



ONTARIO
AIDS
NETWORK

2022/2023 Annual Report

The Ontario AIDS Network

The Ontario AIDS Network (OAN) was formed to:

- Establish a province-wide coalition of community-based organizations to improve the quality and length of life of those infected and affected by HIV/AIDS.
- Establish a just and effective response to HIV/AIDS in order to enhance our sector's ability to prevent the spread of HIV, and for the benefit of the general public.
- Educate the public about HIV/AIDS.

Board of Directors

Gord B. Asmus
Paul Cadiente
Randy Davis
Charlene Day
Lila Desjardine (Co-Chair)
Glen Hart (Secretary)
Brian McNeilly
Tim McClemont
Claudia Medina (Co-Chair)
Charles Parchem

Advisory Committee of People Living with HIV

Ben R.
Celestine K.
David S.
Gord A. (Co-Chair)
Jasmine C.
Kellie L.
Matthew F.
Ower O.
Rob N.
Trevor G.
Valerie K. (Co-Chair)

Staff

Adam Awad – GMSH Manager of Communications
anya gwynne – GMSH Regional Coordinator, Queering the Compass
Dane Griffiths – GMSH Director (outgoing, Sept. 2023)
Devan Nambiar – GMSH Manager, Capacity Building and Talent Development
Eric Peters – GMSH Manager of Health Promotion
Jiang Gao – OAN Administration and Program Coordinator
Jordan Bond-Gorr – Coordinator, Party & Play and Chemsex Initiatives
Kate Palbom – OAN Manager, Policy and Advocacy
Martin Bilodeau – PLDI Alliance Manager | Coordonnateur de l'alliance IDLP
Nasra Smith – OAN Executive Director
Nicci Stein – OAN Interim Executive Director (Sept. 2022 to July 2023)
Orlando St. Pierre | GMSH Operations Coordinator
Romilson Garcia – OAN Director, Finance and Administration
Shannon Ryan – OAN Executive Director (outgoing, Sept. 2022)
Tara Jewal – OAN Manager of PLDI Ontario, Eastern Canada, and Community Events
Vacant – OAN Manager, Communications and Member Development

Board Co-chair Report

This year, the OAN Board of Directors dedicated itself toward meeting its commitments to addressing anti-Black and anti-Indigenous racism within OAN spaces, governance, and operations. These commitments include addressing systemic barriers and creating a sustainably safer space within the OAN and its meetings, and within the board of directors itself. In continuing to build a safer space, members and the Board are better positioned to engage in discussions about anti-Black and anti-Indigenous and other forms of racism. The Board is better equipped to remove policies and practices that cause harm including those centering or enabling white and settler systems and barriers. While engaging with macro, systemic, and historical issues we also worked to unpack and discuss where and how the OAN failed to create a supportive space for Black leaders both during the 2020 Leadership Symposium and throughout the OAN's history.

It is critical that we continue to address anti-Black, anti-Indigenous and other racism and systemic barriers within OAN and take accountability for our missteps. Over this and the coming fiscal years, we will continue in our discussions and action to critique and decolonize OAN operations and governance, building on and expanding activities like those undertaken in this fiscal year.

Reviewing OAN Board Governance and Election Processes

In this Fiscal Year, the Board was asked to begin the work of identifying and dismantling anti-Black racism in the OAN's governance activities. The Board engaged in a process of conversations about white dominance and anti-oppression. Appropriately, the Board's commitments to address anti-Black and anti-Indigenous racism required a large proportion of the board's meeting time be dedicated toward learning, discussions, and work.

The OAN Board continues in its work to complete a review of the policies and practices that hinder equity-deserving member agencies and individuals from being full participants in the OAN's governance and operational activities. These include review of our governance manual, by-laws, and Board structure and recruitment processes. Through this review, we aim to continue to develop an iterative model of participation focused on accessibility, equity, and inclusion.

In continuing to expand participation and representation of people living with HIV as members of the OAN Board of Directors, we are committed to pursuing board recruitment and retention practices to ensure the OAN Board more closely reflects Ontario's diverse community of people living with HIV. Over this fiscal year, the board has begun changing OAN policy to support the increased visibility and participation of Black, Indigenous, and racialized people within OAN governance. In addition to required, designated Board seats for people living with HIV, we will establish designated seats for racialized and equity-seeking individuals during the 2023/24 fiscal year.

