

Annual General MEETING!



theyouthproject
2015-2016

The Lesbian, Gay & Bisexual
Youth Project Society



Board Report

Welcome everyone to the 2016 Youth Project Annual General meeting. What a great year of exciting change, transition and fun! Once again, because of the hard work done by the Youth, Staff and Volunteers who make the Youth Project the success it has become in Nova Scotia and throughout the country.

Our dedicated volunteer members of the Board currently are as followed: Patrick Daigle: Chairperson, Chris Xiao: Treasurer, Kirk Furlotte: Secretary, Josh Jenkins: Youth Director and our Board directors: Robert Bartlett, Michael McGinnis, Dawson Wambolt, Jacquie Gahagan, Lyle Quinn and Terrah Keener (currently on leave). Additionally, we wish to extend many thanks to our exiting members of the Board: Lindsay Dauphinee, Cameron Foster, Tyler Colbourne and Joe Fraser. Finally, we wish to send a huge shout out to the members of the Youth Board, who without, the Youth Project would not be what it is today.

Thank you to the community members who support us in many ways – for example during our two major fundraising opportunities - the Youth Project Annual Auction/Brunch each year in November and those who have signed up as monthly financial givers. Without these and the other generous personal donations throughout the year, the Youth Project would not be able to provide the services we do.

The Board will continue to endeavour to support youth, staff, volunteers, and members of the community as we all work together to provide support and services to youth, 25 and under, around issues of sexual orientation and gender identity. We are excited to do this as we, the Board, further cement ourselves as a policy model Board and strengthen the Youth Project by supporting Kate as the Executive Director. A few (not so small) projects we have taken on - and that will continue to be a focus – are: developing and strengthening our policies development, updating of the Youth Project by-laws and engaging stakeholders as part of our three year strategic planning process. We wish to extend a special thank you to Maria MacIntosh for her guidance and dedication in this work.

The Youth Project is only as strong as the passion, commitment and work we all put into it. It is because of this that the Youth Project remains a staple for the Nova Scotia LGBTIQ* Community and a source of support for so many.



Executive Director's Report



With my first full year behind me, I can safely say I had no idea how busy I would be when I joined the Youth Project. The amount of programs, support meetings, workshops, events and other fun activities we do is incredible. We couldn't do this without our dedicated staff, our committed Youth Board members, our amazing volunteers and our Board of Directors. We thank you all for your contribution to the successes we have achieved and the programs we have delivered.

The number of GSA's in Nova Scotia schools increased to 123 this year, a 40% increase since 2014. This is huge, 40% more students with a safe and affirming group where they feel welcome within their school.

Support is at the core of what we do. Both our individual support services and social support groups are incredibly valuable. New this year was a partnership with Hope Blooms for cooking sessions. Transformers has grown even stronger this year and parent's night has now been running for over a year with a great response. Our Drop In and Talk it Out programs have seen less interest and we are working with the Youth Board to assess these programs. We are excited to have expanded our Connect the Dots program into Musquodoboit Harbour, where we are reaching rural youth. The Valley Youth Project drop in program is another key support for rural youth.

Our special events were a huge success, both Camps were at capacity and youth told us how important these were to them. Queer Prom brought together over 230 youth for an amazing night. Our Pride events were amazing, with great turnouts for all events, capped off by a large and fabulous contingent in the Pride Parade.

We delivered a large number of classroom workshops, although with only one educator for most of the year, numbers were down from last year. We see a strong education program as essential and are actively engaged in funding discussions in an effort to take our education offerings to another level.

The year has been a steep learning curve for me and has been challenging as we continue to attempt to deliver many and varied services while operating with limited funding and a small staff. In many areas we felt stretched beyond our capacity. Working on additional funding to build capacity has been a priority.

We are excited for the 2016/17 year. We will be working hard to further reach out to rural communities where few supports are available. We plan to greatly expand our education services. We will be redesigning our website to better communicate the services we offer. We are creating a Healthy Relationship program specifically geared to queer and trans youth. With 2016/17 underway we have already hosted our first ever two day GSA Conference and hosted both youth and community consultations on trans rights.

It is our funders and supporters that allow us to deliver these programs. We are grateful for the continued support from the Department of Health and Wellness and the United Way, along with support from the Mental Health and Addictions Strategy and the Sexual Violence Prevention Strategy. We will again be looking for continued support from our community for the work we do. We are truly grateful to our funders and supporters for enabling us to do what we do.

There have been some staffing changes since the year end. Dori has decided to return to school in Alberta, and Adam is moving on to other challenges. We thank them both for their efforts and wish them luck for the future. We are excited to have had Maddox Greene with us since January as a part time Community Educator.

