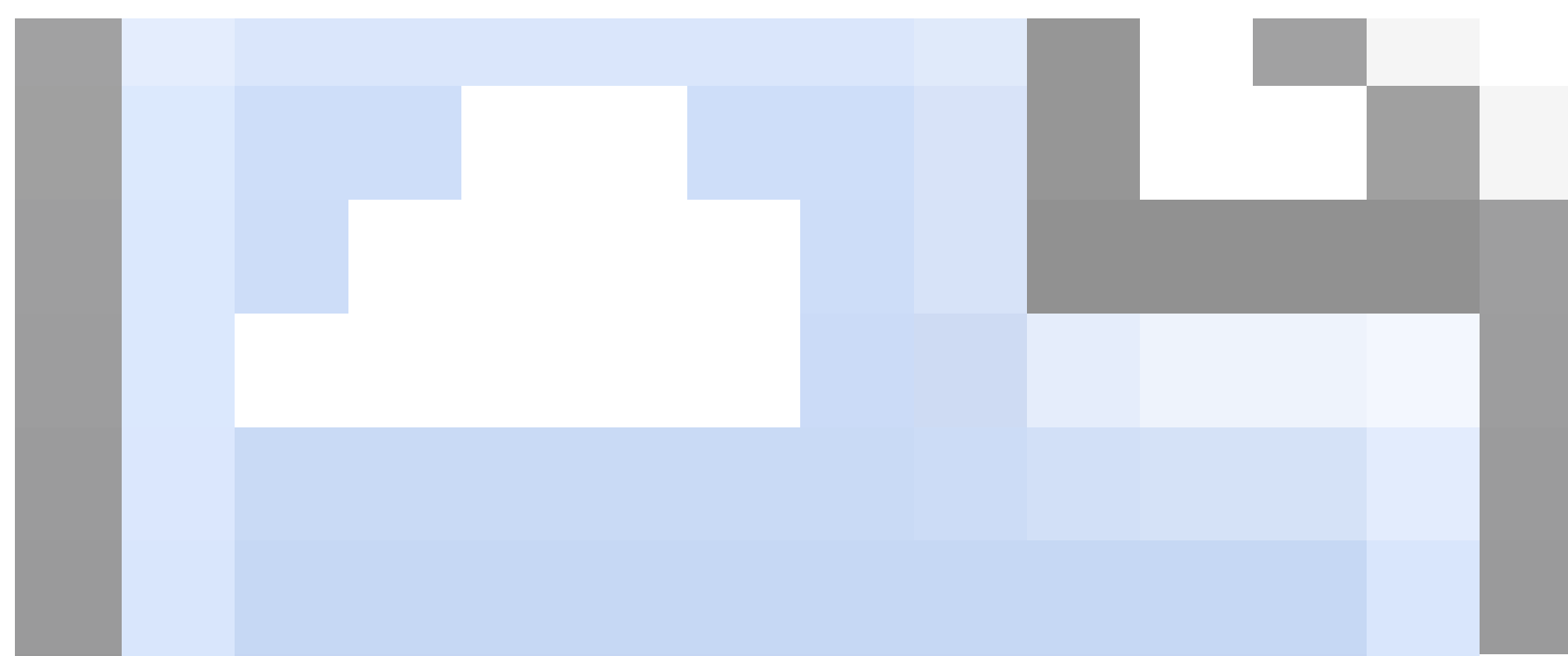


2016/17 Annual Report



OUTSaskatoon
Supporting Educating Connecting

OUR DIFFERENCES ARE OUR STRENGTHS

A Letter from the Executive Director and Board Chair

Dear friends,

OUTSaskatoon has definitely been on an innovation course lately. We've expanded our team, our space, our hours of operation, and we've even added an entirely new arm of service delivery by opening Pride Home. Pride Home is a 5-bed home for LGBTQ2S youth ages 16-21 who are supported by a live-in mentor and the support staff at OUTSaskatoon. All of this innovation and growth has been a testament to the increasing visibility of queer communities in Saskatoon, visibility which brings both our strengths and our weaknesses to light. As a community, our strengths include our breadth of experience, diverse perspectives, and our focus on social change, while our weaknesses continue to be the social and emotional impacts of homonegativity, transnegativity, and exclusion. For example, we know firsthand that many LGBTQ2S youth are still kicked out of their homes when they come out, and that older LGBTQ2S adults fear having to go back into the closet as they age and move into supported living environments.

We are now halfway through our 25th year of operation, and it is time to use our strengths to combat our weaknesses; we must show the community that difference is not only the thread that unites us, but our greatest gift. We need differences of perspective, experience, and background, in order to build thriving, equitable, and creative communities. At OUTSaskatoon, we have daily opportunities to invite others into a world where difference is celebrated and we take this responsibility seriously!

We are excited to announce that over the next year, we will be looking for a bigger space. We've been very happy in our third floor home in the Habitat Centre, but these days we're bursting at the seams. We're planning to team up with our community partners, Saskatoon Sexual Health, to look for a new home for both organizations that's a little more visible and gives us room to grow. We'll be reaching out to our community to brainstorm and plan, so stay tuned for ways to lend a hand. In the meantime, huge and heartfelt thanks for another incredible year at OUTSaskatoon.

Sincerely,

Rachel Loewen Walker
Executive Director

Martha Smith-Norris
Board Chair

BOARD OF DIRECTORS

Martha Smith-Norris - Chair
David Culleton - Vice Chair
Sean Homenick - Treasurer
Jordan Sherbino - Secretary
Jennifer Boyle
Tyler Moss
Aiden Aichel
Cameron Goodfellow
Troy Boyenko
Sarah Cibart
Skipp Anderson
Jenna Blahay (until December 2016)
Jack Saddleback (until May 2017)

STAFF

Rachel Loewen Walker - Executive Director
Amanda Guthrie - Education and Operations Manager
Krystal Nieckar - Housing and Support Services Manager
Benjamin Lindsay - Youth Coordinator
Sean Ryan - Community Engagement and Events Coordinator
April Nechvatel - Outreach and Support Services Coordinator
Jess Fisher - fYrefly Saskatchewan Coordinator
Mykah Pattison - Interim Office Coordinator
Meghan Waddell - Summer Events Assistant
Chey Turenne - Counselling Support Worker
Sarah DeBoice - Office Coordinator (on leave)

Garnet Woloschuk (May 1997 to January 2017)
Marjorie Beaucage (March 2015 to March 2017)
Mo Mike (October 2016 to May 2017)

A RICH TAPESTRY ...

