



engaging with our  
communities

# Annual Report 2009-2010



AIDS COMMITTEE OF GUELPH  
AND WELLINGTON COUNTY

## ANNUAL REPORT - 2009/2010

409 Woolwich Street  
Guelph, ON N1H 3X2  
[www.aidsguelph.org](http://www.aidsguelph.org)

Telephone: (519) 763-2255  
Fax: (519) 763-8125  
Toll Free: 1(800) 282-4505



AIDS COMMITTEE OF GUELPH  
AND WELLINGTON COUNTY

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## Organizational Participant Feedback

"I just wanted to tell you how appreciative I am of the services ACG provides. My recent experience with Support Services has been a most positive one. When I needed help, I received a prompt response to my call, and an almost-immediate appointment was arranged. The quality of the service was compassionate, understanding and helpful; it met my immediate needs. And the four or five follow-up sessions helped me gain perspective on my situation and helped me develop strategies for the future.

I know that ACG also provides many other services for those directly affected by HIV and also for the community at large. ACG is a significant and essential organization to have in our community.

Congratulations on the fine organization you direct, and thank you to one and all of the individuals that make up the AIDS Committee of Guelph."

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ACG BN 10668 9821 RR0001 / Masai Clinic BN 83739 0947 RR0001

# Vision, Mission *and Values*

## Vision

We dream of a time and place where everyone is free to live healthy, vital lives.

## Mission

The AIDS Committee of Guelph provides exemplary service in the area of HIV/AIDS in Guelph and Wellington County, through innovative health promotion strategies and community partnerships.

## Values

Respect • Compassion Commitment • Leadership



# President's *Report*

The Board of Directors of the AIDS Committee of Guelph and Wellington County (ACG) is in the enviable position of overseeing an organization that is lead by a highly skilled and forward thinking Executive Director. Tom Hammond ensures that a strong staff team at ACG and, in collaboration with the Masai Centre's Medical Director Dr. Anne Marie Zajdlik, a strong team at the Masai Centre, provide excellent, highly responsive services in our community and region. Our Executive Director also ensures continued funding and long term financial health for ACG. I am proud to report that ACG is now a provincial exemplar of service and organizational excellence in many areas.

The past year was one of great learning and change for the Board of Directors as we began to implement our new multi-year Community Impact Plan. This was developed last year by board, staff and community members. One of our main directions this past year has been to explore new ways of engaging with community, to build new relationships, and to spread the word about the inspiring work of the staff at ACG and the Masai Centre. Board members have hosted lunch and learn sessions with staff from community organizations, met with our MPP, spoken at service group meetings, and engaged one-on-one with as many individuals as possible in our community.

In the upcoming year, the Board of Directors remains committed to further engaging with individuals and organizations in our community. We will continue to explore ways to meet more

community members and groups in Guelph and Wellington County. We want people of all ages and diverse backgrounds to know about the ACG and the Masai Centre. We have a strong plan and are committed to implementing it. Please inform any board member or staff, if you wish to help us out, or want to learn more about what we're doing.

On behalf of the Board of Directors I would like to take this opportunity to thank the staff and Executive Director at ACG as well as the staff and Medical Director at the Masai Centre, for another year of amazing services and programs in our community. I would like to extend a special thanks to all of our organizational friends, volunteers and donors, old and new, for your support. In the year to come, we look forward to continuing and strengthening our work together engaging our community.

Kate Bishop  
President, Board of Directors  
AIDS Committee of Guelph

## Board of *Directors*

### Executive

Kate Bishop President  
Marg Starzinsky  
Andrea Wyshniowsky  
Kevin Cahill

### Directors

Sandra Parkinson  
Richard Puntis  
Eno Akan-Essien  
Marlene Pfaff



Kate Bishop, President  
ACG Board of Directors

# Treasurer's *Report*

It has been another great year of excellent financial management for the AIDS Committee of Guelph and the Masai Centre. With the continued growth of the awareness of the clinic and our consistent role in the community we have seen an increase for the services that the AIDS Committee of Guelph provides. In conjunction with our core funding, our focus for fundraising must always be a priority if we are to continue to provide imperative services for those in our community who count on us.

This year we added \$39,235.00 to our unrestricted Net Assets, and added \$6,226.00 toward the fund for Opening Doors.

I would like to take this opportunity to thank RLB with the help of our accountant Alan Wiltshire and the Masai Clinic accountant Carl Swanson for their continued support and their contribution with this year's audit.

