 2023. Our Board and ED participated in three educational circles with Community Justice Initiatives to help us better understand restorative justice practices.

We engaged with members of Black, Indigenous, and racialized (BIR) communities through an environmental scan, interviews with individuals and organizations, a survey, and four community conversations (These took place on January 10, January 17, January 24, and March 14, 2023.) which helped us along the path to better understanding the needs of 2SLGBTQIA+ BIR people.

This work resulted in a report that includes a series of recommendations for Spectrum to review and work on going forward. The report was also shared with the community in the hopes that it might help other organizations as well. We're grateful to all the community members who engaged with us during this project. This represents the first step in this work for us and we look forward to serving you better.

We upgraded our online Rainbow Pages and TransNAV GPS databases, and created a new online catalogue for our lending library. Finally, we worked with the Fundraising Lab to further improve our fund development efforts.



Sport Canada Innovation

One of our most successful programs over the past year has been our 2SLGBTQIA+ Multi-Sport Drop-In. This is currently offered at both the Downtown Community Centre and Stanley Park Community Centre in Kitchener, and at Kinbridge in Cambridge.

It's an opportunity for queer folks to get together and play sports in an environment where they can be truly themselves.



We were grateful to have received a two-year grant from Sport Canada that allowed us to hire a part-time Sports Coordinator as well as co-facilitators for this program. It also allowed us to provide Rainbow Diversity Training to many City of Kitchener employees. In addition, the funding allows us to work with the Faculty of Social Work at Wilfrid Laurier University to conduct a robust evaluation of this program -- both the drop-in itself, and our training. We look forward to being able to share the findings next year.

Lyle S. Hallman Foundation Children's Initiatives Grant

Until recently, all of Spectrum's programs have been for 2SLGBTQIA+ adults aged 18+. Parents and caregivers told us there was a need for programming for 2SLGBTQIA+ children under age 12. We applied for a Children's Initiatives Grant from the Lyle S. Hallman Foundation and are grateful to be receiving \$152,493 over two years to deliver Youth and Families Under the Rainbow programming.

This grant allowed us to hire a full-time project coordinator who works with Kitchener Public Library, Waterloo Public Library, Idea Exchange, Region of Waterloo Library, and Artshine to provide arts and storytime programs for children aged 4-12. Over the course of the two-year project, we will deliver programming in all 24 library branches across the region!

Youth Under the Rainbow gives 2SLGBTQIA+ children and allies a chance to meet other children who might share parts of their identity. The program will help these children find community and improve their sense of belonging while having fun!



LYLE S. HALLMAN
FOUNDATION



Endowment Fund

In December 2022 we launched Spectrum's Rainbow Community Fund!

This endowment fund is one of over 400 funds held by Waterloo Region Community Foundation (WRCF). These funds generate income that is then distributed to support a broad range of charitable causes within our community.

The fund launched with an investment of \$5,000 with the goal of helping to provide financial stability to Spectrum in the long-term.

"We are very pleased to be able to support Spectrum as they work to build up the resources to deliver programming in the community to meet current and future needs," says Eric Avner, President & CEO, Waterloo Region Community Foundation. "Endowment funds like this help us work towards our vision of a sustainable, equitable, thriving community."



**Donations can be
made to the fund at
wrcf.ca/spectrum**

Events

In addition to our ongoing programming, we hosted or collaborated on a variety of events this year. Thank you to everyone who was able to join us at:

September 29, 2022 - What Do You See In The Mirror? with Karen Leslie

October 8, 2022 - PRIDEtoberfest, in partnership with tri-Pride Community Association

October 28, 2022 - Halloween Movie Night - The Craft - sponsored by Farm Mutual Re

November 19, 2022 - Transitive by Katrina Stephany Book Launch

December 14, 2022 - Sophie Labelle: The Trans Agenda with OK2BME and Kitchener Public Library

December 25, 2022 - Celebration of Chosen Family

The goal of these events is to connect and celebrate 2SLGBTQIA+ people in Waterloo Region. We're grateful to all the partners and collaborators who helped make them possible.

Pictured below, left to right: Sassy Ray, MC of PRIDEtoberfest; Katrina Stephany with her new book, Transitive; Sophie Labelle speaking to a packed house at Kitchener Public Library.



