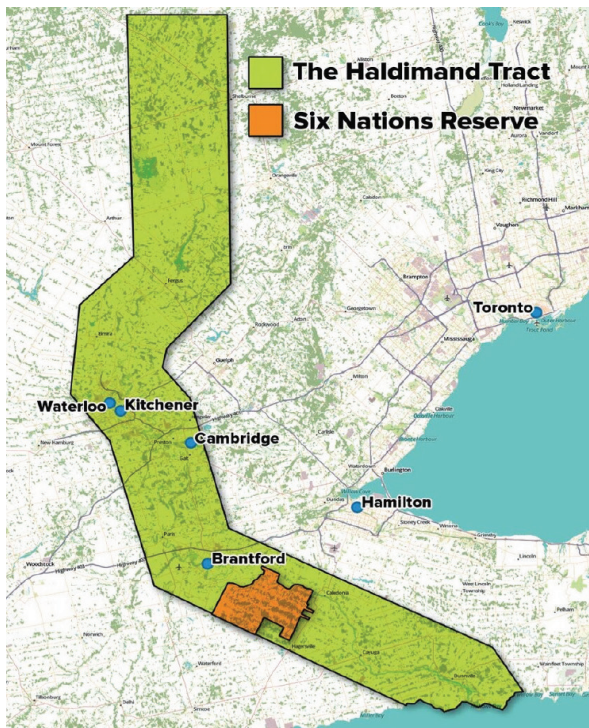




Land Acknowledgment



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 colonization of the 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 recognize that our presence here has disrupted thousands of years of culture and belonging.

The very land upon which the Spectrum space exists 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 recognize Two-Spirit as a sacred way of being, an individual who carries in them the medicines and teaching of many genders and sexualities. We recognize 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 recognize that the histories and teachings of Two-Spirit peoples have always influenced and added to Indigenous ways of knowing

This territorial acknowledgment 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 acknowledgement was drafted in consultation with an Indigenous Two-Spirit consultant, Terre Chartrand.



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We'd like to thank Celestine Unugboji for his contributions to both the design and content of this annual report. We'd also like to thank Andy Wright whose wonderful photographs do a great job of helping us tell the story of our year.

Greetings and Foreword



From the Executive Director - Scott Williams

We. Belong. Here.

2023-2024 was a year of significant growth for Spectrum. As you'll see in these pages, we now have four full-time employees and an ever-growing number of part-time employees. I'm so pleased that Spectrum has grown to a place where we can create meaningful jobs for local 2SLGBTQIA+ folks and our plan is to continue this momentum.

We also continue to grow in terms of the programs we are able to offer. This is in response to requests from community members. We have added the new Bi & Pan Space, and BRIQ House (for Black, Racialized, Indigenous, and Queer folks). In partnership with the Waterloo Region Family Network, we designed and deliver Spectrum on the Spectrum (for people living at the intersection of queerness and neurodivergence). We've also built a partnership with Willow River Centre to support a monthly Circle for Two-Spirit and Indigiqueer folks.

All of this was done in the face of an exponential rise in anti-2SLGBTQIA+ and hate-fuelled movements across Canada and in our own community. I'm extremely grateful for all the allyship and support in Waterloo Region which has enabled us to build a rainbow community space that people count on as a meaningful "Third Place" in their lives.

One of our participants recently shared, "Spectrum gave me an opportunity to find and foster community, solidarity and friendships with other 2SLGBTQIA+ people in Waterloo Region." This kind of connection is crucial and we couldn't do it without your support. I'm so grateful to the many individuals, families, and businesses who have made donations to Spectrum this year. Thank you for helping us grow belonging through a blend of connection, care and culture.

On a personal note, I am stepping down as Spectrum's Executive Director this year. I'm so proud of the work we've done since 2021 to build capacity and strengthen Spectrum. We've gone from having 3,188 participants in our programs in 2022 to 6,810 in 2024 and it's been an honour to see the impact our programs have had on those participants. Lots of exciting new things, including more programs and a new physical space, are on the horizon for Spectrum! I'm proud to have been the steward of this organization these past few years and I look forward to seeing what's next.

We. Belong. Here: Together with you.



From the Board President - Catherine Harrington

To begin, I'd like to say a big "thank you" to Tom Connelly who served on our Board of Directors from November 2018 through June 2024 and as our Board President from 2021-2024. I'm stepping into big shoes this year as Spectrum's new president!

Having made excellent strides on our 2021-2023 Strategic Plan, our Board worked hard this year to develop a new plan for 2024-2027. You'll read about the new priorities in these pages. I'm so proud of the work our staff team has done. As you'll see in these pages, we continue to expand our program offerings to meet the needs of the community. Spectrum has never been able to do more and it's so rewarding to hear from our program participants about the impact our work has had on their lives.

I'd especially like to highlight our Rainbow Diversity Training program. This year, we provided over 100 workshops to 2,948 participants! I think this is an incredible result! As we face rising anti-2SLGBTQIA+ hate, this kind of education is crucial to combat the misinformation about 2SLGBTQIA+ people that we hear in the community. If you're reading this and your organization hasn't yet booked a workshop please reach out!

I'd like to thank all those who supported Spectrum this year – either through donations or by attending our annual fundraising gala – we couldn't do it without you. I'd also like to thank my fellow board members, and all of our volunteers for their crucial work. Finally, I'd like to thank our outgoing Executive Director, Scott Williams. It's been a pleasure to get to work with Scott and I have high hopes about what we can build on the foundation he's left.



About Spectrum

About Spectrum

We are Waterloo Region's Rainbow Community. A rich and diverse community of 2SLGBTQIA+ people and allies comprising a spectrum of ages and stages, identities, and lived experiences.

When we belong, we believe in ourselves. We feel safe. We can breathe. Here is our dedicated rainbow community space.