VISION

A community that values and supports people of all gender identities, expressions, and sexualities.

MISSION

OUTSaskatoon builds community for lesbian, gay, bisexual, trans, two spirit, intersex, and queer people. We provide peer support and counselling, queer-specific education and resources, outreach, social gatherings and events, community referrals, and sexual health services. We support body, mind and spirit within a growing and changing community.

"We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

Maya Angelou

GUIDING PRINCIPLES

Acceptance	of all people exactly as they are
Respect	for others and ourselves by valuing our differences and treating all with dignity
Cultural Humility	through acknowledging the limits of our own cultural perspectives and being open to learning from the experiences and cultural expressions of others
Hospitality	through creating a welcoming, compassionate, and safe space for LGBTQ people, their families, and their allies
Harm Reduction	through non-judgemental services that respect the self-determination of those we serve
Equality	of all people. Valuing all regardless of gender identity, sexuality, sex, race, culture, ability, and socio-economic status
Social Justice	and advocacy for the equity of LGBTQ people

SUPPORTING

[verb] 1. holding another up; 2. serving as a foundation for growth; 3. understanding and acknowledging another's pain

To belong is to matter.

We recognize the value of belonging to a community where you can truly be yourself. Our drop-in is open 52 hours per week for peer support and community services, and we have support groups that run nearly every evening.

We also provide free, short-term counselling to queer, trans, and two spirit people of all ages.

5181

People of all ages
stopped in to the
Drop-in Centre

1521

times people came to one of ten
**OUTSaskatoon Social
Support Groups**

98

Referrals
to community
partners and services

"It took me two weeks to
come to OUT - I was
terrified to take that step,
but everyone here is so
understanding, I wonder
why I waited!"

26

**Community Building
Events**

including holiday meals,
queer family swims,
solstice and equinox
ceremonies, and others

"It's so helpful to
have a counsellor who has a
queer perspective. I feel much
better after talking and having
someone listen without
judgement"

125

**Units of Counselling
Support**

Provided to people in our community

When surveyed, 83% of individuals who have accessed OUTSaskatoon's support services reported feeling welcome, more secure, socially connected, and less isolated. Also, 80% said that they learned valuable information from these services to support their own health and well-being.

EDUCATING

[verb]: 1. giving intellectual, moral, and social instruction; 2. providing training and information to build understanding.

Education and training are some of the best first steps for any workplace, school, or group to become more welcoming and supportive of LGBTQ2S folks. We had the pleasure of going into 109 different schools, organizations, and businesses to talk about gender, sexuality, inclusion, acceptance, allyship, cultural diversity, and equity.

When surveyed, 92% of people who attended OUTSaskatoon's diversity training reported increasing their knowledge about LGBTQ issues and terminology, and 86% reported learning about new ways they could support LGBTQ people in their schools and workplaces.



In September 2016 we launched the first four books under the new Rainbow Families book series. This series shares personal stories from real LGBTQ2S families in our community in order for children and youth to learn about gender and sexual diversity.

OUTSaskatoon provided Education to

5819 People

17

Queer 101 and Trans 101 Sessions
with Elementary and High School teachers

25

Diversity Training Sessions
With businesses, organizations, and health care providers

53

Presentations and workshops
to Saskatchewan students in grades 1-12

"If it wasn't for OUT, there would be a lot of kids who would be suffering mentally, physically, spiritually, and emotionally."

Patty, teacher at Walter Murray Collegiate

CONNECTING

[verb] 1. Building a relationship; 2. Bringing together and into contact; 3. Creating a mutually beneficial link.

When we talk about connecting, we mean more than the referrals, links, and connections that we support. We are referring to the deep and sustaining partnerships that keep OUTSaskatoon going, and that best meet the needs of the people that we serve. These partnerships are with community organizations, schools, multiple levels of government, and our volunteers.

OUTSaskatoon is sustained by volunteers. Volunteers facilitate our evening groups, package and distribute condoms, support the drop-in, staff our sexual health clinic, help out with events, help with housekeeping, prepare food for programming, maintain the library, and sit on our board of directors.

"I like to volunteer because everyone is friendly. It's a non-judgemental space. You can be yourself and be accepted without having to be someone you're not.

You feel that you are part of, and contributing to, a growing community."

Kyle, OUTSaskatoon volunteer

65 **Volunteers put in:**
2960

HOURS to help OUTSaskatoon's programs, groups, services, and governance run smoothly!

7 **Practicum Students**

From SIAST (Youth Care), the University of Saskatchewan, the University of Regina (Social Work & Nursing), and First Nations University



Spotlight on our Community Partners: Camp fYrefly

Camp fYrefly is lighting the way for LGBTQ youth in Saskatchewan. As the largest sexual and gender minority youth leadership retreat in Canada, Camp fYrefly is offered in Edmonton, Calgary, Saskatchewan, and Ontario. Every summer for the past eight years, youth in Saskatchewan aged fourteen to twenty-four come together for four days to develop leadership skills, create a safe, accepting community, and feel empowered to carry out positive change. Campers will experience numerous workshops that tap into creativity, skill building, education, and fun! Programming is driven by input from former campers and is delivered by engaging, skilled volunteers. This year, Saskatchewan received a record number of applications, which highlights the growing need for programs like Camp fYrefly.

A new partnership between OUTSaskatoon and Camp fYrefly will be bringing fYrefly in Schools to Saskatoon this fall. This partnership aims to meet the high demand for LGBTQ education in rural and northern schools in Saskatchewan. Additionally, fYrefly and OUTSaskatoon were able to host two GSA summits in May for youth across the province. The combined teamwork and dedication demonstrates potential for future education and support initiatives.