As Treasurer I will continue to oversee a strong Finance Committee to move us forward in the coming year.

Kevin Cahill  
Treasurer, Board of Directors  
AIDS Committee of Guelph



Kevin Cahill, Treasurer  
ACG Board of Directors

# Executive Director's Message

This past year began with the development of a new vision statement for our organization followed by the launch of our Community Impact Plan (CIP). The CIP will serve as our strategic plan for the next three years as we enter the realm of community engagement. The ACG Board of Directors, staff and volunteers began to strategically collaborate and engage with a wide range of community stakeholders to determine the conditions that need to be in place in order to achieve our new vision.

Policy, research and evaluation are fundamental components that guide our work. This year there were a substantial amount of resources committed to enhancing the organizational policies, procedures and structures. A compensation strategy was developed to retain and attract employees and a pandemic plan was devised to ensure business continuity.

ACG engaged an external evaluation firm to perform an assessment on the organization's programs and outcomes as well as our collaboration with the AIDS Committee of Cambridge, Kitchener, Waterloo and Area. As a result of the collaboration 70% of participants report a decrease in feeling isolated in performing their work in the region. At the organizational level, 100% of the people responding (N = 21) to the question about the *collaboration and sharing of resources saving time and money*, be-

lieved that the collaborative was successful in saving time and finances for both organizations.

We became a partner in The Employment Change & Health Outcomes Study (ECHO) which is a province-wide, community-based research study to examine employment and health outcomes in the context of HIV and AIDS. The main objective of this study is to examine the impact of employment on health in people living with HIV and AIDS. The secondary objective is to understand the impact of disability on employment.

This year the Board of Directors and the organization adopted a position statement on the Criminalization of HIV Non-Disclosure which was developed by the Ontario working Group on Criminal Law (CHLE). For more information please visit [www.aidsghuelph.org/position-statements](http://www.aidsghuelph.org/position-statements)

This upcoming year, we invite you to contact ACG's Community Engagement Crew. We will deploy a team to come out and lend a hand, support or volunteer at your function.

Tom Hammond  
Executive Director

# The Masai Clinic *Report*



The Masai Team:

Dr. Anne-Marie Zajdlik  
Dr. Keith Hankinson  
Dr. Chris Steingart  
Dr. Graham Smith  
Sharon Fair, Clinic Nurse  
Martine McQuade,  
Administrative Assistant

***Thank you for your continued  
passion!***

The Masai Clinic continues to grow in step with the burgeoning growth of the communities it serves and on January 5<sup>th</sup>, 2010 Masai proudly announced the opening of our Satellite Clinic in Waterloo. The Satellite location primarily serves patients from the Kitchener/Waterloo area and has greatly assisted those patients in eliminating any pre-existing barriers with respect to travel. Combined, the two clinics are currently providing services to 238 active patients from the Wellington-Dufferin-Guelph Counties, Waterloo Region and Grey-Bruce Counties. The Guelph clinic remains open weekly Tuesday through Thursday and provides on-site physician services Wednesdays and Thursdays and in Waterloo Satellite on Tuesdays.

At the Masai Clinic we continue to embrace the growth and development of our many community partnerships and without our relationship with these organizations we would not be where we are today. We wish to extend our sincere thanks to the following organizations that we are so blessed to be affiliated with:

ACG Staff and Volunteers  
ACCKWA Staff and Volunteers  
Prime Care Pharmacy  
Public Health Grey Bruce,  
Waterloo Public Health  
Wellington-Dufferin-Guelph Public  
Health  
Sanguen Health Centre

Our clinic physicians Dr. Zajdlik and Dr. Hankinson as well as our clinic Nurse, Sharon Fair had the privilege of attending the 2010 HIV Medicine Conference “An Intensive Course” at Harvard School of Medicine in Boston. This conference proved to be a valuable opportunity for further education and allowed our team the invaluable experience to network with others, share thoughts and ideas, and collaborate.

We continue to have the privilege of providing quality services to people living with HIV and AIDS, their partners and family members and provide a holistic model of care, offering effective and compassionate care and treatment for all those affected by HIV and AIDS. Our Masai team shares a true sense of camaraderie which continues to allow us to provide a warm and compassionate environment in which to serve. With each year we are faced with new challenges, we continue to reach higher to achieve our dreams and we enthusiastically embrace the future!