Purpose

- To establish, maintain and operate a facility for the 2SLGBTQ+/Rainbow community that is inclusive to the general public.
- To educate the general public in issues and better understanding of the 2SLGBTQ+/Rainbow community with a specific focus on positive level of engagement and relationships in the community.
- To develop training and education programs for the 2SLGBTQ+/Rainbow community.
- To liaise with other charitable, non-profit community and government agencies and organizations in developing training and educational programs for people in the community.

Vision

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

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.

Values

- Accountability & Transparency
- Advocacy
- Collaboration
- Diversity, Equity, & Inclusion
- Service & Volunteerism
- Well-being



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Strategic Priorities

Sustainability and Stability

Spectrum is committed to becoming a more stable and sustainable organization. We will work to become an equitable employer of choice through fundraising and fund development, community collaboration, and partnerships. Being an equitable employer will give us the capacity to better meet the needs of 2SLGBTQIA+ people in Waterloo Region. Spectrum will continue to work towards an inclusive community where all 2SLGBTQIA+ individuals are welcomed, celebrated, and supported as their authentic selves.



Accessibility and Inclusion in Programs and Personnel

Spectrum is committed to continuing our journey to becoming a more inclusive, equitable, and accessible organization that is welcoming and relevant to members of all 2SLGBTQIA+ communities. We will create programs and recruit personnel using an anti-oppressive and inter-sectional framework. We will prioritize accessibility, inclusivity, equity, and well-being – celebrating and affirming our diverse community.

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Community and Advocacy

Spectrum is committed to continuing to build and maintain strong relationships and partnerships that increase capacity to serve 2SLGBTQIA+ people in Waterloo Region. Spectrum acknowledges the importance of public policy dialogue and development activities, where reasonable, to advocate for 2SLGBTQIA+ people having healthy and vibrant communities where they feel a sense of belonging.



Our People

Spectrum is grateful to be able to offer paid positions and is always working to better serve the community. We wouldn't be where we are today without the hard work of our employees and board members. From planning events to improving them for our audience, we'd like to introduce you to the team behind Spectrum.



Meet our Board (as of July 31st 2024)

- Adrian Quijano
- Brooklin Wallis
- Catherine Harrington, President
- Chris Czartorynskyj, Treasurer
- Giovanni Giuga
- Jessica Toomer
- Luke Runstedler
- Nic Brewer, Secretary
- Olivia Yu

Full Time Employees

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



Part Time Employees

Rainbow Diversity Training:

- Blaze Bishop, Co-Facilitator
- Cait Glasson, Co-Facilitator
- Jesse Wiley, Co-Facilitator
- Kess Carpenter, Co-Facilitator
- Philip Charbonneau, Co-Facilitator
- Raine Sparling, Co-Facilitator
- Sarah Amoah, Co-Facilitator
- Susan Watt, Co-Facilitator
- Zhengyuan Xue, Co-Facilitator

Multi-Sport Drop-In:

- Aslan Aydin, Co-Facilitator
- Jesse Hafermehl, Co-Facilitator
- Kita Pinheiro, Co-Facilitator
- Lexi Salt, Co-Facilitator
- Mattie Ferriss, Co-Facilitator
- Troy Dettwiler, Sports Coordinator
- Zanae Kendall, Co-Facilitator



Peer Support Groups:

- Abbi Longmire, Co-Facilitator
- Anna Feng, Co-Facilitator
- Dewe'igan Bearfoot, Co-Facilitator
- Karla Villagomez Fajardo, Co-Facilitator
- Kez Vicario-Robinson, Co-Facilitator
- Kita Pinheiro, Co-Facilitator
- Nicolas Saville, Co-Facilitator
- Rye Telfer, Co-Facilitator
- Scott Hasey-Koufis, Co-Facilitator
- Shae Hughes, Co-Facilitator
- Shay Herold, Co-Facilitator
- Veronica Nhio-son, Co-Facilitator

Marketing:

- Celestine Unugboji, Marketing Assistant

“I grew up feeling like the only queer person in my small Waterloo community, facing pressure to hide who I was to avoid bullying. Finding Spectrum changed everything. I met other queer people, realized I wasn’t alone, and felt accepted for the first time. Spectrum is a uniquely queer space where we set the rules and experience true belonging, care, and love.”

– Luke Runstedler, Spectrum Board Member

Our Volunteers

Spectrum thrives because of our incredible volunteers. This year, 44 dedicated individuals worked tirelessly, both behind the scenes and on the front lines, to make a real difference in our communities. We couldn't have done it without you—thank you for your invaluable contributions!

- Acer Bonaparte
- Ashraf Awad
- Akashia Smith
- Akshay Palimkar
- Amanda Forbes
- Andrew Paterson
- Anthony Curran
- Ashton Reidel
- Autumn Diamond



- Caitlin Lake
- Calvin Kellendonk
- Casper Kasko
- Celestine Unugboji
- Charlotte Riese
- Dayna Prest
- Dwaine Hill
- Elaine Finlay
- Emily Bingeman
- Esha Chopra
- Hana Sun
- Janine Graham
- Jess Rugiano-Ly



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- Jil Hofer-Major
- Jim Parrott
- Kit Stardancer
- Knox Adams
- Kyla Firby
- Leanne Mendonsa
- Leslie Walker
- Mackenzie Loker
- Mal Thompson
- Midas Beglari
- Paul Delleman



- Paul Nijjar
- Philip Charbonneau
- Reuben Harrison
- Riley Zenith
- Sarah Mather
- Sebastien Plante
- Susan Watt
- Tyler Herrington
- Victor Santiago
- Viet Ho
- Zana Berisha



I really like how facilitators are flexible with changing things up during the sessions, bringing various options so all can have fun. After a few meetings with participants and facilitators, I feel so warmly welcomed. As a neurodivergent person with high social anxiety, I never have felt so easily part of a group and much of it is due to the intentions of the program I think!