Following a review of the OAN governance manual, policies and by-laws the Board has continued to work to transform the governance structures and procedures that cause harm and limit members' full participation in the OAN. These include:

- Revision of existing OAN by-laws and Board policies to remove roadblocks that continue to centre whiteness and settler systems within the OAN governance structure.
- Review of how board members are elected to the OAN board including the historically high proportion of white board members.

During the OAN's search for its next Executive Director, the OAN Board engaged BIPOC Executive Search to assist the OAN. A consulting firm specializing in inclusive and diversity recruitment, EDI audits and services, BIPOC was instrumental in creating a process that reached racialized and equity-seeking individuals from intersectional experience and background. In having a more open and transparent process, the Board of Directors increased and improved, in our view, the lens of equity.

Board of Directors Training: Whiteness at Work

This year, the Board has engaged in the Whiteness at Work program as well as participated in discussions about the impact of anti-Black racism and white-dominant culture within the OAN governance space. Whiteness at Work exposes how white-dominant culture has long-impacted work culture, urgency culture, time pressures and constraints for individuals and communities seeking equity including Black, Indigenous and racialized people. The program has deepened our Board member's capacity to look within, understand the unseen benefits of privilege that we hold, and to use that awareness to work towards decolonizing our work. The Board insists that all Board members in future take Whiteness at Work training and San'yas training to address and open discussions on anti-Indigenous racism. These trainings will now be mandatory for incoming Board members and there will be dedicated meetings to have dialogue about key learnings and reflections from the trainings.

Closed Caucus Meetings

This year, the Board led delivery of caucus sessions and the Symposium for OAN member organization leaders. For this work, we contracted a consultant to support the OAN to shape and facilitate closed caucus meeting discussion for Black, Indigenous, racialized and white leaders, respectively. Caucus sessions were developed to provide a safer space for members to discuss anti-Black racism and anti-Indigenous racism to look within and explore how we address racism within our own respective ASOs and the OAN.

Enhancing Representation on the Board

The OAN Board Co-Chairs have also been working to develop a mentorship network for incoming Board members who may not hold experience participating in the activities, decision-making, and subcommittees work associated with membership on a board of directors. ED and Manager experience is essential and compliments the Board. Pairing EDs and Managers with newer/incoming Board members with limited experience would be a support and also provides people with meaningful experiences on a Board.

Increasing Transparency for Potential Board Members

The OAN Board is also working to formalize its recruitment process to ensure a balance of members who have extensive experience with those who have less governance experience. We are also working to further clarify board time and energy commitment requirements to support potential board members to assess their availability to engage as a member of the OAN Board of Directors:

This includes:

1. Identifying required work hours of Board members.
2. Providing clarity about how work hours may increase during times of change and/or crisis.
3. Ensuring new and potential board members possess experience with anti-oppression and anti-racism work.

Challenges and Delays During the 2022/23 Fiscal Year

It is important to note, throughout much of the past fiscal year, the OAN has been an organization operating in crisis. Vacancies within the staff team and operating without a full-time Executive Director have stretched the capacity and resources of the Board of Directors.

Strategic Planning

During the 2023/24 fiscal year, the board aims to engage in the OAN's next strategic planning process. As indicated in previous communications to our members, in 2020, the OAN's strategic planning process was paused due to COVID-19. The pandemic and subsequent staffing and leadership changes within the OAN have meant the agency has continued operating within the framework of this previous strategic plan. We look forward to including our full membership in the process of visioning the next five years of learning, leadership, and advocacy work.

It is also important to note, the OAN became trustee to the Women & HIV AIDS Initiative (WHAI) in the 2023/24 Fiscal Year. Updates concerning WHAI activities will be included in the OAN's 2023/24 Annual Report.

As the Co-Chairs, we sincerely thank members of the OAN Board and staff, and the Advisory Committee of People Living with HIV for their commitment to the work over the past year. Like many within our community, the OAN staff and volunteers have demonstrated dedication to the sector, and we deeply appreciate their efforts. Our thanks also to outgoing board members Charles Parchem, Lila Desardine, Gord Asmus, Brian McNeilly, and Andre Goh.