Thanks again to all of our staff, volunteers, Youth Board and Board of Directors for their efforts. Thank you for our supporters and funders who allow us to provide these services, and to our auction donors, who make camp possible.

Kate Shewan
Executive Director

Staff Reports

Gender and Sexuality Alliance (GSA) update.

This year saw more growth in GSAs, with the number of schools with GSAs increasing by another 20 to 123. We worked with many schools to support the startup of GSAs and to strengthen and engage existing groups.

A highlight was the GSA Mentorship program. With the support of the Canadian Women's Foundation, we brought together groups of GSAs in various regions around the Province to connect, network, share ideas and experiences and work on leadership development. Each GSA was then provided a small grant to undertake a project of their own, or in conjunction with the other groups they met.

OUTReach: A GSA Conference.

The 6th Nova Scotia Gender and Sexuality Alliance Conference: OUTreach! Our annual provincial Gender and Sexuality Alliance (GSA) conference, OUTreach was our first two-day long conference! We had 200 registrations from GSAs across Nova Scotia as well as a group from PEI. Our keynote speaker was Alyx Duffy from Egale Canada. Their speech was deeply personal, exploring issues around acceptance, non-binary identities, and historical perspectives of advocacy and activism.

The day saw a variety of workshops offered including LGBTQ people in pop culture, GSA 101, Team Building, How to make your GSA more trans inclusive, and more. We would like to thank our event sponsors the Department of Health & Wellness, the Department of Education, Halifax Regional School Board, Doctors Nova Scotia, Pride Health, NSPIRG, and C100.

Dori Palmiere
Community Engagement

Education

In the last 12 months, we have been to over 80 schools, and given at least 240 presentations, to students from grade 1-12. We also have provided 33 professional development sessions this year, with a large diversity of attendees, including educators, health care providers, support workers, university classes, union members and many more. In addition to working through Nova Scotia, we have also provided education on PEI, participating in their GSA conference and providing support in the creation of new programs that will support LGBTQ youth on the island.

Adam Myatt
Education Coordinator

Support Services

Requests for one-on-one support sessions and resources have been steady throughout the year, with many visits to schools and communities to offer youth a chance to chat and access important information. Frequent topics of focus are coming out, talking to parents, navigating the system of transgender healthcare and transition-related issues, mental health and navigating healthy relationships. We offered more discussion spaces at our GSA Conference this year as a way to allowing youth to talk about issues that affect their specific lived experiences, to much positive feedback.

This year has seen a large increase in requests for support from parents and other healthcare professionals who want to support their children, or learn more about the specific needs of LGBTQ youth in their practice. This has included many requests for support for children under 12 who are expressing gender non-conformity.

With a new policy change that facilitates easier access to gender marker changes on IDs, I have been signing forms for transgender youth in order for them to take this step in their transition. The Youth Project was an important part of the eased restrictions for youth, so to see this step accessible to them is wonderful.

Sheena Jamieson, BSW
Support Services Coordinator

HIGHLIGHTS:

HAPPY VALENTINE'S DAY: Because Valentine's Day can be quite heteronormative, the Youth Board and Staff created LGBTQ-themed valentines to share both on and offline. They became very popular to print off and distribute, but were also shared over 4000 times on social media. We are very glad they struck a chord with everybody—even Sara Ramirez from Grey's Anatomy, who shared it and followed us on Twitter because of a bisexuality-themed valentine.

YOUTH & ELDERS: In partnership with NSRAP, our youth participated in the Youth & Elders project. It features filmed conversations between younger and senior members of the LGBTQ community, to look at how things have changed and what challenges remain. These films were screened at the Central Library and will be available online for everyone!

HARRY POTTER NIGHT: It finally happened! We had a Harry Potter themed drop-in so we could nerd out. The Youth Board worked very hard on decorations and set-up, so we have to keep the Hogwarts House crests around for future events!

SOCIAL MEDIA MATTERS: We presented at the Canadian Volunteer Management Conference about the uses of social media and our unique experiences around using it as a communication tool. It was fun to look at our talent for creativity and innovation and share it with other organizations.

WINTER PRIDE: We partnered with Halifax Pride for both a holiday caroling and ice skating events, creating all-age spaces to celebrate community.

HUMAN RIGHTS: The Youth Project nominated the Highland Park Jr. High GSA for a Human Rights Award, and they won! It was amazing to watch LGBTQ & allied youth recognized for all their efforts.