- Spectrum Participant

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Programs

Belonging in Action Connection + Caring + Culture

We grow belonging through a blend of connection, care and culture.

Our human-centred approach - put simply, focusing on people - allows us to develop trust and deep understanding of 2SLGBTQIA+ people and our allies.

In focusing on people, we seek to understand the strengths, aspirations and experiences of people across the 2SLGBTQIA+ spectrum. And to understand what loved ones and allies need in order to be supportive and caring.

Through this lens, we also develop a critical perspective on the ways that stigma and oppression impact our community. This comprehensive picture is helping us to build a strong organization that reflects the identities and aspirations of our community. It helps us design programs and services with and for 2SLGBTQIA+ people, and to nurture strong partnerships with community agencies who can offer specialized supports. We know that one organization or safe space can't single handedly ensure that all 2SLGBTQIA+ people feel a sense of belonging. That's why we also work to create a culture of belonging throughout Waterloo Region.

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
- Beyond the Binary Peer Support Group
- Bi & Pan Space
- BRIQ House (for Black, Racialized, Indigenous, and Queer folks)
- 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+)
- Spectrum on the Spectrum (In partnership with Waterloo Region Family Network)
- Transgender Peer Support Group
- TransMasculine Peer Support Group
- Two-Spirit and Indigiqueer Circle (in partnership with Willow River Centre)





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+ Reading Circles with Idea Exchange and Waterloo Public Library
- Day5games
- Drag-ify
- Drop-In Hours
- Queer Craft Circle with Idea Exchange
- Queer Run Club
- 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

When our community members hear about positive, caring experiences at Spectrum, the word spreads - and recently, 98% of participants said they would recommend our programs to the local 2SLGBTQIA+ community.

- 97% feel included and welcomed here.
- 92% find the support they need.
- 93% feel more connected to the 2SLGBTQIA+ community.
- 94% feel an increased sense of belonging.

“Just whenever a discussion leads to a moment when someone says something that I can strongly relate to that I’ve never heard anyone say before. It makes me feel less alone.”

- Spectrum Participant

Services and Resources

We rigorously evaluate our training programs to make sure they make a positive impact. Our participants say they develop more knowledge, understanding and empathy for 2SLGBTQIA+ people. And, importantly, as they progress through the learning journey, they can become powerful allies with practical skills to create meaningful change.

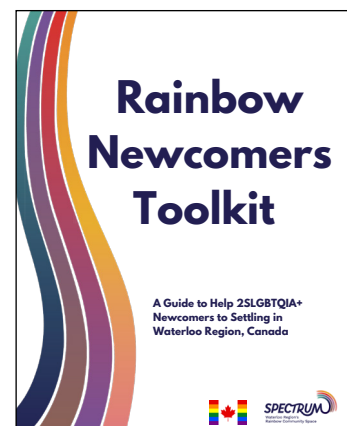
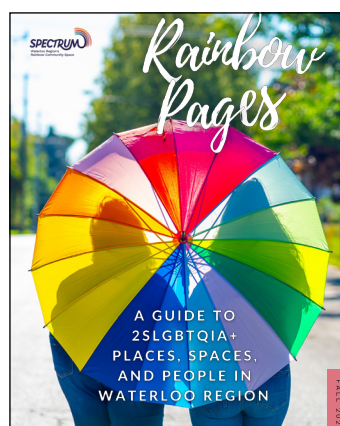
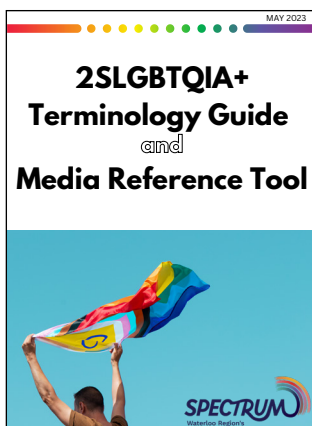
Services

- 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
- Rainbow Newcomers Toolkit
- Lending Library
- Gender Neutral Washrooms Map
- TransNAV GPS
- Grand River Rainbow Historical Project



Partnerships and Networks

We would like to express our gratitude to all our partners and networks for their continued support in helping us achieve our mission of fostering a more inclusive and welcoming environment for the 2SLGBTQIA+ community in our region.

- Cambridge Mobilization Team
- CenterLink
- Children and Youth Planning Table of Waterloo Region
- Enchante Network
- FACS Resilience Project
- Greater KW Chamber of Commerce
- Ontario Nonprofit Network
- Suicide Prevention Roundtable
- Volunteer Waterloo Region
- Waterloo-Wellington Network



Region of Waterloo Upstream Fund



Spectrum is grateful to have received a two-year grant from the Region of Waterloo Upstream Fund. In this second year of funding, our part-time co-facilitators continue 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.



This year, our youth group had 388 participants at 45 sessions. When asked about the best part of the program, participants shared:

“The opportunity it provides to find and foster community, solidarity, and friendships with other LGBT+ people in KW.”



