



Annual Report 2017

1 SPECTRUM's Mission

SPECTRUM is a volunteer-based LGBTQ community venue that is sustainable, supportive, positive and a safe space for people of all ages in the Waterloo Region. By providing resources, information, rainbow-related events, and programming, SPECTRUM will work together with partners and allies to ensure a strong and inclusive community.

2 SPECTRUM's Organizational Profile

SPECTRUM opened its doors on 2012, August 7 as the first LGBTQ community centre serving Waterloo Region. We provide support and recreational programs for the local LGBTQ community, and also services that benefit the local LGBTQ community as well as local service agencies. We provide some educational programs to the public. We also work with a number of local service agencies to develop training in some areas.

We work to provide **support groups** targeting trans-identified individuals, older adults and people from other cultures. We also provide **recreational programs** for everyone: a games group, a crafting group (mainly knitting), a reading circle and other social groups. We provide a monthly listing of **community events** and a directory of **community resources** likely to be of interest to LGBTQ-identified people. We maintain a book and DVD **library**, and an extensive **local history** website. We also provide **LGBTQ cultural awareness training** sessions to local senior-serving institutions. We also collaborate with several local services agencies on various projects.

3 Developments in 2017

3.1 Support Groups

Our **Trans Peer Support Group** has been functioning well, and continues to support trans-identified people in the challenges that they regularly encounter. The facilitators plan to increase promotion of this Group over the next few months. Attendance has been so large that we may move from a twice-monthly meeting schedule to a weekly one.

Isolation is a significant problem for the aging population; it is especially severe for the LGBTQ population, since fewer of us have children who can provide emotional support. In July of 2016, we started up an older adults group that we call **SPECTRUM Prime**. We have had good attendance with participants being very grateful that the group exists. We have begun to organize social events that fall outside of our twice-monthly gatherings in SPECTRUM.

3.2 Social/Recreational Groups

The Friday evening games group (**day5games**) continues to be one of our most popular events.

Attendance at the Tuesday evening crafting group (**Queercraft**) has increased significantly over the past year. It serves participants who enjoy getting together and practising their portable craft (usually knitting) in a social environment.

3.3 Services

SPECTRUM's "**Rainbow Community Calendar**" has served Waterloo Region since 2012 by providing a monthly listing of events of interest to the LGBTQ community. In September 2016, Lyn McGinnis became the new Editor and has improved the graphical design of the publication and supplied editorial content and some news items. In 2017, the online version of the Calendar has been published in colour. In 2017, we found financial support for this publication in the form of an advertiser.

"**The Rainbow Pages**" was first published by SPECTRUM in 2014, and has been updated several times since then. It provides a listing of organizations, agencies and professionals likely to be of interest to the local LGBTQ population. We published Edition 3.0 in June, 2017 and were able to pay for the printing costs for 500 copies through two advertisements. We anticipate finding additional advertisers for the 2018 edition, so that this can become an additional revenue stream. We have begun to convert the information into a database format and in October 2017 we set up a working search engine using that database. We expect to roll out the full search engine in early 2018.

In 2017 SPECTRUM's **Aging with Pride Committee** continued to develop and deliver its LGBTQ cultural-awareness training sessions for local senior-serving institutions – including retirement homes, long-term care facilities, a hospice, and some recreational centres. In 2016/2017 we used an Ontario Seniors Secretariat grant (\$3,000.00) to **improve our collection of training modules**. We also received a federal New Horizons for Seniors Program grant (\$25,000.00) which we have used to develop and run a program to help **reduce isolation** for LGBTQ-identified seniors, especially those in **institutional settings**.

In late 2017 we began to develop a set of **general-audience LGBTQ cultural-awareness training modules** like those that Aging with Pride uses – but for institutions that serve clients of all ages, not just seniors. We now have a comprehensive set of draft training modules that we intend to assess and refine; we expect to have the training modules ready for deployment in April 2018.

3.4 Community Engagement

SPECTRUM attended many **community events** and supported many days of awareness including: Multicultural Festival, Non-Violence Festival, Tri-Pride, GSA Night, World Suicide Prevention Day, Volunteer Fair at Conestoga College, Mayors Advisory Council to Kitchener Seniors Wellness Expo, Aging with Pride 2.0 Conference.

We provided 20 **trainings** to senior-serving institutions, and **spoke** on numerous issues concerning the wider LGBTQ community including advanced care planning, the impact of isolation on queer seniors, homophobic violence, the passing on Bill C-16 and the creation of new positions in the field of diversity in essential services and government.

Spectrum **partnered** with **OUTFEST** to support LGBTQ arts in Waterloo Region, and presented our inaugural rainbow student award at one of their events. We also undertook a needs assessment of the Rainbow Community in regards to the need for LGBTQ specific substance use support in partnership with the **House of Friendship**. Held the first Beyond the Rainbow social events for residents and staff of **senior-serving institutions** as part of the New Horizons Grant we received from the Government of Canada.

SPECTRUM hosts an annual **December 25th Gathering** with food and good company that runs from noon to late in the evening, to allow members of our community the choice to be in a safe and friendly environment on a day that is difficult for many people.

3.5 Human Resources

We were fortunate to have a couple more talented individuals join the Board at the 2017 AGM. They bring skills in the areas of document handling, policy writing and business strategy.

3.6 Financial Resources

For 2017, we received **municipal grants** from the cities of Cambridge, Kitchener and Waterloo, which form a significant support in keeping our doors opening. We were also able to finance the publication of the “Rainbow Community Calendar” from July to December through **advertising placements**. Likewise we funded the printing of 500 copies of Edition 3.0 of “The Rainbow Pages” through advertising placements.

We are also developing and strengthening **other revenue streams** (see Section 4 below).

In 2017, we wrote and adopted policies to help **manage financial risk**.

4 What About 2018?

“The Rainbow Pages” – We would like to add more business resources, and have the entire collection of resources delivered through a searchable database residing on our website. We also hope to increase the number of advertising placements in the print and online versions of the resource directory to the point where it moves beyond cost recovery to revenue generation.

Charitable Status with the Canada Revenue Agency (CRA) – We hope that at some point in early 2018 we will receive status as a charitable not-for-profit corporation. With this in place, we will be in a position to generate income through (1) issuing income-tax receipts for donations and (2) applying for grants that require applicants to have charitable status.

LGBTQ Cultural-Awareness Training Sessions – By April 2018, the draft training modules that we have already created should have been assessed and refined, and marketing/promotion strategies should be in place, so that we can proceed to offer this fee-based services to institutions that serve clients of all ages.

Sponsorships – We will be seeking a variety of sponsorships from corporations and local businesses.

SPECTRUM/TMMC Student Awards Program – We will be awarding the second student awards using the sponsorship funding that came from Toyota Motor Manufacturing Canada.

Volunteer Recruitment – We hope to fill more key job positions both on the Board and in our volunteer pool.