GENERATIONS

Serving LGBTQ2S people of all ages

Rainbow Coffee Youth Leadership Program

Rainbow Coffee continues to thrive at OUTSaskatoon. Every Wednesday, 30-40 youth, ages 15-19 come to OUTSaskatoon to make new friends and participate in fun programming.

Activities include learning about local and global issues and participating in social justice advocacy, community leadership workshops, sexual health training, healthy relationship sessions, and arts and cultural programs.

933 Visits to Rainbow Coffee

"Rainbow Coffee provides a safe space with opportunities to make friends with people we relate to. There is a sense of community, lots of resources for people in bad situations, and it's very fabulous."

Rainbow PYY: Proud Younger Youth

As Rainbow Coffee continues to grow, we searched for ways to support the many youth that attend every week. In February 2017, we started Rainbow PYY, a group specifically for queer, trans, and two spirit youth, ages 10-14 that meets every Thursday at OUTSaskatoon from 4:30 to 6:30.

85 Visits to Rainbow PYY

Coffee Row: Discussion Group for Older LGBTQ Adults

Coffee Row began in the fall of 2016 and provides a space for LGBTQ adults over 55 to gather every Wednesday morning from 10 - 12.

Coffee Row participants share stories, watch documentaries, invite in guest speakers, and have planned relevant panel discussions.

74 Visits to Coffee Row

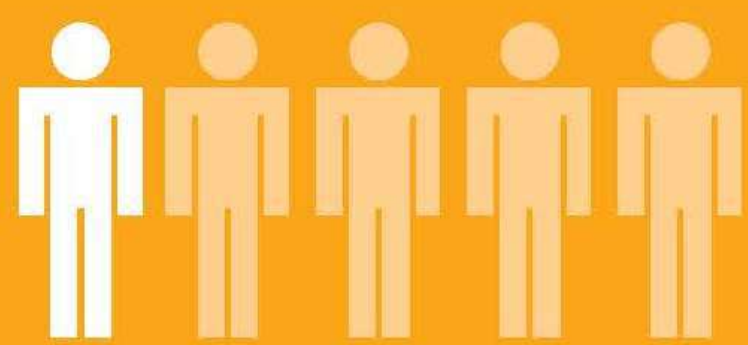
"I came to OUTSaskatoon as a place to hide, but instead found a place to grow as a gay man. I enjoy volunteering because I feel I'm contributing to us as a community and receiving back, continually."