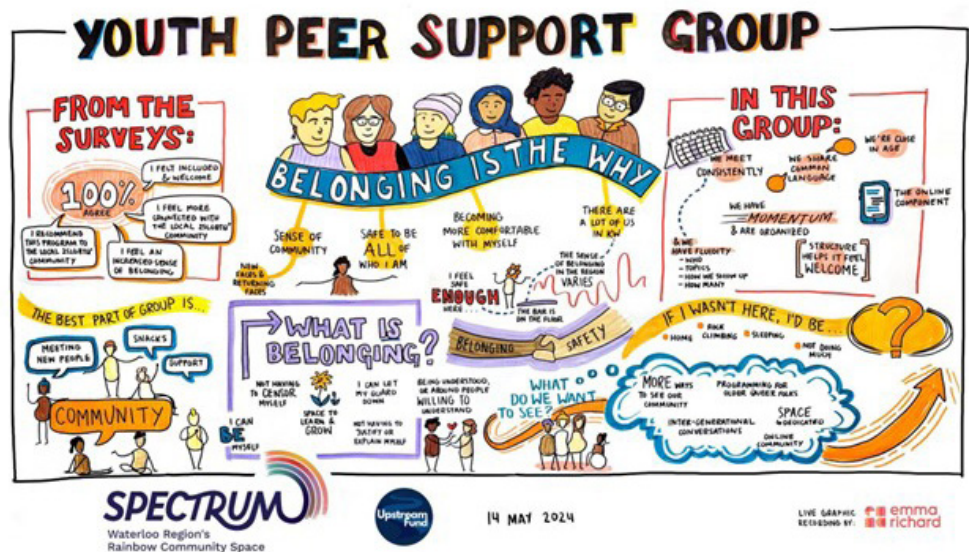
“Being able to share my experiences with other people around my age who are part of the LGBT community in a safe and somewhat controlled environment”

“I love the convenient location and timing of this group. The weekly occurrence is perfect to receive on-going support at an age when lgbt issues are often coming up in daily life (i.e.. in the process of coming out, newly transitioning, starting to date or becoming sexually active) and you need a space separate from your family or regular social circle to speak about them regularly.”

On May 14, 2024, we had Emma Richard as a guest to do some graphic recording while we discussed what the group means to its participants.



Our Young Adults (25-40) group met once a month and had 48 participants, one of whom shared that “I feel at home and welcomed and cared about.” The biggest piece of feedback we get about this group is that people wish it ran more than once a month!



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Capacity Building

Spectrum was grateful to receive a second LGBTQ2 Community Capacity Fund grant administered by Women and Gender Equality Canada that runs from 2023-2026. This first year we focused on accessibility.

We had INNoVA Solution visit our building and conduct an accessibility audit of our space and the building as a whole. This resulted in a report with recommendations which we have begun to address. We then worked with Accessibrand to assess the accessibility of our website. This also resulted in a report with recommendations. We worked with 9dot Digital to make our site fully AODA-compliant. There are additional recommendations that we will continue to work on.

Spectrum also received a Resilient Communities grant from the Ontario Trillium Foundation. This allowed us to work with The Fundraising Lab to develop a new case for support and migrate to a new donor management system, Keela.

Donors are a critical part of the Spectrum community. Knowing we can count on donors in our community means we know our clients can count on us.

To heal. To feel like they belong. Here. Now. And into the future. This new tool will allow us to track and steward donors more thoughtfully.

An Ontario Anti-Hate Security and Prevention Grant allowed us to contract with LivingWorks to provide two safeTALK workshops for our personnel. safeTALK is a four-hour training that equips people to be more alert to someone thinking of suicide and better able to connect them with further help.

This funding also allowed us to work with Community Justice Initiatives to provide three workshops on De-escalation to our personnel. This training is helping our peer support group co-facilitators to be more responsive to the needs of participants. This is in response to the increased levels of anti-2SLGBTQIA+ hate in our community which have had a significant impact on the mental well-being of our participants and co-facilitators.



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



Femmes et Égalité
des genres Canada

Women and Gender
Equality Canada



Spotlight: Rainbow Newcomers Connect

One participant recently shared:

“I am writing to express my deepest gratitude for the incredible work you do as a part of the LGBTQ+ community...

I want to take this opportunity to acknowledge and appreciate the tireless efforts of everyone involved in Spectrum. Whether it's through education, outreach programs, support networks, or community events, your collective passion and determination shine through, making a real difference in the lives of so many.

Your organization serves as a shining example of compassion, resilience, and unity, and I am immensely grateful for the invaluable contributions you make to our community and beyond.

I am delighted to have attended the meeting. It is wonderful to meet people and also knowing you are not alone. I am delighted and happy. It's the first time in a few months I am able to feel so relaxed and happy.”

Feeling welcomed and cared for is an especially important part of the settlement journey for 2SLGBTQIA+ newcomers, immigrants and refugees. Rainbow Newcomers Connect is a monthly social gathering for queer people from a variety of cultural backgrounds. Together we share, learn and offer support to one another as a diverse community. The past year has seen this program grow massively and we've been so proud to be able to offer support to rainbow newcomers in our community.

In June, we were pleased to launch our new Rainbow Newcomers Toolkit! This is a guide to help 2SLGBTQIA+ newcomers with settling in Waterloo Region. This project began with Rhea Bhat (she/her), a Psychology major at Wilfrid Laurier University. Rhea received a Menich Award which allowed her to work with a not-for profit of her choice. It took a full year to develop and design this toolkit. That included a great deal of research and also getting feedback from our Rainbow Newcomers Connect team, and partners at COMPASS Refugee Centre and the City of Cambridge. Find the toolkit on our website!



Being new to a city can be challenging, especially when coming from a place with limited support. Spectrum plays a vital role in making the region more welcoming for newcomers. These individuals actively explore their new surroundings, seeking experiences we often take for granted. Spectrum is dedicated to prioritizing their needs, offering support and resources.

This year, we've transformed our work with asylum seekers, positively impacting 15 newcomers by supporting their refugee status applications. Our meetings have grown from 3 to over 30 attendees, leading to the creation of resources like the "Rainbow Newcomers Toolkit." These efforts have solidified Spectrum as a leading advocate in the region.

In addition to these initiatives, we've added another intake process for asylum seekers, collaborating with individuals from various countries and aiding them with letters of support. We're also expanding our partnerships with newcomer services to foster discussions on integration, connection, and building a better and stronger life here in Canada—not just in the Kitchener-Waterloo area.