With the continued passion of our team we know the future will hold great things.

Carol Meyer,  
Clinic Coordinator  
The Masai Centre for Local,  
Regional and Global Health

# Community Support Report



The past year has been exciting, challenging and rewarding --- as one would expect with any new program. Abercrombie place and the Community Support Worker position were created to provide stable housing for people living with HIV/ AIDS in our community. To do this, the program highlights the housing needs of people living with HIV and AIDS and showcases the positive outcomes that occur when people are stably housed, as they work towards independent living. Studies like **"Positive Spaces/ Healthy Places"** show a direct link between housing stability and positive health outcomes for people living with HIV and AIDS.

Program activities this year included the development of a program brochure and promotion of the program to other AIDS service organizations, housing and service providers within our catchment area. I joined the Wellington and Guelph Housing committee to advocate on behalf of the HIV community around the need for more affordable housing. I also attended many skills-building opportunities related to housing in the context of HIV/AIDS, and also concurrent disorders associated with the disease that can affect the ability to get or maintain housing.

Since the inception of the program, two of our original tenants have moved on and we have had the privilege to assist several other residents with their hous-

ing needs both at Abercrombie Place and in the community.

Through one-on-one support, the facilitation of house meetings, program evaluations and the benefit of a fulltime support worker we have been able to identify strengths, areas for improvement and future requirements for the program such as the need for alternative housing models.

One success that I would like to highlight is that two of the original tenants have not only made Abercrombie Place a stable home for themselves, but are actively involved with volunteering in the community.

As we enter into our second year our focus widens to engaging our community in creating a vision of "Housing First", where stable housing is seen as a critical foundation in HIV care. "Housing First" recognizes housing as a health benefit critical to treatment adherence, and recognizes the importance of housing policies at all levels of government. Beginning right here in our community.

**Housing is a right! Not a privilege!**

Gary Roche  
Community Support Worker

# Education Report

During the last fiscal year, the Education program has been quite busy providing both general and targeted education to Guelph/Wellington and Grey/Bruce Counties. The Education program uses workshops, informal speaks (including PHA speaks), internet outreach, volunteers, social/educational groups for at-risk populations, and general awareness and advocacy to increase the knowledge and understanding of the communities we work in.

and had a visible presence on local media.

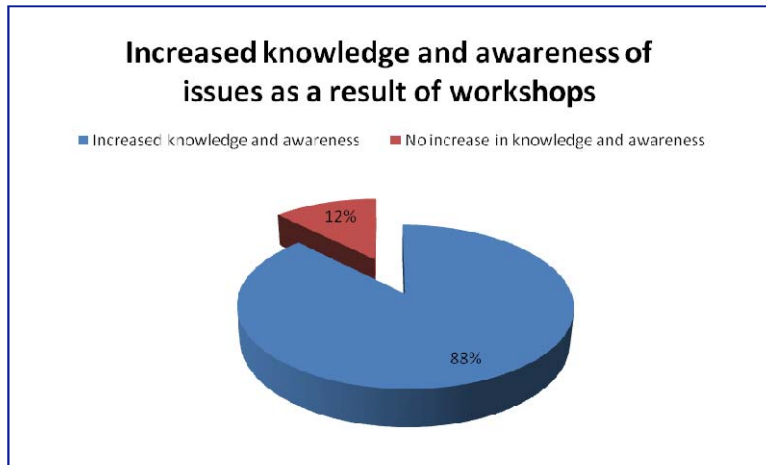
□ This past fiscal year we said “Good-bye” to Beth Hughson and “Hello” to Joan Beecroft! Joan has been working with the program focusing on Grey and Bruce Counties and co-facilitating the Pride and Prejudice youth group.