Peter, volunteer and Coffee Row facilitator

PRIDE HOME: A PLACE FOR LGBTQ YOUTH

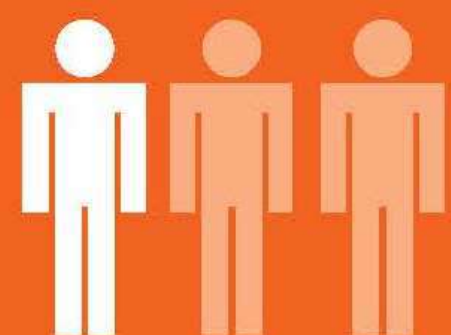


IN CANADA:
200 000
PEOPLE EXPERIENCE
HOMELESSNESS
EVERY YEAR

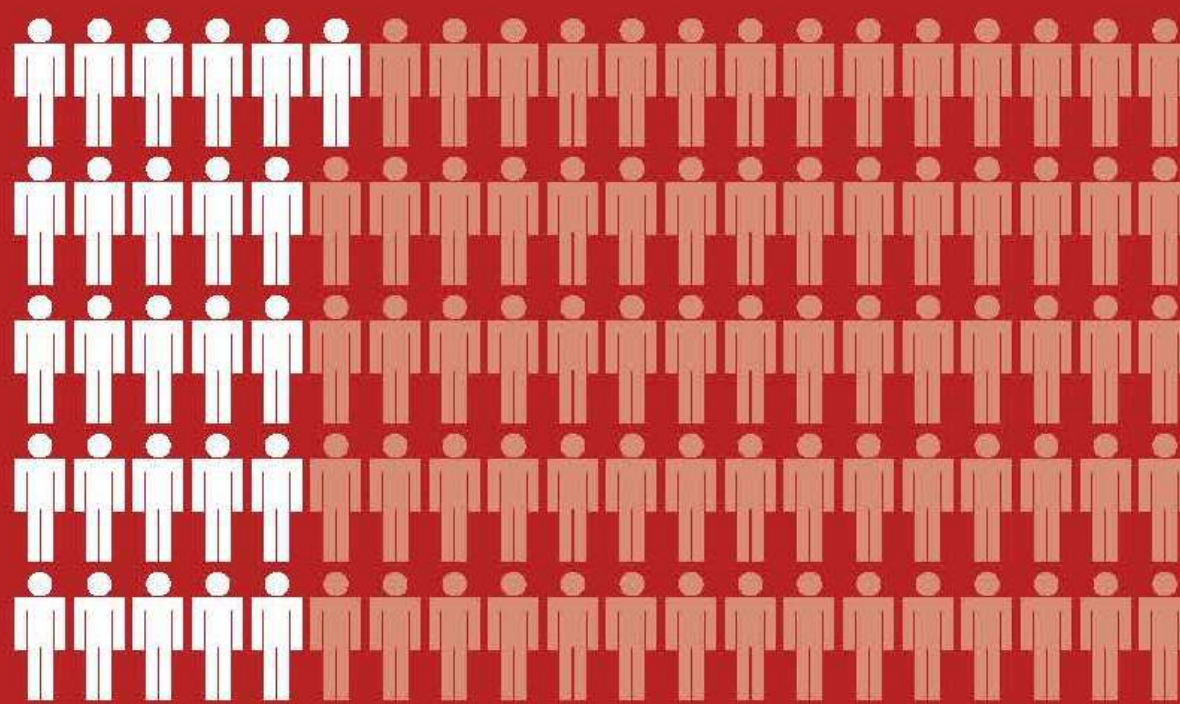


IN CANADA:
1 IN 5
OF THE HOMELESS
POPULATION IS MADE
UP OF YOUTH AGED
16-24

IN SASKATOON:
2578
ADULTS, YOUTH
AND CHILDREN
ACCESSED A
SHELTER IN 2015



IN SASKATOON:
1 IN 3
YOUTH ACCESSING
SHELTERS WERE
LGBTQ



APPROXIMATELY
26%

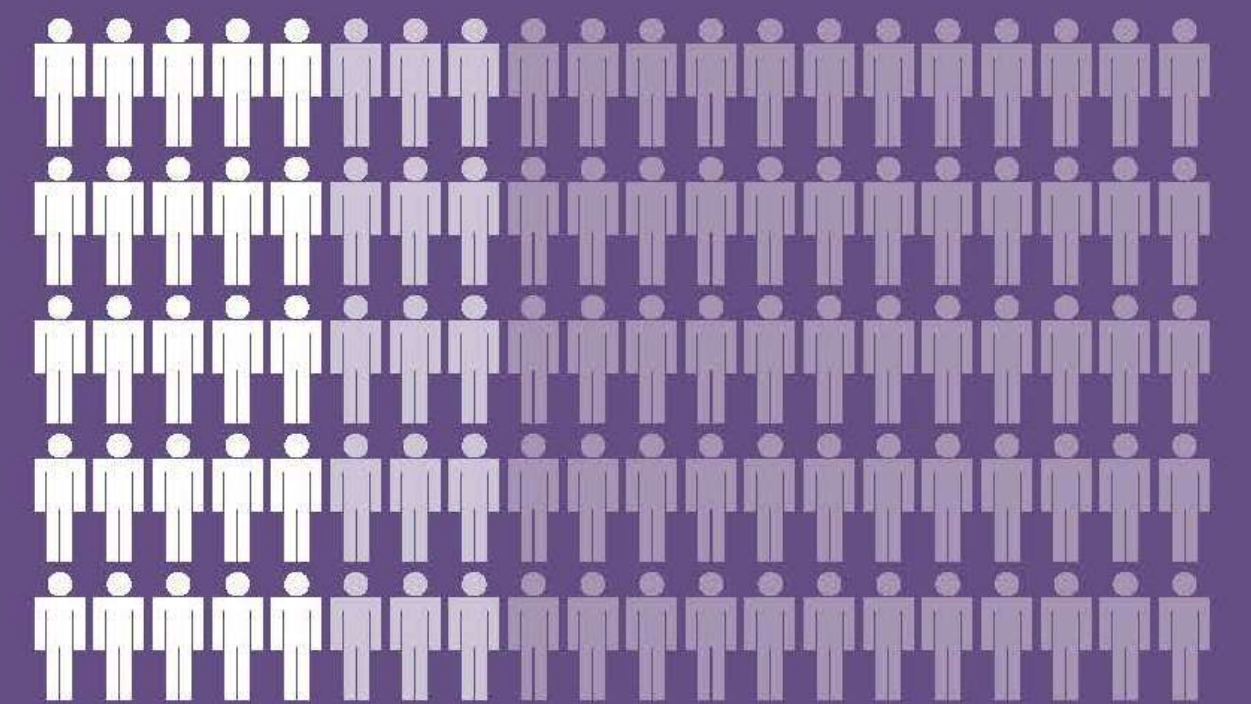
OF YOUTH WHO COME OUT
TO THEIR PARENTS ARE
FORCED TO LEAVE
THEIR HOME



IN SASKATOON

**ALL
YOUTH
HOMES**

ARE GENDER SEGREGATED
AND DO NOT FULLY RESPOND
**TO THE NEEDS OF
LGBTQ YOUTH**



25-40%
OF HOMELESS YOUTH
IN CANADA ARE **LGBTQ**

**OUTSASKATOON
HAS FOUND THAT**

40%

OF YOUTH THAT ATTEND THE
RAINBOW COFFEE YOUTH GROUP
HAVE HAD TO, OR CURRENTLY:
LIVE WITH RELATIVES WHO
ARE NOT THEIR PARENTS
LIVE ON THE STREETS
COUCH SURF
LIVE IN A GROUP HOME
ACCESS SOCIAL ASSISTANCE



**SASKATOON
NEEDS A PLACE FOR
HOMELESS LGBTQ
YOUTH TO BUILD
A HEALTHY LIFE**

Pride Home opened in January 2017 for LGBTQ2S youth ages 16-21. We have already housed four youth and many more need a safe place to call home. It's time to bring the rates of LGBTQ2S youth homelessness down.

BEING OUT

SHOULDN'T MEAN
OUT ON THE STREET

"It has been really hard in the past finding a home I felt comfortable in, because of my gender identity. I don't find myself in the gender binary at all, so living in a girl's home has always been hard. The Pride Home is somewhere I can be myself and not have to worry about my pronouns or being misgendered. This home will be a place of sanctuary for me and a place of safety."

—Dani



We are looking to individual and organizational donors to help support Pride Home. If you want to talk to us about how you can help improve the lives of LGBTQ2S youth, call 306-665-1224 or email director@outsaskatoon.ca.

BEING TWO SPIRIT

There are no closets in tipis

The term Two Spirit was first used in Winnipeg in 1990 at the 3rd Annual Native American and Canadian Aboriginal LGBT people gathering. The term aims to reflect the historical acceptance of gender-diverse peoples and diverse sexual identities within Indigenous communities in pre-contact times.

Today, Two Spirit is an umbrella term that points to the important gender-fluid roles that many Two Spirit people hold. It also refers to their being gifted with both a female and male spirit from the Creator.



Two Spirit and Cultural Events at OUTSaskatoon

- **Wísahkêcâhk Comes to Town**

In February 2017 we held a week-long festival of teachings, stories, performances, and true confessions that shared stories of love, gender, sexuality, and culture.

- **OUT on the Land**

A four day cultural camp held in Pine River, SK. Participants stayed in an existing trapline with a cabin, trapper's tent, and tipi. There was no electricity or cell service and campers spent their time cooking, learning from one another, participating in ceremony, hunting, crafting, and gathering food.