The journey ahead is promising, and we are committed to building on the foundation laid by those before us.



"Providing safe spaces for 2SLGTBQIA+ newcomers is an important step of welcoming them into our community and I'm glad that we're able to provide this service through Spectrum." – Akashia Smith, Co-Facilitator



"I firmly believe in putting first things first, and this group exemplifies that commitment." – Celestine Unugboji, Co-Facilitator



Sport Canada Innovation

Our 2SLGBTQIA+ Multi-Sport Drop-In program began modestly at the Stanley Park Community Centre in 2022. It was run by volunteers and we really had no idea what the program would become. It has since expanded to include programming at the Downtown Kitchener Community Centre, and at Kinbridge in Cambridge. We have also created a successful weekly Queer Run Club!

Sport Canada was excited about the program as something that might be replicable in small communities where there is not the population density for league sports. They provided us an innovation grant which allowed us to work with researchers at Wilfrid Laurier University to evaluate the program. The full report of findings will be available soon.



Members of our team presented some early findings on April 26, 2024 at the York University Women and Girls Sport Leadership conference. We found that there were two overarching interrelated drivers to participate in the program, stronger social relationships and to improve health. The most shared reason among interview participants was to build stronger social relationships with other 2SLGBTQIA+ people, which some interviewees described as challenging in the region.

We found there was a statistically significant difference in subjective mental health scores among the participants from the program's start to its end, with a higher mean at the end suggesting improved mental health. We also found that participants felt more comfortable playing group sports at the program's conclusion, compared to when they began. We're excited to share the complete report in the near future. Spectrum is grateful to Sport Canada for their support of this program. We are also grateful for a Ted Rogers Community Grant and a grant from the MLSE Foundation which will help us continue to offer sports programming.

Canada 

Lyle S. Hallman Foundation Children's Initiatives Grant

In the second year of our Children's Initiatives Grant our Youth and Families Under the Rainbow programming flourished! With our partners at Artshine, Idea Exchange, Kitchener Public Library, Region of Waterloo Library, and Waterloo Public Library we have so far provided 64 sessions to 643 participants in 2024.

One parent recently shared, "Thank you so much, this has been a safe space for my child and it has helped with their mental health. Being trans is very hard for youth, safe spaces like yours make such a difference!!"

We're grateful to the Lyle S. Hallman Family Foundation and our partners for making these important programs possible.



LYLE S. HALLMAN
FOUNDATION

Events 2023 to 2024

This year, we've been grateful to be able to table and share resources at a variety of events across the community, including: Suicide Prevention Day, University of Waterloo's Social Justice Fair, Take Back the Night - Cambridge, the Children and Youth Planning Table's Belonging Expo, the Conestoga College 2SLGBTQIA+ Student Welcome, Wilfrid Laurier University's Volunteer Fair, the City of Waterloo's Neighborhood Summit, the Waterloo Region District School Board's Day of Visibility, the Conestoga College Job Fair, Wilfrid Laurier University's Queer Activist Symposium, Grand River Hospital's Resource Centre, OK2BME's GSA Conference, and more!

September 14, 2023

Members of our team participated in the March of 1,000 Umbrellas to launch this year's United Way Waterloo Region Communities campaign.



October 3, 2023

We hosted Jessie Gates from TEAM Financial Solutions for a workshop on 12 Steps to Boost Your Financial Health.



November 20, 2023

We hosted a virtual vigil for the Transgender Day of Remembrance. Our speakers were Cait Glesson, Baz Kanold, Adrian Quijano, Brooklin Wallis, Teneile Warren, and Riley Zenith.



December 25, 2023

We hosted our annual Celebration of Chosen Family for 24 participants who enjoyed food, games, and discussion with our volunteers.

February 26, 2024

We joined the Laurier Well-being in Film Forum to host a screening of Orlando, My Political Biography at the Princess Cinema. We heard from Charlie Davis, a PhD student in Community Psychology at Wilfrid Laurier University and had some great discussion with members of the local trans community, facilitated by Brooklin Wallis.



February 27, 2024

Abusua Pa: A Celebration of Black Queer Community. We collaborated with the ACB Network of Waterloo Region, ACCKWA, and the City of Kitchener to celebrate Black History Month with this intentional space for Black Queer folks to form connections, strengthen bonds and improve their overall well-being. We had informal conversations about how we can work together to improve the mental health and well-being of 2SLGBTQIA+ ACB (African, Caribbean, Black) community members.

March 6, 2024

We collaborated with the Kitchener Public Library and ECW Press for an author event with James Chaarani. Nic Brewer interviewed James about his novel, Between the Head and the Hands.



March 23, 2024

Spectrum was very grateful to be the charitable partner for Unifor 4304's Amateur Charity Drag Show at Moose Lodge. We were treated to performances by Lust and Melody Bijou along with a troupe of amazing amateurs who were all gathered to raise funds to support Spectrum.



March 28, 2024

We partnered with the Waterloo Public Library to present a panel discussion for the Transgender Day of Visibility. Our panelists were Baz Kanold, Adrian Quijano, Mackenzie Loker, and Melissa Paige Kennedy.



May 18, 2024

We collaborated with Pickleball of Waterloo Wellington Region (POWWR) to host the first ever Pride Pickleball Fundraising Tournament and Player Clinic.

The morning kicked off with a two-hour clinic led by skilled POWWR coaches. A total of 56 participants eagerly learned and honed their skills. In the afternoon, things got competitive! POWWR volunteers transformed the space into a tournament zone, with matches happening across 12 gyms. A whopping 63 individuals battled it out on the court, showcasing their athleticism and sportsmanship. The event was a resounding success, raising almost \$6,000!