TRANS HEALTH: Youth Project staff attended the CPATH (Canadian Professional Association for Transgender Health) conference in October. The opening address from Megan Leslie credited the YP as a foundational resource for trans rights in NS.

LIP-SYNC FOR YOUR LIFE: Two YP youth members placed in the Top 3 winners of the Mic Mac Mall Pride Lipsync Competition. We are very unsurprised by this, but very proud.

APPLES FOR DAYS: We went apple-picking in the Annapolis Valley with our friends from the Valley Youth Project! So many apples. Delicious.

STUDENTS: After a year-long hiatus for students, we welcomed Bry Long from the Dalhousie School of Social Work for a 2015-16 placement!

PARTNERSHIPS: We're pleased to continue our collaborations and partnerships with many committees and organizations, including...

PrideHealth

Halifax Public Libraries

AIDS Coalition of NS / Gay Men's Health

The GSA Network

Dalhousie Allies

AIDS PEI

Halifax Pride

Canadian Women's Foundation

Nova Scotia Rainbow Action Project (NSRAP)

YWCA / SafetyNET

Asexual Assault Services Network of NS

Gender & Health Promotion Studies Unit of Dalhousie

Dalhousie School of Social Work

Nova Scotia Public Interest & Research Group (NSPIRG)

Canadian Human Rights Commission

Venus Envy

DalOUT

Dr. Fenton/Dalhousie University

NS Dept. of Education

NS Mental Health and Addictions



Valley Youth Project

Drop-In Going Strong : The Youth Project's Annapolis Valley chapter has been busy this year with drop-ins, workshops, and outings. Drop-ins for all youth 25 and under happen every first and third Wednesday except in July and August. The town of New Minas generously lets us use the Louis Millett Community Centre's Youth room, which means that any drop-in can become an air hockey match, ping-pong tournament, or board game festival. But we usually have a scheduled activity that youth are invited to try. This year, activities have included everything from origami to Rock Band to guest speakers on consent, self-care, and health promotion. Activities are announced a few days in advance on our [website](#) and [facebook](#) page.

Outings, Resources, and Special Events : Over the summer, we took a trip to the Halifax Queer Prom ; spoke at the raising of the rainbow flag in Wolfville, and joined youth from Halifax for an apple-picking outing. We've started experimenting with preparing our drop-in snacks together, as a way to learn about

preparing food, learn about each other, and have fun creating beautiful edibles to share -- so we now own a set of knives, cutting boards, serving bowls, snack bowls, and mugs.

Lucas Crawford, queer performer and scholar extraordinaire, joined us over the winter for a poetry reading to celebrate the release of his latest book. A signed copy became the first item in our new **lending library**! We now have our very own collection, stored at the LMCC and with the entire catalogue available online. As well, the Annapolis Valley Honour Choir and Vox, a choir for social change, dedicated a concert to us, which was a wonderful fundraiser and opportunity to hand out VYP swag. And, Valley youth were well-represented at a recent LGBTQ think tank hosted by the Canadian Safe Schools Initiative.

Workshops for Youth and Adults : Interest keeps growing for the professional development and youth workshops we offer. We create workshops from 1 hour to a full day, tailored to the goals of the group. Most of our **workshop materials**, like handouts and pamphlets, are available free on our website. We've been invited to present to GSAs, conferences, health boards, community agencies, and many workplaces. This year we met with 14 different organizations, reaching almost 200 youth and over 700 people overall.

Free Transportation is the Best News

It's true -- this year we started offering free transportation from anywhere in Hants, Kings, or Annapolis County to VYP events. All you have to do is sign up in advance on our website's **Transportation** page. We'll leave you a message to confirm the pick up time, and that's all you have to do. Depending on where you're coming from, your transportation will either be provided by one of the county-based van services, or a local cab company (we'll let you know that in advance too). No ID needed, no payment. You can be picked up from and returned to any location that works for you.

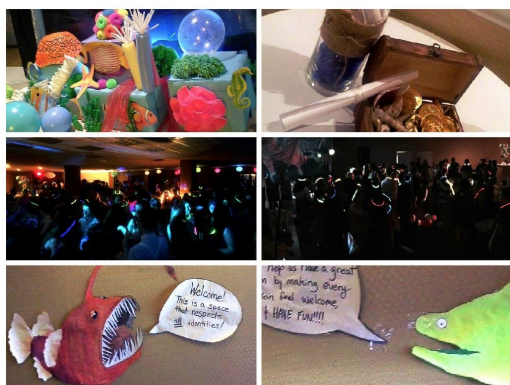
Getting the Word Out: We maintain relationships with local GSA advisors and send posters to schools. We've hosted tables at the Pride Market, the County of Kings Multicultural Gala, and Acadia Education School's Gender Gallery. Our fliers are available for download from our website, along with **workshop materials** and handouts that people can print, post, and use. Our website has had over 3800 visits this year. Our **Facebook page** says we had 82 views and reached 1520 people this month alone! Hope that's true, but either way, you can find lots of local Valley queer, trans, and gender-non-conforming goodness there every day.