Key Partnerships were established or strengthened with:

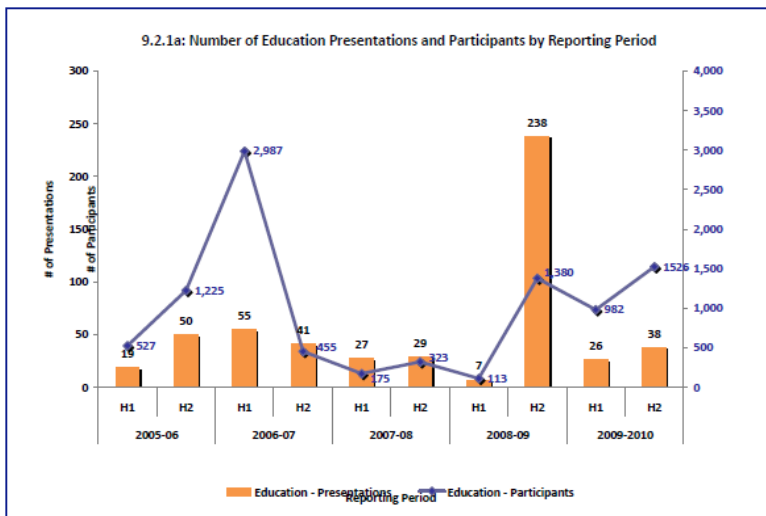
- Stonehenge Therapeutic Community
- University of Guelph – Wellness Centre
- University of Guelph – Leadership and Community Engagement
- Guelph/Wellington Women In Crisis
- Wyndham House (Boys Home, Girls Home, Staff, and Shelter)
- Out on the Shelf, Guelph’s Queer Resource Centre
- Community Addiction Treatment Services, Grey-Bruce
- Grandmother to Grandmother Group, Fergus

Some of the highlights of this past fiscal year:

- Public Health Agency of Canada announces the continuation of funding for this important program through March 2012
- Project Serve Canada was a great success. Over the course of Reading Week, we trained 15 highly-motivated volunteers from the University of Guelph to provide HIV 101’s to youth in local high schools. This year we more than doubled the number of local highschool students reached by the program (over 600)
- 64 presentations reaching over 1500 participants
- Qlinks.ca (> 50,000 total page views) and aidsguelph.ca (> 100,000 total page views) have both seen a steady increase in web traffic
- This past year’s AIDS Awareness Week was a success, including our annual HIV Symposium and the Vigil. During last AAW we distributed over 1000 posters and pamphlets throughout the region,



Statistics from Centre for Canadian Based Research and Evaluation, March 2010



From “Ontario Community HIV/AIDS Reporting Tool”, April 2010

# Fundraising *Report*

Fundraising events for 2008-2009 included the Red Ribbon Gala. The Gala committee made some significant changes to this year's event, one being the size of the venue and the format for the evening. The event included a sit down dinner at the Italian Canadian Club. The event was a great success, which included an increase in attendees and a larger selection of silent and live items. Proceeds for the evening were shared amongst the AIDS Committee of Guelph and Wellington County, The Masai Clinic, and the Bracelet for Hope campaign.

This year ACG joined "A Taste for Life" family. The evening encourages diners to visit local restaurants who then donate a portion of the evening profits to the AIDS Committee of Guelph & Wellington County. Babel Fish Bistro, Manhattans, NV Lounge were the first three restaurants to come on board for the inaugural event. This event is held the

same day across the province for all AIDS Service Organizations, which adds to the visibility to this provincial fundraiser.

Finally, we continue to rely on the generosity of our community supporters for private donations and gifts. The AIDS Committee of Guelph & Wellington County's Endowment Fund is held at the Guelph Community Foundation and was established to enable you to give beyond your lifetime. It was created to stabilize the financial future of ACG.

You can help us grow the AIDS Committee of Guelph & Wellington County Endowment Fund by making a donation today. The Guelph Community Foundation accepts gifts of cash, stocks, bonds and other assets. Giving through a bequest in your will is another option to making a meaningful contribution to the AIDS Committee of Guelph & Wellington County Endowment Fund.



# Harm Reduction Report

The next phase of ACG's Harm Reduction and Outreach Program was launched this past year. Peer Outreach workers received comprehensive training and commenced street outreach to connect with individuals at risk for HIV through the use of injection and inhaled drugs.

Our needle distribution program experienced a 160% increase in syringe returns between fiscal year 2008-2009 and fiscal year 2009-2010.

We focused on building community partnerships with local agencies, providing support and training to their staff, and direct support to at-risk populations in our community. Working relationships are in place with the Welcome In Drop-in-Centre, Canadian Mental Health Association, Guelph Community Health Centre, Fresh Start Housing, Wyndham House, Wellington-Dufferin-Guelph Public Health and some local businesses.

In March of 2010 we hosted our first community Harm Reduction Symposium together with the Guelph Wellington Drug Strategy Committee. The symposium was well attended and provided an excellent venue to examine harm reduction strategies and share resources and knowledge about current best practices in the field of harm reduction. This event will be held annually in the future.