Events

January 25, 2023 - CRA Benefits and Credits for 2SLGBTQIA+ Seniors

As a precursor to our Pride month Robin's Nest Revisited event, on February 22, 2023 we held a Community Conversation with Youth About Robin's Nest Documentary. This was a wonderful opportunity for older adults to learn from younger folks about queer spaces and how they meet one another in a community without a gay bar.

Board members Tom Connelly and Brooklin Wallis dropped the puck at the February 24, 2023 Kitchener Rangers You Can Play game.

The need for 2SLGBTQIA+-affirming foster families in our community is great, so on March 21, 2023 we hosted an information night with Family and Children's Services.

On March 22 and 29, 2023 we held Community Conversations with Waterloo Region Family Network on Developing Supports for the Trans-Autism Community. This were very informative sessions which have resulted in a report that will be released soon.

For the International Day Against Homophobia, Biphobia and Transphobia on May 17, 2023 we collaborated with the Cambridge Art Galleries to provide a talk by Adam Barbu called We Are Numerous: Art and Trans Multiplicity.

On April 25, 2023, we hosted a panel on Experiences of Queer Post-Secondary Students with participants from Conestoga College, Wilfrid Laurier University, University of Waterloo, and McMaster University. This was a helpful event for students considering post-secondary education in the fall.



Pride 2023

June 1, 2023 - Over the Rainbow: A Judy Garland Tribute with Ori Dagan

This intimate jazz concert kicked-off Pride month. We held it in the basement of the former Budd's department store, with thanks to our friends at Libro Credit Union. It was made possible thanks to sponsorship by Lindy & Chris Brown.



June 3, 2023 – 6-10pm – TWB Brewing Beer Launch Pride Patio Party

We were grateful to be able to partner with TWB again this year. They created a unique Saison with Lime & Pepper and a portion of the proceeds were donated to Spectrum. We enjoyed music by DJ Jayson Spank and food by Chef Eduardo Perez at the Pride Patio Party launch.



June 3, 2023 – 7-8:30pm – Tri-City Improv event
Our friends at Tri-City Improv donated \$500 to Spectrum -- the proceeds from their April, May, and June events.

June 9, 2023 7-9:30pm – Spinning Down the House
SPINCO Waterloo and Bliss Counselling + Psychotherapy partnered on this event to support Spectrum. Performers included DJ M'Damn D of FIERCE, Kasha Czech, Tammy THE Brown and Baby Butcher.

June 10, 2023 – tri-Pride Festival

June 11, 2023 – 10am-3pm – Family Pride at THEMUSEUM

We were proud to be at the second annual family pride event where our new Youth Under the Rainbow Program Coordinator worked on unique crafts with children of all ages.



Pride 2023

June 14, 2023 – 7-8:30pm – A Celebration of 20 Years of Marriage Equality

Shel Secrett was the emcee for this event celebrating 20 years of marriage equality in Ontario. We heard from Bruce Walker about the history of the battle for marriage equality, and then several couples spoke about what marriage means for them. Thanks to Mark Hartburg, Jim Parrott & William Pensaert, Dallas Noftall & Crystal Butt, Diane Kilby & Jan Baker, Douglas & Michael Bartholomew-Saunders, Judith Lodi & Deb Gollnick, Katherine & Lynn Brown, Suzie Taka & Sarah Simpson, Teneile & Rebecca Warren, and Anthony Moore and Harrison Oakes.



June 15, 2023 – Trivia Night with Waterloo Brewing

We worked with our friends at Waterloo Brewing to create a strawberry spritz called **RENAISSANCE**, the proceeds of which were donated to Spectrum. To celebrate, we were pleased to attend a Pride-themed trivia night with Quizmaster Steve.

June 16, 2023 – Together in Pride Ride

We joined the City of Kitchener and OK2BME on the second annual Together in Pride Ride. June is also Bike Month, and this event was designed to bring visibility to both 2SLGBTQIA+ people and cycling in the City of Kitchener.



June 17, 2023 – Woolwich Pride

We were honoured to attend the first ever Woolwich Pride. It was heartwarming to see so many families connecting with organizations like Spectrum, and enjoying performances by the Rainbow Chorus of Waterloo-Wellington.