12

Campers and

4

Cultural Leaders, ranging in age from 10-70.

- **Two Spirit Feast and Rounddance for Aboriginal World AIDS Day**

415

People sang, danced, and drummed at the second annual event.



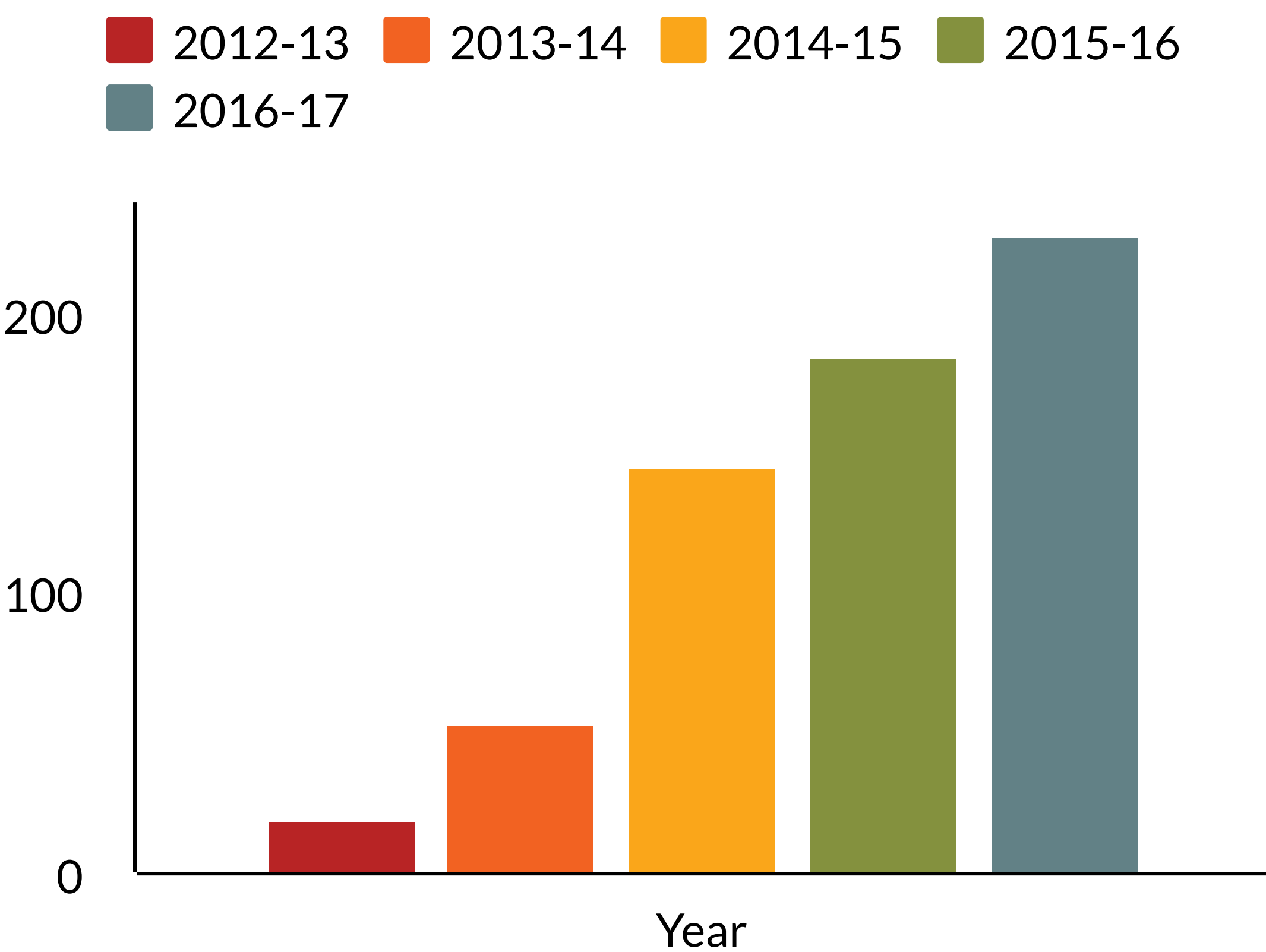
Spotlight on our community partners: Canadian Aboriginal AIDS Network

Over the last two years, we have had the privilege of working closely with the Canadian Aboriginal AIDS Network as part of the Saskatoon Indigenous Strategy on HIV/AIDS. During this time we have shared knowledge from both directions, as CAAN helped OUTSaskatoon, a non-Indigenous organization, to build our cultural capacity and strengthen our relationships with other Indigenous organizations across the province. Likewise, we shared information and resources about being Two Spirit and about gender and sexual diversity with CAAN, and have helped to encourage greater awareness of Two Spirit, queer, and trans issues within national and regional sexual health strategies.

THUMBS UP FOR SEXUAL HEALTH

On November 2, 2016, OUTSaskatoon , Saskatoon Sexual Health, AIDS Saskatoon, and the USSU Student Health Services tried to beat the world record for STBBI screenings in a day. We succeeded in testing 708 people, which was only 108 less than the previous record set by Western University in London, Ontario

Number of People Tested Per Year



30,402

Condoms distributed

through OUTSaskatoon, the USSU Pride Centre, Pink Gay Bar, and Diva's.

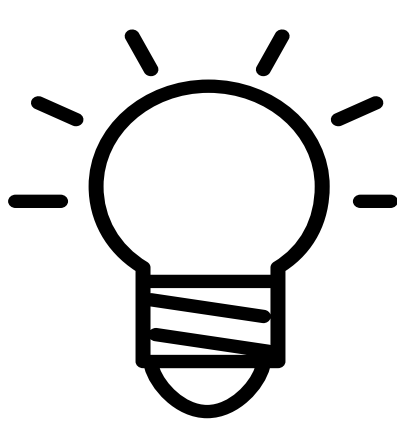
431

Healthcare professionals and students

attended training sessions on sexual health and queer issues in healthcare.

The Gens Hellquist Queer Sexual Health Clinic is dedicated to strengthening the sexual health and well-being of queer and trans people.