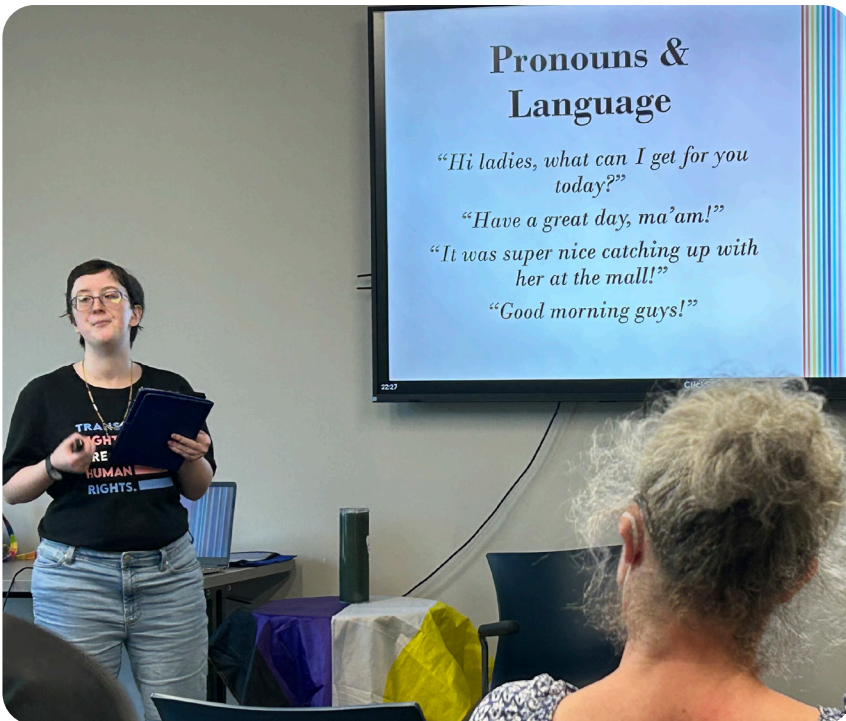


Participant Quotes



May 22, 2024

We partnered with PFLAG - Waterloo, Wellington, Perth to host Sydney Brouillard-Coyle, author of *A Pocket Guide to Pronouns*, at Waterloo Public Library. This was a great opportunity for family and community members to learn more about allyship.



“Just having a space i can exist without worry or anxiety where everyone understand certain things without needing explanation. Its a lifeline.”

“The facilitators are fantastic!”

“Being able to connect with other folks with shared experiences. Feeling validated and more connected to local community.”

“Everyone was so welcoming. I got to meet new people!”

“Spending time with people who “get it”

“Having a dedicated space for queer folks to move, practice mindfulness, and connect with others, as well as themselves that is inclusive of all identities.”

“I got to meet so many asexual & aromantic people and not just in my age range.”

PRIDE 2024

Event Updates

This year at Pride, we made it a priority to be out and visible, fully embracing the celebration. Spectrum attended nearly every Pride event in the region, and we also hosted a few of our own. Witnessing the community grow and flourish has inspired us to push even further in our efforts. We extend our deepest thanks and gratitude to the volunteers who made these events possible and to everyone who attended and supported them.

Participant Quotes about the best part of Spectrum's programs

“Being able to hear the lived experiences of others in KW who are also a part of the aro-ace community! I appreciated the detailed discussion on specific terminology like the split attraction modes.”

“The level of support and lack of judgment”

“The Laughter”

May 31, 2024 - City of Waterloo Crosswalk Unveiling

We kicked off Pride month by attending the unveiling of the City of Waterloo's new Progress Pride Flag crosswalk at Willis Way. The Uptown Waterloo BIA also unveiled a series of banners on the Uptown light standards which feature the art of local 2SLGBTQIA+ community members.



June 1, 2024 - tri-Pride Summerfest

At tri-Pride's Summerfest we gave away free Spectrum beach balls and pronoun pins while sharing with people about our programs and services. Many Rainbow Elders gathered at our booth and it was a pleasure to get to speak with them.



June 1, 2024 - Purple Prism Pride Dance

That night, we danced the night away at the Rainbow Coalition of Waterloo Region's Queer Night Out dance at THEMUSEUM.



June 2, 2024 - Family Pride Vol. 3

The next day we were back at THEMUSEUM for their third annual Family Pride where our team made Pride bracelets with families.

June 6, 2024 - WRDSB Pride

We were honored to sponsor and participate in Waterloo Region District School Board's Pride at Kitchener Waterloo Collegiate and Vocational School. We shared resources and our team presented on local 2SLGBTQIA+ history.

June 7, 2024 - Together in Pride Ride

We partnered with the City of Kitchener and OK2BME to present the third annual Together in Pride Ride. This event gets larger every year and it's a wonderful opportunity to be visible for both Pride month and Bike month!



June 8, 2024 - Grand River Pride

We were proud to have a booth at Grand River Pride's second annual street party. Even though it rained towards the end of the evening participants had a great time bringing Pride to Cambridge.



June 8, 2024 - TWB Pride Patio Party

Also on June 8th, we attended TWB's second annual Pride Patio Party. We were grateful to be able to partner with them again this year. A portion of the proceeds from their EQUAL lime pepper saison were donated to Spectrum and we enjoyed live music from a local band called Ground Cover.



July 13, 2024 - Pride Market and Rainbow Elders Panel

Spectrum was pleased to partner with Joseph Schneider Haus to present a Pride Market and Rainbow Elders Panel! The event featured live music performed by Coraline James, a panel discussion with Rainbow Elders (Cait Glasson, Lyn McGinnis, and Jim Parrott) and story time and crafts.



June 15, 2024 - Woolwich Pride

Members of our team were proud to attend the second annual Woolwich Pride in Gibson Park.