Pride 2023

June 18, 2023 – Cowboys & Angels Cut-a-thon

Our friends at Cowboys & Angels hosted an event called Queens on Princess, featuring drag performances by Melody Bijou, BOA, Vanity affair, Baby butcher, Miss conduct, Darcy Kace, Elixser, Sasha Tease, and Miss Drew, and appearances by Pit Crew members from Canada's Drag Race! This event raised over \$4,000 to support Spectrum.

June 20, 2023 – Speed Friending

We partnered with Speed Friending KW on a special Pride event at Cafe Pyrus. This was for 2SLGBTQIA+ adults aged 25-40 and sold out very quickly!



June 24, 2023 – Robin's Nest Revisited

We collaborated with Chris Vautour, a filmmaker who is making a documentary about the Robin's Nest, a lesbian bar that was active in Cambridge for more than 30 years, to put on an event at the site of the former Robin's Nest. This packed event was full of reminiscing about the connections made by community members at this establishment.



Second Annual Fundraising Gala



Thursday, June 29th saw us host second annual fundraising gala! This year, we moved to a larger location -- the Ken Seiling Waterloo Region Museum -- where we were thrilled to have 125 guests join us! The event was presented by The Co-operators, and also sponsored by Toyota Motor Manufacturing Company, Staebler Insurance, and Stantec.



Our headliner was Nicaraguan-Canadian comedian, actress, activist and playwright Martha Chaves. Our MC was Robert Watson, an award-winning playwright, performer, and producer and host of Gay AF. The performances were rounded out by Tamara Shevon (SOS Comedy Show, Beijing Improv Comedy Festival, NXNE, JFL42, and the Irritable & Confused Comedy Tour), and trans comedian Al Val (Just For Laughs, CBC, CTV) who celebrated her birthday with us!

This year, we added dinner, catered by B-Elegant, and our silent auction raised over \$4,000 to support our programs! Thank you so much to our generous sponsors, auction item donors, and everyone who attended this incredible event.

Thanks also to our amazing volunteers, without whom this event would not be possible. And special thanks to Andy Wright and Claire Donnison of Only1AndyWright Photography & Design for the excellent portraits and event photos. Many of the photos in this annual report were taken by Andy.



By the Numbers

**4,004
Participants**

In our 2022-2023 year, we had 4,004 participants in our programs and events. These were made possible by 34 fabulous volunteers who dedicated over 1,421 hours.

**34
Volunteers**

**32
counselling
clients**

We established the Chrysalis Fund for Mental Health in memory of a board member who died by suicide. With donations to the fund, we were able to subsidize the cost of 115 counselling sessions for 32 clients with the OK2BME program at Camino Wellbeing + Mental Health.

**1,421
Volunteer
Hours**

**115
counselling
sessions**

**1,923
received
Rainbow
Diversity
Training**

1,923 participants received our Rainbow Diversity Training during 95 individual workshops. Our clients include: Artshine, Bereaved Families of Ontario, Cambridge Memorial Hospital, Cambridge Neighbourhood Organizations, Cambridge North Dumfries OHT, Child Witness Centre, City of Kitchener, City of Waterloo, Grand River Hospital, Hospice of Waterloo Region, Igloo Software, Luther Village, Lutherwood, Municipality of Kincardine, Vidyard, and more.

**95 Rainbow
Diversity
Training
Workshops**

Statement of Activities

For the Year Ending July 31, 2023

	2023	2022
SALES		
Donations	\$ 108,676	\$ 61,269
Federal grants	183,047	169,711
Fundraising	95,486	25,997
Other grants	62,106	28,939
Training and other income	47,993	19,679
United way grant	37,500	60,000
Municipal grants	14,752	14,060
Sales tax rebate recovery	7,440	4,382
Interest income	581	50
	557,581	384,087
EXPENSES		
Grant expenses	252,450	214,515
Program costs	164,353	100,786
Fundraising costs	65,617	19,740
Occupancy costs	16,272	13,244
Office	7,143	609
Professional fees	7,120	5,000
Marketing and promotion	6,827	5,558
Insurance	4,326	1,003
Leasehold improvements	2,981	3,662
Board training and development	1,358	4,043
Interest and bank charges	1,093	1,352
Memberships	1,084	288
Website	766	848
	531,390	370,648
EXCESS OF SALES OVER EXPENSES FOR THE YEAR	\$ 26,191	\$ 13,439



Thank You!