The Future: In the coming year, we hope to continue our transportation service and set up a wish list with a local bookseller so supporters can help us build up our library.

We're making plans for building up our volunteer training, including Mental Health First Aid and Stewards of Children. We're also thinking about ways to support parents in supporting their queer, trans, and gender non-conforming kids, and creating supportive opportunities for youth leadership. We've got lots of activity ideas but we're always looking for more. If you've got a suggestion, want to offer your talents as a guest presenter, are looking for a workshop, or have any questions at all, don't hesitate to contact us at valleyyouthproject@gmail.com.



Swaggin' Youth Board Report



It's been a busy year for the Youth Board; we've had lots of exciting events since the last AGM. It's wild to think that another year has come and gone.

Nearly a year ago we held our annual queer prom. This year was Under the Sea themed, and we had over 200 youth in attendance. We had dozens of giant jellyfish made from paper lanterns hanging from the ceiling, a coral reef DJ booth, and a sandbar drink table. All in all, it was a *fantastic* time!

Our next event was Camp Coyote, our camp for trans and gender nonconforming youth. This year was the biggest yet with 40 campers. We were lucky enough to have Sophie Labelle, author of the popular webcomic "Assigned Male", on our team of amazing volunteers. Another volunteer, Carly, led bookbinding where the youth could design and make their own tiny book which was hugely popular.

This year's Pride festival was a lot of fun, despite how much it rained. Many of our events were rained out, like our BBQ at the Dykes vs Divas ballgame, and the Community Fair on Gottigen Street. We did manage to have lots of great events though, like our Swag Making Party at the Halifax Central Library. There was a huge turnout with over 50 youth! We made screen-printed t-shirts, countless buttons, and lots more pride gear. Later on that evening there was the candlelight vigil with speaker Stuart Milk from the Harvey Milk Foundation. We honoured and remembered everyone we've lost, and our Support Services Coordinator, Sheena spoke about our former Executive Director Leighann Wichman. One of our most well attended events was the Connect the Dots Meet Up at the Youth Project, where youth from all three locations had a chance to meet, share their experiences, and sing karaoke. We also had our annual Youth Dance, with a great turnout! Our float building was pretty sweet as the art bikers brought their trailers full of art supplies to make props for our Candyland themed float; we had everything from giant ice creams to giant candy canes! It was a good thing we made our float rain-proof, because floats and people alike were soaked as it rained on our parade. Ironically enough the year with the weather least ideal for playing music outside was the first year the music worked on the float the whole time.



After Pride we had our second camp of the summer, Camp Seahorse for all LGBTQ+ youth. It was the largest camp yet with 55 campers. All the campers had a great time at the beautiful camp mockinee.

In November we had our 11th Annual Brunch and Auction with lots of youth speakers, singers (leading one of our favourite camp songs the Alligator Song), and "Vannas" showing off all the beautiful live auction items. It was truly inspiring to see such an outpouring of support from the community. Thank you to everyone for allowing us to put on our amazing summer camps again this year!

In April we had our weekend long Youth Board Retreat at Bayside Camp. We all had a great time and got lots accomplished, doing reviews of our existing programs, talking about the future of the Youth Board and the importance of youth engagement, and holding our elections of our executive positions.



An exciting twist on one of our classic programs was Harry Potter Drop In night in May! We had a huge turnout, and youth got sorted into their Hogwarts Houses, made their own wands, (finally) received their Hogwarts letters and had a great time!

homophobia & transphobia in 2016



When u don't join the YB:



Wrapping up this year we had our annual GSA (Gender and Sexuality Alliance) Conference! For the first time ever we had a two-day long conference at Dalhousie University. Youth were really excited to have a two-day conference where they could meet youth from all across the province and other Atlantic provinces. They attended a huge variety of workshops from examining LGBT relationships in the media to makeup tutorials. The Youth Board had a booth to drum up interest and attract new members. So naturally we used the universal language: mems. Needless to say they were a hit!

On behalf of the entire Youth Board and all the youth that access the Youth Project we would like to thank the community members who continue to support us, our fantastic volunteers without whom we would be unable to run many of our programs, and the Youth Project staff who work tirelessly to help us and every youth that walks through our pink door. Thank you.