Our working partnership with AIDS Committee of Kitchener Cambridge Waterloo and Area allows our harm reduction coordinator to liaise with Waterloo Region service providers as well giving support to people through a satellite site at the Cambridge Food Bank.

In the coming year, we will continue developing and growing our partnerships while reaching out to at-risk youth as well as providing more accessible harm reduction services to the residents of Wellington County.

Natalie Basaraba  
Harm Reduction and Outreach  
Coordinator

*Quote from participant:*

*"I find [ACG] very safe, inviting and helpful. I've recommended many people to the program and help turn in and pick up supplies."*



**Has this program helped you adopt safer injection methods?**

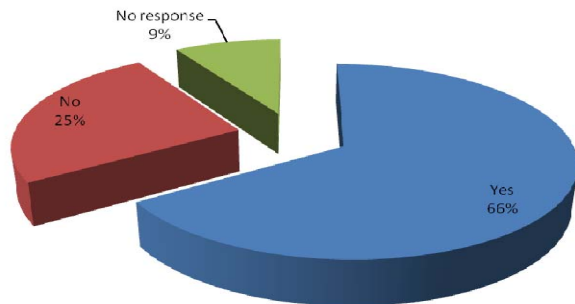


Statistics from Centre for Canadian Based Research and Evaluation, March 2010

# Positive Prevention Report



**Based on your participation in this workshop presentation can you see yourself adapting more healthy/safer behaviours?**



Statistics from Centre for Canadian Based Research and Evaluation, March 2010

This year has seen some exciting new developments in Positive Prevention. To encourage the principles of GIPA (Greater Involvement of People Living with HIV and AIDS) and the development of Positive Prevention activities, ACG has developed a Peer Train-the-Trainer program, a nine week course designed for PHAs.

This has included the development of a facilitators' manual, containing step-by-step instructions to provide Positive Prevention training. The manual has been distributed to other AIDS Service Organizations in Ontario, with the hopes that other agencies will implement Positive Prevention programs, encouraging more HIV positive people to feel confident and motivated to become involved in the community and to share information about HIV and AIDS. Specifically, the course provides the tools and skills necessary for peer volunteers to facilitate workshops, perform one-on-one education sessions, use social media and communicate effectively about the issues in a variety of contexts.

The Train-the-Trainer course was run for the first time in January and February, providing information to a diverse group of PHAs. Fourteen PHAs participated, and ten completed the course from start to finish. Upon completion, the ten graduates provided feedback in a focus group setting, which has since been integrated to make the course even bet-

ter. With renewed funding from ACAP, the Positive Prevention training course will continue to run through 2011.

Positive Prevention empowers participants by building confidence and by providing practical skills. I am pleased to say that I have already seen positive outcomes, as many participants have demonstrated improvements in their ability to communicate and have taken the initiative to become more involved with ACG and with the community.

Megan DePutter  
Positive Prevention Coordinator

*Quotes from past participants:*

*"I learn something new every time, and that helps my self-esteem."*

*"The scientific information was the best I've heard so far in terms of technical content."*

*"I enjoyed the interactive component; it was a good group of people and it was nice to get to know others."*

# Support Services *Report*

The Support Services program provides support to people living with HIV and AIDS, their families and loved ones, as well those who are at-risk for acquiring HIV

programming and fostering empowerment through leadership in those we serve.

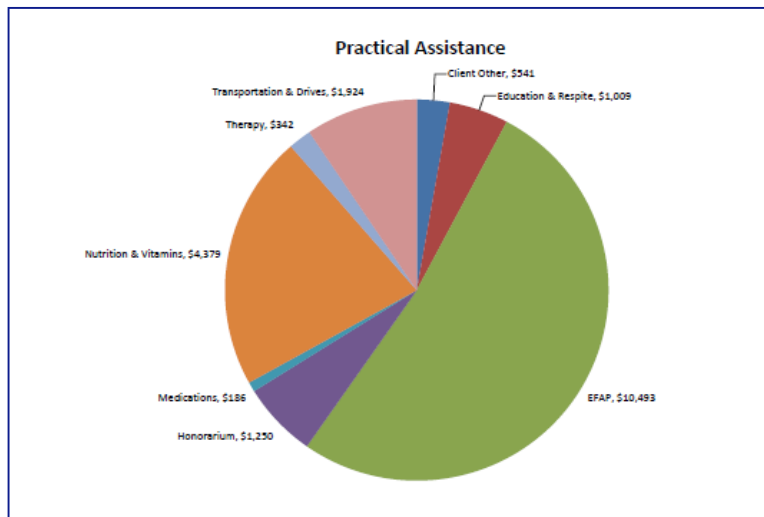
Brian Woolsey  
Support Services Coordinator

Through the satisfaction survey, workshop attendance and our ongoing commitment to the collection of feedback, we were able to identify changing needs and implement new programs and initiatives in response.