As we bring this fiscal year to a close, we must also recognize the vital contributions of our major funders for their financial support:

- Ministry of Health, AIDS and Hepatitis C Programs
- Public Health Agency of Canada
- Federated Health Charities
- BMO, ViiV, and Gilead

It has been a privilege to serve the OAN network as Co-Chairs.

With respect,

Claudia Medina Co-Chair, Board of Directors **Lila Desjardine** Co-Chair, Board of Directors

Ontario Advisory of People Living with HIV

Over the course of the 2022/23 Fiscal Year, the OAN's Advisory Committee of People Living with HIV continued to lead and support the consultant team complete the updated Ontario Accord and Living and Serving IV. The Advisory co-chairs along with the consultant team presented an initial draft of the document to OAN funders and, later, the OAN member leaders during the Leadership Symposium (June 2023).

Throughout the year, the Advisory dedicated a large proportion of its meeting time and work toward developing and realizing the revised Ontario Accord and Living and Serving IV including development of strategies for gathering people living with HIV from across Ontario for the documents' future launch and release. The Advisory is committed to engaging as many people living with HIV as possible for the event unveiling guiding documents created by and for people living with HIV and those engaged in community-based HIV work across Ontario.

As in previous Fiscal Years, the co-chairs express our sincerest gratitude and appreciation to members of the Advisory. It is our pleasure and privilege to continue to work with our fellow Advisory members from all corners of Ontario. Additionally, and on behalf of the Advisory Committee, we wish to express our thanks and gratitude to the OAN staff team—with special thanks to Tara Jewal for their ongoing support and stewardship of our work.

In the coming year, there will be vacancies on the Advisory Committee as members' terms come to an end. We will be carrying out a process to fill these seats as needed.

In solidarity,

Valerie, K. Co-Chair Gord A. Co-Chair

The Gay Men's Sexual Health Alliance (GMSH) champions the health of 2SGBTQ+ men in Ontario. We lead the development of cutting-edge sexual health promotion resources and collaborate with HIV service organizations and other service providers in Ontario to ensure 2SGBTQ+ men have the information, support, and services they need to have the sex they want.

The 2022-23 Fiscal Year

Coming out of the worst years of COVID-19, the GMSH team looked forward to a return to how things were while also acknowledging the essential shifts in our approaches that we wanted to maintain.

One of the notable achievements was the successful launch of the Party and Play (PnP) campaign, an initiative aimed at reducing stigma and improving care for gay men who use substances. For our alliance members, we developed standardized training on important topics such as PrEP, HPV, and party and play, ensuring they're equipped with the latest knowledge and resources to provide the best outreach possible. We also increased our engagement by establishing regional meetings, creating more one-on-one connections and collaborative work together. GMSH played a vital role in the provincial outbreak response for mpox, demonstrating our commitment to providing the best information and resources we could within a rapid response and evolving community emergency. We welcomed two valuable additions to the team: Orlando St. Pierre as Operations Coordinator and Anya Gwynne as Regional Coordinator for Queering the Compass, a national sexual and reproductive health project. Finally, attending and helping to capture the joy of Toronto's first 2 Spirit Pow Wow in support of 2-Spirited People of the 1st Nations was a significant highlight for the team.

Party & Play Campaign

After several years of development and intentional engagement of gay men who use drugs, we made a significant stride towards promoting a more compassionate community-centred dialogue on PnP in the community with the highly anticipated launch of [Partyandplay.info](https://partyandplay.info). This groundbreaking campaign aims to provide comprehensive information and resources on sexual health, harm reduction, and drug use within the community.



GMSH team members Devan Nambiar, Adam Awad, and Dane Griffiths at the campaign launch in September 2022 at Buddies in Bad Times Theatre)

Our latest campaign centres on the experiences of guys who use substances (mainly GHB and crystal meth) before or during sex and brings together resources for them and those who love them. From recreational users to those who are struggling to those who are abstinent, the project relies on the most recent and relevant research on the values of sex positivity and anti-stigma and on the participants' openness to share a part of themselves. Since launching in September 2022, we have focused on delivering training and capacity-building opportunities to front-line community and clinical care providers, including Canada's first CME on PnP for physicians..