We are grateful to our funding partners including Women and Gender Equality Canada, United Way Waterloo Region Communities, Waterloo Region Community Foundation, Region of Waterloo Upstream Fund, the Lyle S. Hallman Family Foundation, Sport Canada, 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

- Gary Abbott
- Bruno Alegria
- Marie Amodeo
- Joan Ang
- Anonymous (x24)
- Anonymous (In honour of Michal Heuston)
- Anonymous (In memory of Natalie)
- Apothecary Bois
- Amanda Archer
- sarah aston
- Jeyas Balaskanthan
- Joan Ball
- Michael Ball
- Adrienne Barrett Hofman
- Anton Blom
- Page Burton
- Suzanne Church
- City of Waterloo Staff Association
- Daniel Clark
- Ben Coleman
- Paul Cote
- Jessie Clayman
- Julie Corey (In honour of Erin, Julian & Audrey)
- Mark Crawford
- Maite Cruz (In honour of Katy Fulfer)
- Joshua Da Costa
- Jessi del Rosso
- Nicole DeNoble
- Amanda Dumas
- Lauren Ebidia
- Rafael Escobar
- Nicole Fice (In honour of the victims of the attack at University of Waterloo)
- Jessica Flood
- Fundraising Lab
- Gordon Grant
- Hank Graves
- Rebecca Hahn
- Morgan Hedges
- Shannon Henderson
- Alison Hunter
- Krystine Inata-Tyrell
- Elizabeth Goheen
- Susan Kavanagh (In honour of Maya Oyster)
- Alyson King (In honour of Lauren Kemp and Dave Crouse)
- Leesa Kirchner
- Steve Kreider
- Kelsey Laidlaw
- Beth Lanigan
- Kyle Lobban
- Rebecca Loduca
- Robbie Lowles (In memory of Natalie)
- Jacob MacDougall
- Janet MacLeod
- Mike McGinnis
- Steve Miller
- Richard Nancarrow
- Jeffrey Nelson
- Judith Nicholson
- Laura O'Brien (In honour of Nic Brewer)
- Phil O'Donnell
- Stephanie Pellett
- Nikki Plummer
- jennifer riddell
- Alex Riese
- Christopher Rivers
- Tracy Schabl
- Amelia Scott
- Sue Senior & Dawn Charlton
- Andrew Sohm
- Leslie Solomonian
- Adrianna Tassone
- TEAM Financial Solutions
- Natasha Tersigni
- Rebekah Timm (In honour of Katelyn Leece)
- Tub Loves
- Liv Uhrig
- Melanie Van Alphen
- Varun Venkataramanan
- Meagan Walker
- Sonya Walton
- Tony Wang
- Lauren Weinberg
- Shirley Wells
- Westminster United Church
- Alexandra Whinton
- Christie White
- Jane Whitney
- Sarah Widmeyer
- Kacy Wignall
- Cait Wilson
- Kevin Wilson
- Leanne Woodward (In honour of Katy Fulfer)

Friends \$100-\$499

- Joanne Adair
- Kaitlyn Allen
- Zoe Andres
- Anonymous (x10)
- Anonymous (In memory of Ulric Pereira Jr.)
- Anonymous (In honour of Diana, Andrew, Chloe, Alicia, Megs)
- Artemis Book Sales
- Autodesk
- Susan Balfour
- Christine Bendia
- Beth Blackwell (In honour of Dan Snow)
- Boose Communications
- Amanda Brijpaul
- Breanne Brown (In honour of Eric Bolton and Bryan Causarano)
- Sasha Brown
- CanadaHelps
- Clean & Tidy Inc
- Ian Clelland
- Jennifer Collins
- Viviana Comensoli
- Tom Connelly
- Cyclone Spin Studio
- Connie Deckert
- Dept of Philosophy - University of Guelph (In honour of Katy Fulfer)
- Matthew Dias (In honour of Witch and Wellness pride)
- Pete Edwards
- Justin Eichel
- Fairway Divorce Solutions - Kitchener/Waterloo
- Tamara Fernandes
- Ann Ford
- Richie Foreman
- Blake Freier (In honour of Katy Fulfer)
- Andrew Geekie-Sousa (In honour of The Queens of the War of the Catwalk)
- Giovanni Giuga
- Lindsay Glofcheskie
- Patrik Gornicz
- Steve Haase (In honour of Erin, Audrey, and Julian's birthday)
- Hamilton Artists' Inc (In honour of Julie Dring)
- Ian Harrison
- Mark Hartburg
- Tobi Hawthorn
- Cari Hunt
- Joy Hutchinson
- Emily Jaarsma
- Tim Jackson & Jane Arnold (In honour of Andrea Harding)
- Reuben Janzen-Martin