We continue to provide case management, referrals, support groups, financial assistance, practical assistance, transportation for medical appointments and many other types of practical supports.

In 2009, there was a 19.8% increase in people living with HIV accessing our Support Services program – some of these were newly diagnosed, while others had recently moved to our community. A slight shift in the demographics accessing ACG’s programming was also identified: we are seeing more gay, bisexual, and other men who have sex with men as well as more people with existing HIV infection relocating to our community.

The past year will be remembered as a year of tremendous growth with new staff, resources, challenging undertakings, fund raising projects, and of course, member participation. We are leading the way with our comprehensive



United Way Fund Distribution 2009-2010, Practical Assistance

# Volunteer Operations Report

On behalf of the staff of the AIDS Committee of Guelph it gives me a great honour to congratulate all of the volunteers at our agency for the wonderful work that they have accomplished over the past year. To their success, ACG has had one of the most triumphant volunteer years with a total of 4135 hours of service. Based on a wage paid at 15.00 per hour, this would translate to wages paid in the amount of \$62,025. This would not have been possible without their fine spirit and dedication to this organization. Our programs and services are no doubt greatly enhanced by their contributions and selflessness.

The Board of Directors, who always continues to amaze me, worked tirelessly in developing the agencies Community Impact Plan, developed a new vision statement and contributed to several new Policies and Procedures.

Honourable mention for this past year goes to Elaine Scott, who retired from our Board of Directors after six years of service. Elaine served as a Director and then Board President. ACG has remained close with Elaine and would like her to know that her presence is sadly missed by everyone.

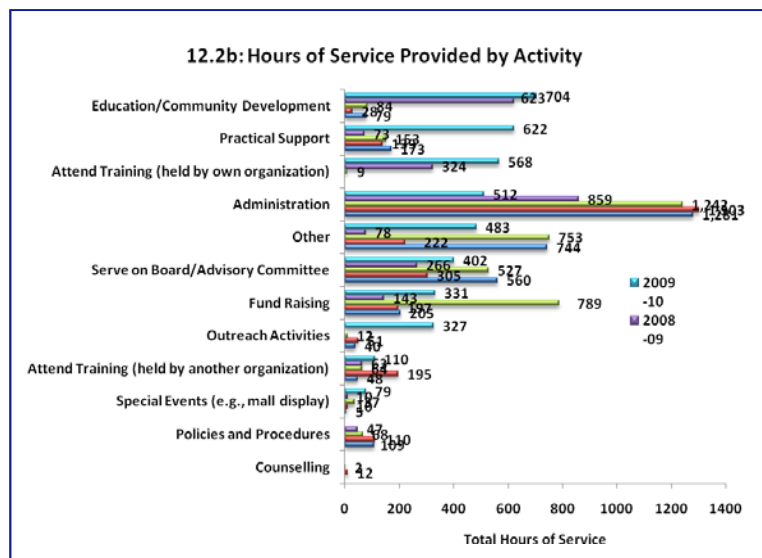
ACG recognises that volunteers make a valuable and vital contribution to the effective operation of our organization and the challenge for this upcoming year will be to keep our volunteer program current and relevant so that the program is a rewarding experience for everyone.

Respectfully,

Kimberly Paton  
Coordinator of Administrative  
and Volunteer Operations

Highlights of this past year included the Peer Street Outreach Program which has been extremely successful in providing Needle Distribution Services to hard to reach populations, Project Serve Canada that trained volunteers to deliver HIV 101's to high school students, and our fundraising events, A Taste For Life and The Red Ribbon Gala which were both extremely successful. They would not have been such a huge success if it were not for the dedication of this group of people.