June 16, 2024 - Queens on Princess

Cowboys and Angels, the salon in Uptown Waterloo, celebrated their 25th anniversary with an all ages event featuring Tynomi Banks, Carson Kressley, Boa, Melody Bijou, Sasha Tease, Archer Backmore, Vanity Affairr, Miss Conduct, and Hands on Exotics. The event raised \$10,000 to support Spectrum!



June 19, 2024 - R+T Park Pride

We were very excited to attend R+T Park’s first Pride event! Spectrum was grateful to receive a \$15,600 grant from the David Johnston R+T Park Community Impact Fund held by Waterloo Region Community Foundation (and to enjoy a rainbow grilled cheese from Fo’ Cheezy Food Truck).



June 20, 2024 - Conversations for Community Care – 2SLGBTQIA+ Mental Health

We were pleased to have Rye Telfer represent Spectrum in this panel discussion on 2SLGBTQIA+ Mental Health, organized by Porchlight Counselling and Addiction Services.

June 26, 2024 - St. Mary’s Pride Day

Spectrum was pleased to have a booth at St. Mary’s General Hospital’s Pride Day. We enjoyed seeing the St. Mary’s team on their parade and sharing resources with the community.

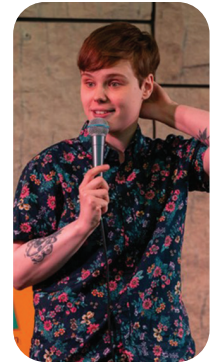


June 27, 2024 - KPL’s Trans Health Fair

Kitchener Public Library held a Trans Health Fair where organizations from across the community shared resources and talked with community members.

Third Annual Fundraising Gala

Our third annual fundraising gala took place on June 13, 2024 at the Ken Seiling Waterloo Region Museum. This was an outstanding comedy show featuring Brandon Ash-Mohammed, Robert Watson, Rush Kazi and Mikey Dykeman. We had a wonderful meal by B Elegant Catering.





Special thanks to our title sponsor, The Co-Operators. Thanks also to our Toyota Motor Manufacturing Company, our entertainment sponsor. Thanks to our gold sponsors, Liftow and Stantec, and thanks to our silver sponsors, Greater KW Chamber of Commerce, Gowling WLG, and SV Law. Thanks also to all the individuals and businesses who donated items to our silent auction. With your help, we raised \$17,000 to help support our programs this year!

W E . B E L O N G . H E R E .

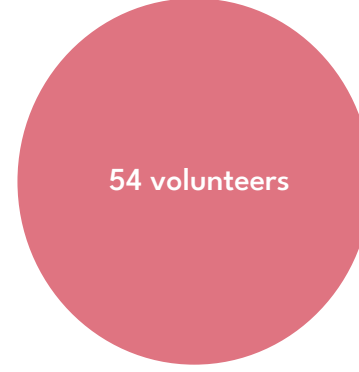
By The Numbers



In our 2023-2024 year, we had 6,810 participants in our programs and events. These were made possible by 54 fabulous volunteers who dedicated over 1,485 hours.

2,948 participants received our Rainbow Diversity Training during 104 individual workshops. Our clients include: ATS Industrial Automation, Canadian Clay & Glass Gallery, Child Witness Centre, CIGI, Family & Children Services of the Waterloo Region, Guelph Community Health Centre, Hatts Off, Hospice Waterloo Region, KidsAbility, Langs, Ministry of Agriculture, Food and Rural Affairs, Supportive Housing of Waterloo Region, Waterloo Girls Hockey Association, Wilmot Family Resource Centre, and more.

Through our Chrysalis Fund for Mental Health we were able to subsidize the cost of 265 counselling sessions for 58 clients with the OK2BME program at Camino Wellbeing + Mental Health.



Statement of Activities

For the Year Ending July 31, 2024

	2024	2023
REVENUES		
Donations	\$ 171,413	\$ 108,676
Other grants	142,321	62,106
Provincial grants	69,300	-
Federal grants	64,179	183,047
Fundraising	51,860	95,486
Training and other income	47,125	47,993
United way grant	37,500	37,500
Municipal grants	13,270	14,752
Sales tax rebate recovery	6,502	7,440
Interest income	3,095	581
	606,565	557,581
EXPENSES		
Grant expenses	303,570	252,450
Program costs	228,679	164,353
Fundraising costs	28,693	65,617
Occupancy costs	17,628	16,272
Professional fees	14,762	7,120
Marketing and promotion	13,991	6,827
Insurance	6,272	4,326
Office	5,584	7,143
Leasehold improvements	3,667	2,981
Interest and bank charges	2,438	1,093
Memberships	2,051	1,084
Board training and development	1,878	1,358
Website	640	766
	629,853	531,390
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	\$ (23,288)	\$ 26,191

Thank You!

"I strongly believe in the power of community. Spectrum's commitment to building connections not only with the 2SLGBTQIA+ community, but between the 2SLGBTQIA+ community and society at large is very key to my belief in their work. The queer experience can often be so isolating. You can feel like no one really understands you. But Spectrum works hard at creating spaces where people can meet others who share their experience and this helps people feel connected and supported."
- Shane Bauman, donor

Participant Quotes

"The commitment of the facilitators to participants having fun."

"I really enjoyed hearing a different perspective of being queer, in typical media it never discusses the racialized aspect of being queer. At BRIQ House, I really appreciated being able to talk about a part of my identity that most queer spaces don't allow. At this program, I felt heard."