Developers \$500-\$999

- Cathy Jesson
- Stephanie Kelly
- Kidunified
- Victoria Kish
- Lindy Loughran
- Shannon Matsuo
- Markus McDaniel
- Ryan McLaughlin (In honour of the Borden Neighbourhood Pride event)
- Sarah McMullin
- Catherine Mittelholtz
- MNP LLP
- Molloy's Soap
- Reno Natalizio (In memory of Natalie Duqoum)
- Amy Neufeld
- Stephanie Nicoll
- Christopher Olekas
- Amanda Oliver
- Ontario Lottery & Gaming Corporation
- Kit O'Sullivan
- Kimberley Patton
- Daniel Petit Cartaya
- prettyeffinggood
- Stephen Prentice (Raised by staff at United College in Pride month)
- Beth Purdy & Jason Dmitruk
- Adam Qualter
- Quarry Integrated Communications
- Deanna Riese
- Dianne Roedding
- Amy Ross
- Leah Rossini
- Luke Runstedler
- Gwyneth Saldanha
- Andrew Scodras (In honour of Rai Scodras)
- Michael Schots
- Verlyn Schwindt
- Murray Short
- Rashmee Singh (In honour of Katy Fulfer from Dept of Sociology and Legal Studies at U Waterloo)
- Carla Snider
- Speed Friending KW
- Graham Spence
- Amber Sundy (In honour of Ben Sundy)
- Andrew Swatridge
- Stephen Swatridge (In honour of Matt and Andrew)
- Matt Teskey
- Josh Thompson
- Tegan Thuss
- Underdog Dance Corp

Friends \$100-\$499 (Cont'd)

- Underdog Dance Corp
- Charlie van Warmerdam
- Christine Vautour
- David Vaux
- Anne Veldhuis (In honour of Gansey Veldhuis)
- Vidyard
- Tin Vo
- Brooklin Wallis
- Susan Watt (In honour of the Borden Neighbourhood Pride event)
- Robert Weston
- Ryan Wettlaufer
- Rachel Whistance (In honour of Manny Cross)
- Scott Williams
- Ian Wilson
- Xujia Zhang

Developers \$500-\$999

- Mila Abaeva (On behalf of the undergrad and grad chemistry students at U Waterloo)
- Rochelle Benoit
- Jennifer Chen
- Julie Cyr
- MCAP
- Lyn McGinnis
- Christina Mills
- Alicia Neill
- Lori Payne
- Jenn Simms
- Patrick Wagner
- WalterFedy
- Marion Zepf

In-Kind

- Crumby Cookie Dough Co.
- Shirley Levene
- Lisa Marcus

Champions \$1000-\$4999

- Bradley Barbour
- Barrett Family Foundation
- Shane Bauman
- Eric Bouchard
- Buttle Speech Pathology
- Centre communautaire LGBTQ+ de Montréal (For Can't Cancel Pride event from CenterLink)
- Cowboys & Angels
- Reina Duplin
- Farm Mutual Re
- Grand River Rocks
- Susan Harrington
- Lindy & Chris Brown
- Anton Markov
- Karen Nancarrow Indigo Tutoring & Consulting Inc
- PayPal Giving Fund
- Rotary Club of Waterloo
- Staebler Insurance
- Stantec
- Stockyards Beverage Company Inc.
- Richard & Nancy Thompson
- Toyota Motor Manufacturing Company
- Waterloo Brewing

Advocates \$5000-\$9999

- Anonymous (x2)
- Cadillac Fairview
- Gore Mutual Insurance Company (In honour of Rebecca Watson Green)
- Ivanhoe Cambridge II Inc (Conestoga Mall)

Partners \$10000+

- Co-operators | Daniel Felicetti and Associates Inc
- David Johnston Research + Technology Park