Volunteer core training expanded this year to include Anti-Racism / Anti-Oppression of which 90% of all current and new volunteers completed. Many volunteers also took advantage of the other workshops offered by ACG as well as the Volunteer Centre, Opening Doors, and the Insurance and Liability Resource Centre for Nonprofits.



From "Ontario Community HIV/AIDS Reporting Tool", April 2010

# Women's Prevention *Report*

**DOES YOUR ORGANIZATION SERVE WOMEN?**

**EVERY YEAR APPROX. 300 WOMEN IN ONTARIO TEST POSITIVE FOR HIV**

**HOW MANY OF THEM WILL WALK THROUGH YOUR DOORS?**

**TO LEARN MORE VISIT [WWW.AIDSGUELPH.ORG](http://WWW.AIDSGUELPH.ORG)**

In December 2009, the Ontario Ministry of Health and Long-Term Care announced that ACG would receive funding for a Women's Community Development Program. Approximately 300 women test positive for HIV in Ontario each year, and when compared among other regions of Canada, Ontario has the highest number of HIV cases among women of all ages. This program will be essential in reversing these statistics.

The Women's Community Development Program will help to reduce HIV transmission among women within the Wellington and Waterloo region and enhance local community capacity to address issues related HIV and AIDS.

In order to raise awareness about HIV and AIDS and inform local community organizations that serve women about the need for women-specific HIV prevention services, we launched the program by placing educational advertisements in the local papers. A set of three ads ran over the course of March, each containing a different educational message regarding the current HIV statistics for women.

Throughout the course of the program our goal will be to help local community organizations integrate HIV and AIDS messaging into their current programs, services, and policies/procedures. We will also work with the staff at these organizations to build their own knowledge and capacity to respond to

women's HIV prevention needs.

Within the first few months of the program, we have already met with several organizations and have begun planning initiatives to implement over the coming year. We are looking forward to making many more connections in the future.

With the increasing number of women infected each year, ACG is dedicated to providing our community with support, education, and opportunities for organizational collaboration. All this in order to provide women with relevant information to help them protect themselves and find the support they need in making healthy choices in their relationships. The expectation is to see this program grow over the coming year, and we are excited to work together as a community to strengthen our partnership and commitment to improving women's health.

Cheryl Bloemendal  
Women's Community Development  
Coordinator

# African Caribbean *Report*

The African and Caribbean Strategy on HIV/AIDS in the region were launched in 2009 through an Ethnocultural Forum on HIV and AIDS.

The Strategy Program aims to deliver client-centered support services to African and Caribbean newcomers living with HIV/AIDS. Settlement Services are also offered through addressing immigration, settlement needs as well as employment/credential and education guidance.

The Strategy provides community education using culturally and linguistically appropriate materials and format. We aim to engage community members to participate in HIV/AIDS awareness, as well as develop capacity building and community development within the African and Caribbean ethnocultural associations.

Highlights this past year include:

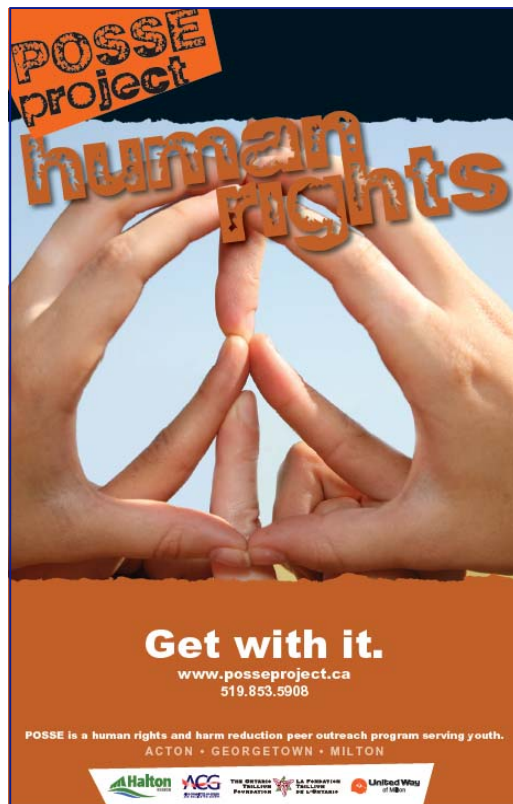
- 200 people attended a BBQ at Guelph Lake.
- Participation in a research survey titled "Quality of Life and Access to Care of African/Black Diaspora Women living with HIV in Ontario: Examining HIV-related Stigma, Gender and Racial Discrimination".
- 100 people attended the AC Strategy program's cultural extravaganza, "A Woman's Journey."