Warmest Regards,
Josh and Emily
Youth Board Co-Chairs

Treasurer's Report

Treasurer's Report

Enclosed is a drafted Statement of Operations and Statement of Financial Position for the year ended March 31st 2016 that is currently being audited. The full audited statements will be available upon request within a few weeks.

Grants and Revenue

This year's spending on operation was in line revenue. The total revenue/grant was 266K, a decrease of \$40K from last year. The majority of our funding was from Department of Health and Wellness \$90K, United Way \$63K, the Mental Health and Addictions Strategy \$20K and the Canadian Women's Foundation \$14K.

Expenditures

Spending on the GSA Network project was \$13K higher than last year and Camp spending was up by \$1,000 with additional youth attending. Compensation expenses were \$6K lower than 2015 yet we maintained an full-time educator We increased our spending on direct youth related services to \$33K, up \$6K from last year. Last year we took an important step of offering Youth Project employees a benefit plan for the first time. Admin, General and other costs were \$49K for the year a (\$14K) reduction from last year including \$3.5K travel costs, bookkeeping \$3.5K \$3K office supplies and equipment. Audit fees increased \$2K, because the discounted rate is no longer available.

Assets and liabilities

Total assets increased 33k last year; majority of it was due to deferred revenue. Net assets decreased 3k due to the small deficit in 2014.

Respectfully,

Chris Xiao

Treasurer

Lesbian Gay & Bisexual Youth Project Society
Unaudited, Summarized Statement of Operations.

Year ended March 31st	<u>2016</u>	<u>2015</u>
REVENUE		
Grant Revenue	195,045	199,173
Donations	20,214	32,882
Fundraising Events	43,149	55,430
Workshop - Honoraria + Travel	7,027	17,901
Sale of Resource Materials	20	500
Interest Earned	873	
TOTAL REVENUE	<u>266,328</u>	<u>305,886</u>
EXPENSES		
Personnel Expenses		
Wages & Salaries	166,537	178,362
EI, CPP & RRSP Expense	13,397	12,051
Employee Benefits	2,489	0
Staff Development & Memberships	1,951	139
Total Personnel Expense	<u>184,374</u>	<u>190,551</u>
Youth Services		
Youth Board - Development	2,169	1,858
Youth Board Programming	4,888	4,326
Volunteers	536	374
Camp Coyote/Seahorse Expense	10,365	9,280
GSA Conference	0	9,477
Other Grant Project costs	13,642	659
Bursary Fund - Graham Pinsent	500	500
Valley Youth Project	1,128	618
Total Youth Services	<u>33,227</u>	<u>27,091</u>
Admin. General and Other Expenses		
Fundraising Event Expenses	11,724	12,701
Meetings and AGM	407	754
Advertising & Promotions	633	425
Board & Liability Insurance	3,583	3,446
Bank Charges	1,482	1,322
Office Expenses	4,411	11,074
Communications, Computer & Website	2,860	3,907
Audit Fee	2,653	896
Travel & Meals	5,152	8,488
Memorial	0	469
Building Costs	16,471	20,503
Total Admin. General & Other	<u>49,374</u>	<u>63,983</u>
TOTAL EXPENSES	<u>266,976</u>	<u>281,626</u>
Excess (Deficiency) of Income over Expenses	<u>(648)</u>	<u>24,260</u>
Net Assets - Beginning of Year	68,991	44,731
Net Assets - End of Year	<u>68,343</u>	<u>68,991</u>

Lesbian Gay & Bisexual Youth Project Society
Statement of Financial Position
As at March 31, 2016

	<u>2016</u>	<u>2015</u>
ASSETS		
Current Assets		
Cash	167,192	126,532
Accounts Receivable and accrued income	9,494	12,786
Prepaid Expenses	1,788	1,571
Total Current Assets	<u>178,474</u>	<u>140,889</u>
Property Plant and Equipment	<u>137,129</u>	<u>141,657</u>
TOTAL ASSETS	<u><u>315,603</u></u>	<u><u>282,546</u></u>
LIABILITIES		
Current Liabilities		
Accounts Payable and Accrued Liabilities	24,399	24,083
Deffered Revenue	105,753	68,671
Total Current Liabilities	<u>130,152</u>	<u>92,754</u>
Deferred Capital Contribution	<u>117,108</u>	<u>120,801</u>
TOTAL LIABILITY	<u>247,260</u>	<u>213,555</u>
NET ASSETS	<u>68,343</u>	<u>68,991</u>
	<u>315,603</u>	<u>282,546</u>