[Check out this briefing](#) for more information on the campaign and resources available. Additionally, our approach was featured in a special [LGBTQ+ Evaluation issue](#) of a prestigious journal.

Written by Yasser Ismail we describe how an evaluation-driven program design supported a paradigm shift for the GMSH in how we re-conceptualized a more empowering approach for engaging people who PnP in dignified, meaningful care.



MPOX Outbreak Response

As part of the provincial response to mpox (formerly monkeypox), the GMSH provided leadership in several key areas. Working closely with colleagues in the Ministry of Health, policymakers, clinicians, and community organizations, we ensured that gay men across Ontario were informed and mobilized to take action. Coordination in times of crisis is critical, especially with the high potential for misinformation and stigma. Our activities included weekly community mobilization meetings to ensure information about the evolving outbreak was readily available. To make it easier for gay men to access the information they could trust, we developed a [centralized webpage](#) with information on the infection, strategies for prevention, and pathways to testing, care, and vaccination. We had a significant presence in Toronto Pride with over 25,000 information cards in distribution, large format signage, and materials in parties and sex on-premise venues.

Our response to mpox saw the GMSH collaborating intentionally and productively with Public Health Units in the province. We intend to maintain this collaboration on mpox and other sexual health challenges our community faces, putting lessons learned from a forthcoming evaluation of the outbreak response into practice.



(Pictured: examples of GMSH ads that ran across 11 different social and sexual networking platforms).

GMSH IMPACT IN NUMBERS

- Mpox campaign ads served across 11 platforms more than 70 million times
- 680,000 visits to www.gmsh.ca/mpx
- One hundred special guests at the in-person launch of our campaign 'Party & Play.'
- 250+ participants in Party and Play training (with continuing education credits)

For more information, visit www.gmsh.ca

My sincere thanks to the Ministry of Health, HIV and Hepatitis C Programs, the GMSH team, our alliance members, and all who supported our efforts over the last year. Together we demonstrated the power of community-centred approaches and the value of collaboration.

In solidarity,

Dane Griffiths Director [outgoing, September 2023]

OAN Activities at a Glance

Skills and Support

Delivered Three Annual Skills Workshops:

- Middle Managers
- Support Workers
- Educators

Staff Trained During bi-monthly Skills Programming: 187

Staff Trained During Annual Workshop sessions: 308

OPRAH Consultations: 152

OPRAH Consultation Hours: 1,079

Connecting with the Network

Regular and Special Edition Newsletters: 24

Newsletter Subscribers: 615

Social Media Reach /Followers:

- X (Twitter): 648
- Facebook: 1,300 followers



PLDI Ontario

Leading is about believing in people.

I am happy to report that PLDI had another successful year with more than 60 people participating in our training sessions. As things began to open up following the COVID-19 pandemic, we took the lead at the OAN and were among the first to re-engage with in-person meetings. The idea of meeting again in person sparked excitement and some uncertainty.

This year, we offered an in-person Communication training, an in-person Core training, as well as an online Core training session and an online Governance training session. PLDI facilitators had their first opportunity to meet face-to-face and spent three days learning together and getting to know one another before hosting an in-person PLDI training together. The in-person Core training was one of the largest groups we have ever had and thanks to generous funding from ViiV, we were able to bring in a few anglophones from Quebec to participate.

Tara Jewal *Manager of PLDI and Special Events*

What People are Saying About PLDI

"This training allowed me to connect deeper with myself to identify my leadership capabilities and has given me a greater and empowered sense of self-worth and belonging."

"PLDI™ opened my mind, heart and arms to go ahead and keep fighting and to look at aging with HIV."

"I don't even think I had faced my HIV until that very moment, and it was in a safe, supported space to do it. This changed my life."



PLDI National

The 2022/23 Fiscal Year marked year one of the new five-year, PHAC-funded cycle of the Positive Leadership Development Institute (PLDI) Alliance, between PAN, OAN, and COCQ-SIDA. The objective of this alliance is to offer face-to-face PLDI leadership trainings in British Columbia, Ontario and Quebec, as well as to make our online leadership trainings available to all PLHIV from Canada, in English and French. www.pldi.ca | www.idlp.ca

International AIDS Conference 2022 PLDI presence

Following several work meetings and requests for scholarships the many trainers and managers of the PLDI alliance met in-person at the 24th International AIDS Conference (IAS2022) which took place in Montreal at the end of July 2022.