OUTSaskatoon provides testing every Thursday night from 5-8pm.



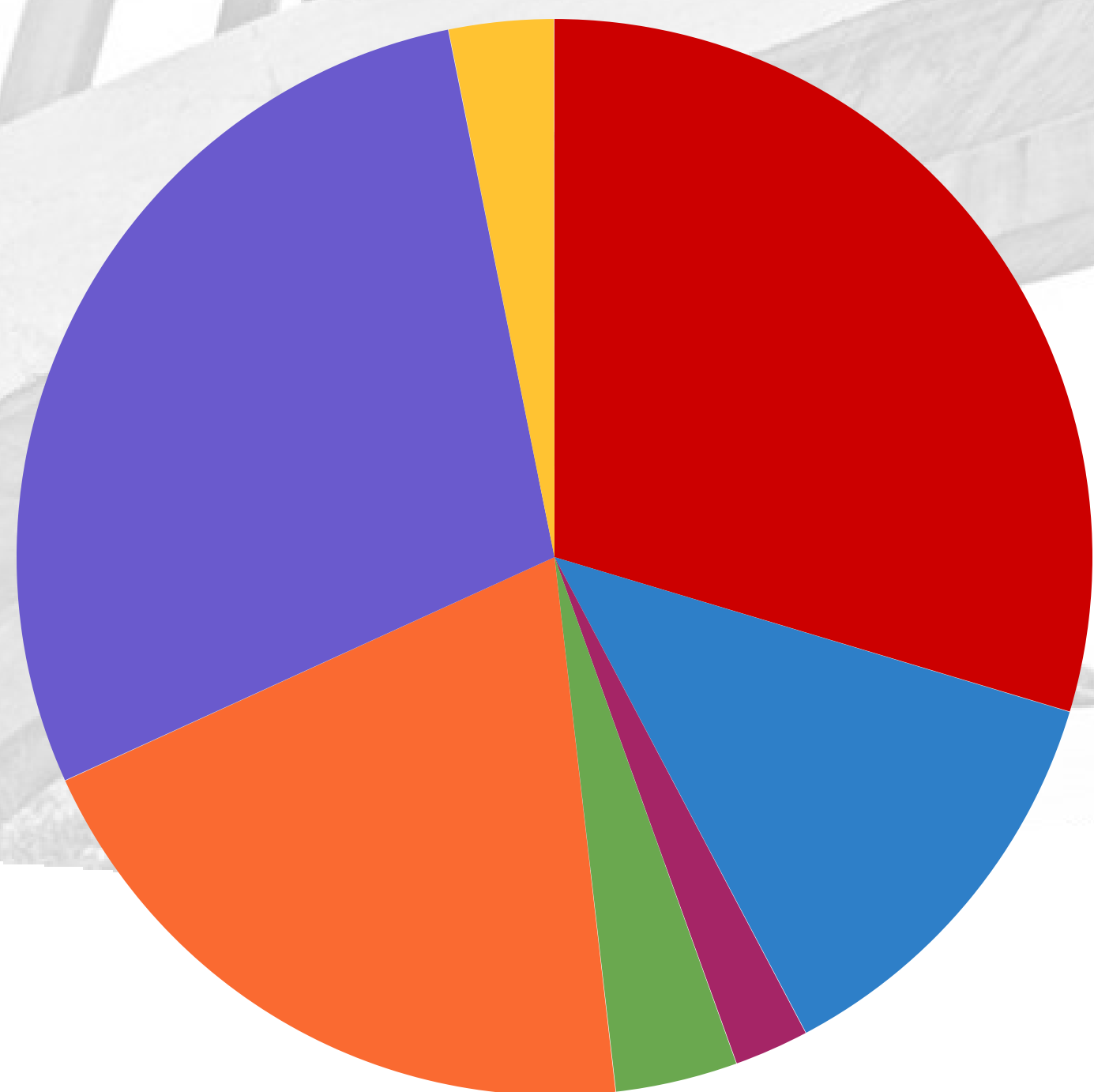
Spotlight on our Community Partners: Saskatoon Sexual Health

During this last year, Sexual Health Centre Saskatoon rebranded as Saskatoon Sexual Health and created an amazing sexual health campaign called #wrapItUpSK. The campaign included four catchy, local condom wrapper designs that have been taking Saskatchewan by storm! You can pick up your very own at OUTSaskatoon!