Supporters (\$0 - \$99)

Aleksandra Mironenko	Erin Rice
Alex Fisher	Evan Grimba
Alice Tringham	Graham Hartnell
Amanda Archer	Green Horizons
Amber Cronin	Hannah Graves
Andrew Geekie-Sousa	Hayley Williams
Angela Cardenas	Heather Anderson
Anita Kinch	Heather Bigelow
Anne Huang	Heather Coyne
Anonymous (x18)	Idamae Joyce
Arelena Savic	Jamie Cook
Ashley Harasym	Jamie Munro
Atrisha Sarkar	Jane Baggesen
Aurrey Drake	Jen Wilson
Ben Coleman	Jessi Del Rosso
Bex Scea	Jessie Clayman
Brittney Kay	Jin Sol Kim
Brooke Meisner	Joan Ang
Caitlin Irwin	Joshua Aidelman
Cam Gillespie	Joy Harris
CanadaHelps	Julia Farquhar
Charity Gilmore	Julie Johnson
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City of Waterloo	Karsten Cheng
Cosmas Maurice	Kate Ellis
Danson Wanyoike	Katie Honek
Deanna Macneil	Kayla Snyder
Dennis Harlock	Kelly Darbyson
Emilie Gordon	Krystine Inata-Tyrell
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Reed Burgess
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Sarah Widmeyer
Shannon Henderson
Stacy Murphy
Stephanie Kelly
Sumit Bhagwani
Suzanne Church
Tova Davidson
Tracy Hilpert
Troy Dettwiler
Vanessa Ricci-Thode
Yannick Ng Man Sun



Friends (\$100 - \$499)

1751896 Ontario Ltd

Adam Morrison

Adrianna Tassone

Alana Rigby

Alexandra Gergolas

Alycia BL Social Committee McQueen

Amanda Aardse

Amanda Nova

Amanda Oliver

Amber Bonnell

Amy Brohman

Andrew Scodras

Andrew Swatridge

Ann Ford

Anonymous (x7)

Anton Blom

AOK Craft Beer + Arcade

Ashley Mcknight

Beth Borody

Blake Freier

Brenda Porter

Caitlin Vaux

Cameron Smith

Canon Medical Informatics

Carly Pettinger

Charlotte Zawada

Cheryl Cowie

Christine Bendia

Christine Pelkman

Christopher Olekas

Clean & Tidy Inc

Conestoga College

Craig Sloss

CrossFit 1827

Cyclone Spin Studio

Dawn Peace

Deanna Riese

Denis Longchamps

Dog Friendly Collective

Fimke Van Muyen

Frances Isobel Field

Fundraising Lab

Giovanni Giuga

Gwyneth Saldanha

Hillary Pimlott

HomeFit Exercise Equipment

Ian Clelland

Irena Kramer

Jason Dmitruk

Jennifer Bailey

Jennifer Collins

Joel Becker

Joshua David Mitchell

Juanita Metzger

Karen Kanold

Karen Reist

Katherine Larson

Katie Brennan

Kazoku Martial Arts Centre Inc.

Kevin Loughlin

Kevin Morey

Kevin Wilson

Kim Cluthe

Kit Stardancer

Kyle Gover
Kyle Simpson
Leah McEachern
Leena Miller
edler
Mike Palmer
Mirabela Candale
Miranda McKinley Evans RMT
Natalie Raymond
Natasha Krahn
Ottwell Family Charitable Foundation
Patrick Patten
Paul Stolee
Portia James
Ren Grafton
Renata Plecity
Reno Natalizio
Robert Kline
Robyn Sambrook
Rook Ward
Ryan Harrison
Ryan Wettlaufer
Sahil Khasnobish
Sarasvathi Kannan
Sasha Brown
Scott Williams
Shannon Deleskie
Shannon Matsuo
Stephanie Braid
Stephanie Nicoll
Stephanie Sparling
Sue Morrison
Susan Balfour
Susan Watt
Suzanne Denomme
Tammy Nolan
Tegan Thuss
Teledyne FLIR
Teresa Edge
The Civil
The Maple Kiwi Foundation
Tin Vo
Tobi Hawthorn
Uniwest Services Ltd - C/O Philip St Auto Service
Victoria Kish
Vidyard
Viviana Comensoli
Wages Corp
Willow Witch Wares
WUSA - UW Cooking Club
Xujia Zhang



Developers (\$500 - \$999)

Anjali Misra
Anton Markov
Auvik Networks
Cari Hunt
Carla Snider
Caroline & Rafael Escobar
Christina Mills
Constant Contact
David Wald
Lyn McGinnis
Malt & Barley Public House
Marion Zepf
Michael Richards
Mike Fisher
Mila Abaeva
Maira Johnston And Barb Jones
Northern Digital Inc.
Reina Duplin
Robert Weston
Susan Harrington
Tamara Fernandes
TWB Brewery
University of Waterloo Engineering Society



Champions (\$1000 - \$4999)

Barrett Family Foundation
Bradley Barbour
Buttle Speech Pathology
Catherine Mcallister
Donald Lynes Family Fund - Waterloo Region
Community Foundation
Farm Mutual Re
Jean Knetsch
Jeremy Roman
Justin Eichel
Matt Clark
PayPal Giving Fund
Richard & Nancy Thompson
Shane Bauman
Stephen Swatridge



Advocates (\$5000 - \$9999)

Anonymous

Gore Mutual Insurance Company

Region of Waterloo

Sun Life Financial

Partners (\$10,000+)

David Johnston Research + Technology Park

Cora (Arlo) Shallit

Cowboys & Angels

Jim Leech

Rogers Communications Canada Inc.

In-Kind

Lisa Marcus - Mermaid Springs Pottery



Thank You!

Participant Quotes

“Having such a great community to talk about issues, identity, experiences, etc. I also love the hybrid option, it works pretty well and really increases accessibility!”

“Feeling welcome”

“Sense of connection, understanding and mutual support from community”

“Connecting with folks who really understand what my experience is like in my transness.”

“ I love the idea of a bunch of queer folk working together to get healthier and stay in shape.”

We . Belong . Here. Together with you.