Jane Karago Odongo  
African-Caribbean Strategy Coordinator



Jane Karago-Odongo facilitates the forum, A Woman's Journey.

# P.O.S.S.E. *Report*



2009 turned out to be a pretty exciting year for POSSE. Outreach ran successfully for the summer and we made connections with lots of new youth in our north Halton. POSSE was represented on various committees and set up information booths at a number of community events including the Halton Inside and Out conference for LGBT high school youth, Halton Pride, Halton Police Day and Milton Streetfest. Our Celebrating Diversity this year took place in Milton. We had a fantastic array of speakers / performers and local restaurants. It was one of the hottest days of summer, and attendance was not as high as expected, but the event went over without a hitch. We got some feedback from members of various Milton cultural and faith groups saying that they appreciated us putting the event on.

In mid 2009 we began working on a re-branding of POSSE. We developed a new logo, and started working on new marketing material including a new poster campaign. Building on our tagline—POSSE is a youth driven, human rights and harm reduction peer outreach program, we used our four main 'themes' each with a sub focus:

Youth Driven: Get involved!  
Human Rights: Get with it!  
Harm Reduction: Get Safer!  
Peer Outreach: Get connected!

We presented to the Halton Region Health and Social Services Committee. We wanted to introduce ourselves, show off our new look, and remind them of the great work we are doing in north Halton. Although we do have on-

going funding from The Region, we recognize that finances are tight and we wanted to ensure that we are fresh in their minds when it comes time to reviewing budgets. During that presentation one of the councillors on the committee asked what we would need to get POSSE going in south Halton. I basically told him we would need time and money. Since then I have been working on making connections and building relationships in Burlington and Oakville, in an attempt to garner some support. Although we are really hoping to The Region to fund the expansion, we are also applying for public health funding, and hope to start outreach in south Halton in June of 2011.

We continue to make connections and build relationships with local youth, hand out supplies, educate and empower youth, help them make safer, better informed decisions around such issues as sex, drug use, violence and homelessness.

POSSE is becoming very well known, and very well respected around north Halton. I am most happy about the fact that this is not only amongst youth, but also other community agencies who are referring youth to our program. People are finally warming to the program and realize we are more than just 'the condom people.' I see how much these youth care about their work, their peers, and their community. It's nice to see other people recognize that too.

Angus Coll-Smith  
Project Worker / Youth Manager  
P.O.S.S.E.

# Contact *information*

## AIDS Committee of Guelph

Tom Hammond, Executive Director  
director@aidsguelph.org ..... ext. 129

Gary Roche, Community Support Worker  
housing@aidsguelph.org ..... (519) 515-0699

B.J. Caldwell, HIV/AIDS Prevention and Outreach Education Coordinator  
education@aidsguelph.org ..... ext. 135

Natalie Basaraba, Harm Reduction and Outreach Coordinator  
outreach@aidsguelph.org ..... ext. 151

Megan DePutter, Positive Prevention Coordinator  
positiveprevention@aidsguelph.org ..... ext. 161

Brian Woolsey, Support Services Coordinator  
support@aidsguelph.org ..... ext. 126

Kim Paton, Coordinator of Administrative and Volunteer Operations  
volunteer@aidsguelph.org ..... ext. 128

Cheryl Bloemendal, Women's Community Development Coordinator  
communitydevelopment@aidsguelph.org ..... ext. 150

Jane Karago-Odongo, African-Caribbean Strategy  
acstrategy@aidsguelph.org ..... ext. 133

Brendan McCallum, Street Outreach Worker  
streetoutreach@aidsguelph.org ..... ext. 151

Finance  
finance@aidsguelph.org ..... ext. 124

The AIDS Committee of Guelph ..... (519) 763-2255  
Toll Free ..... 1 (800) 1-800-282-4505  
Website ..... www.aidsguelph.org

## The Masai Clinic

The Masai Clinic ..... (519) 780-5998  
Toll Free ..... 1 (877) 780-5298  
Website ..... www.masaiclinic.ca

## Peer Outreach Support Services and Education

POSSE Office ..... 1 (905) 875-6126  
Cell ..... (519) 853-5908  
Website ..... www.posseproject.ca

# Donors 2009–2010

2 Be Inspired Photography  
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