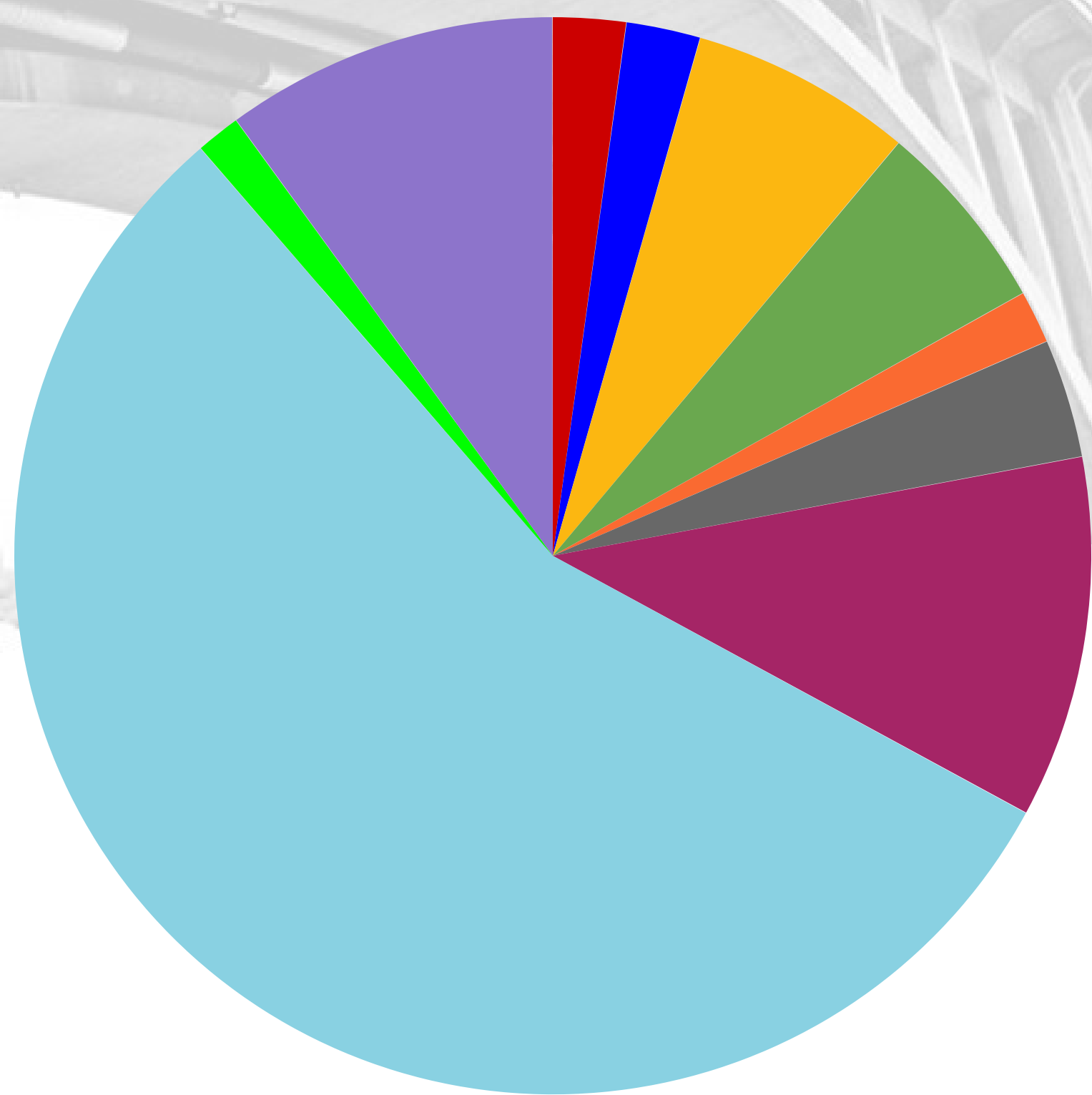


FINANCIALS 2016/2017

Revenues 530K



Expenses 530K



- Grants and Agencies (29.64%)

Fundraising (12.64%)

Donations (2.24%)

Corporate Donations (3.68%)

Federal (19.99%)

Provincial (28.65%)

Municipal (3.16%)
- Accounting (2.19%)

Advertising and Printing (2.23%)

Contracts and Honorariums (6.69%)

Employee Benefits (5.8%)

Equipment Rentals and Repairs (1.58%)

Office Expenses (3.57%)

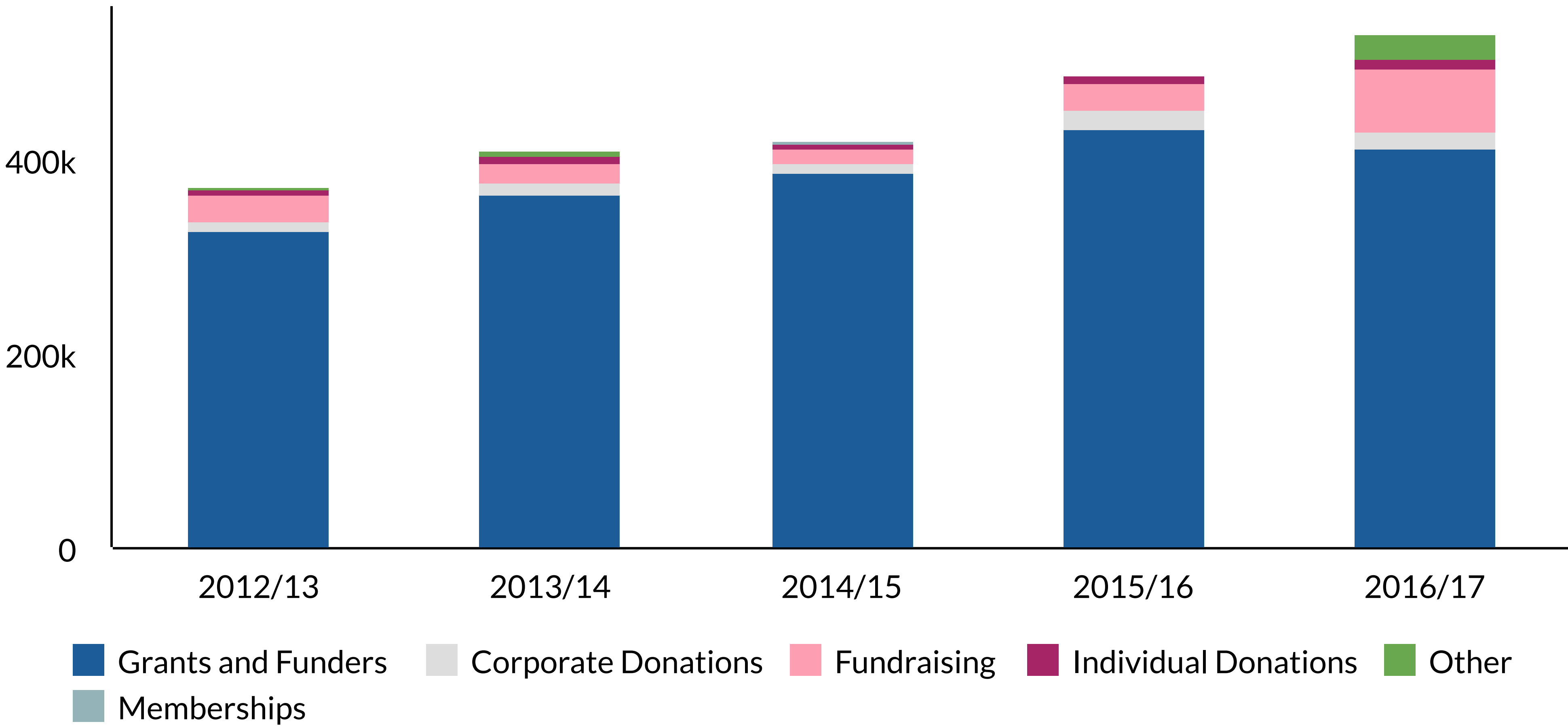
Rent (10.86%)

Salaries (55.74%)

Travel (1.33%)

Program Materials (10.01%)

Revenue Trends



WITH GRATITUDE

To our Funders, Donors, and Partners (April 2016 to March 2017)

Major Funding Contracts



Grant, Corporate, and Foundation Support

\$15,000-\$25,000
Community Initiatives Fund
Saskatoon Health Region
City of Saskatoon

\$10,000 - \$14,999
RBC Royal Bank
SaskCulture

\$5,000 - \$9,999
Saskatoon Community Foundation
Pink Gay Bar
Affinity Credit Union

\$1,500 - \$4,999
University of Saskatchewan
CMHC
Canadian Forces Fund
Lorri Walters Realtor
Armed with Harmony

\$500 - \$1,499
TD
PotashCorp
Areva Resources
SaskTel
Saskatoon Pride Festival
Bell Media
Innovative Heating and Cooling
Ophelia & West Events
Unifor Local 2-5

\$100 - \$499
Saskatoon Fire and Flood
Clint Cockburn Realty
Airline Hotels
Moon Lake Golf and Country Club
Amanda Klassen - First Choice Flooring
Jon Aschenbrenner Realtor
Bridge City Electric
Innovative Heating and Cooling
Sangster's
Hillcrest Funeral Home

Individual Supporters

\$1,200
Troy Boyenko

\$750 - \$1000
Martha Smith Norris

\$500 - \$749
Erin and Lisa Beckwell
Ryan Young
Aron DeSota

\$250 - \$499
Rachel Gough
David Forbes
Anthony Bidulka
Robert Harvey

\$100 - \$249
Katie Curtis
Neil Murphy
Reann Legge
Glen Gunther
James and Angela Bugg
Bernie McLane
Kenneth & Patricia Crush
Heather Macdonald
Matthew Shumaker

Although we have made every effort to make sure our supporters are acknowledged, if we have made an error please accept our apologies and contact us to correct it at director@outsaskatoon.ca

"I thank my parents for the person that I am and raising me to believe in giving back to community in any way that you can. I give back with my time through volunteering and through donating to what I think is the **BEST** organization in Saskatoon!"

Troy Boyenko, Board Member

GLITTER

Celebrating 25 years of OUTSaskatoon, Avenue Community Centre, and GLHS

On November 19, 2016 we celebrated 25 years of support, education, and connection for Saskatchewan's LGBTQ communities, their friends, and their families.

GLITTER, OUTSaskatoon's 25th Anniversary Gala was held at the Top of the Inn at the Sheraton Cavalier and brought our community together to honour community leaders, share stories, and to toast to many more years of community transformation.



GLITTER included the announcement of the OUTShine Awards, proudly presented by RBC

Generations Award Dr Sheri McConnell and Gens Hellquist

Gay and Lesbian Health Services (GLHS) opened its doors in January of 1992, and we truly owe thanks to Gens Hellquist and Sheri McConnell for putting their hearts and minds together to turn a vision of social change into a thriving LGBTQ community centre.

We are honoured to remember Gens and his fierce activism locally and nationally, as well as to recognize Dr. Sheri McConnell for her transformative work at grassroots and institutional levels in regards to gender and sexual diversity.

Today Sheri is the Manager of Field Education in the School of Social Work at Memorial University, and continues to be an active volunteer with LGBTQ, Women's Rights, and Youth-focused initiatives in Newfoundland and Labrador.

The Generations award celebrates our past champions for their generative work in gender and sexual diversity. As well, we are proud to create a Generations Bursary in the names of Sheri McConnell and Gens Hellquist to be provided to our youth award winner for use in their future educational pursuits.

OUTstanding Award Lynne LaCroix

Lynne has worked for decades in various management capacities with the city of Saskatoon. Currently she is director of recreation and community development. Alongside this work, Lynne has been a tireless volunteer with Camp fYrefly Saskatchewan since its inception in 2008. As Lynne's colleagues state: "Simply put, Camp fYrefly Saskatchewan would not be the success it is today without the invaluable efforts of Lynne LaCroix."

BreakOUT Award Ky Mason Lapoint

Ky is currently in grade 12 at Bedford Road Collegiate and has been a strong volunteer for OUTSaskatoon, a member of Rainbow Coffee and the QYC (Queer Youth Committee), and a leader in his school GSA, where he worked to make all students feel welcome and provided needed safe space within our schools.

Ky works tirelessly to better our community and goes above and beyond the call of duty in doing so. He is a courageous and committed activist for the gender and sexually diverse community.



201 - 320 21st St W
Saskatoon, SK
S7M 4E6



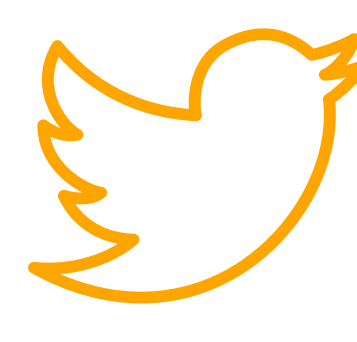
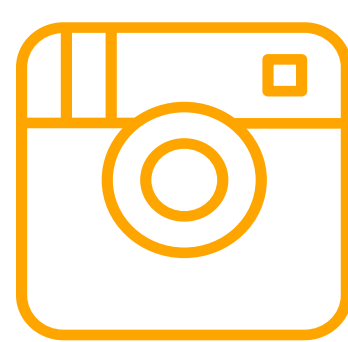
306-665-1224
1-800-358-1833



hello@outsaskatoon.ca

Charitable registration number:
1355-8548-RR-0001

**OUTSaskatoon is proudly located on Treaty 6 Territory
and the Homeland of the Metis Nation**



outsaskatoon.ca