In addition to meeting colleagues and graduates from Canada, Australia, and New Zealand, we met activists, researchers and PLHIV at the Global Village where we had a promotional booth, as well as during our almost bilingual satellite presentation on resilience called Don't Call Me Resilient: HIV, resilience, connection, and diversity.



To see this presentation mainly in English, click on Session recording at the following link: <https://programme.aids2022.org/Programme/Session/70> .

The Cultural Safety Assessment of our PLDI trainings

Through additional funding received from Gilead, the Cultural Safety Assessment of our PLDI trainings has been initiated through a project coordinator, peer evaluators and the implementation of a national advisory committee.



The project involves evaluating the content of our trainings (online and in person) to ensure greater cultural safety and inclusiveness for First Nations, Métis, Inuit and African, Caribbean and Black (ACB) participants. The National advisory committee representing these two communities will guide our actions and reflections for the next four years on this subject, while “focus groups” of peer evaluators have been formed in order to evaluate more precisely how to improve our trainings, in the spirit of reconciliation and cultural safety.

While a poster of our methodology was presented at CAHR 2023 in Quebec City, a final report of the project will be presented to the alliance partners and stakeholders before the end of the year, right after an in-person PLDI Core training to be delivered in Saskatchewan.

To learn more about the project, click on the following link:

- EN <https://pldi.ca/for-culturally-safer-hiv-leadership-trainings/>
- FR <https://idlp.ca/pour-des-formations-idlp-plus-securitaire-culturellement/>

Pan-Canadian PLDI Online Training Offer

During this first year of our new alliance project, while modelling the way in bringing back in-person PLDI trainings throughout the country, we initiated many relationships to promote our new online PLDI pan-Canadian offer. We of course met many potential participants and partners in Montreal during the in person IAS 2022 conference and we launched a press release in December stating that the online PLDI training courses are now offered to PLHIV from all over Canada in [English](#), as in [French](#)

It is with great satisfaction that the feedback from our online training confirm that the magic of PLDI persists even through the barriers of computer screens. Many online graduates have indicated appreciating our dynamic online formula, with fun scenarios and the knowledgeable sharing of expertise amongst participants.

“I find that the online format is well suited to this training. It is very easy to understand the theory when you can put it into practice.”

“The great flexibility, the work at one’s own pace has made it possible to create and personalize one’s own learning environment (...)”

Martin Bilodeau PLDI National Coordinator | Coordonnateur national de l’IDLP

To learn more about the Pan-Canadian PLDI online training offer, click on the following links: [English Press Release](#) | [French Press Release](#) | [PLDI pan-Canadian online English promo video](#) | [PLDI pan-Canadian online French promo video](#) | www.pldi.ca | www.idlp.ca

Skills

This past fiscal year, Skills programming continued to be delivered virtually. Throughout another challenging year of changes, the OAN annual Skills programming workshops and bi-monthly sessions were attended by 495 individual participants. The OAN remains grateful to our members for continuing to engage with Skills programming.

Highlights of the 2022/23 fiscal year include delivery of our annual workshops for Support Workers, Middle Managers, and our third-ever Educators workshop. As in the previous year, in the 2022/23 Fiscal Year, the OAN's Leadership Symposium and ED Board Chair Forum were paused while resolution to address the membership issue remained in process (it is important to note that the Leadership Symposium took place in the 2023/24 Fiscal year, in June 2023). In September, 2022, the OAN, alongside its HIV Resource Ontario (HRO) partners, collaborated to deliver the National Day for Truth and Reconciliation Event for Ontario's HIV sector.

Throughout the year's workshops and bi-monthly sessions, agendas for middle managers, support workers and educators took specific focus on building and expanding advocacy and policy change capacity, strengthening teams through practices of self-reflection and understanding in the workplace, managing human resources throughout the employment cycle, and managing grief and multiple loss in the work. Our thanks to those who participated in the many organizing working groups who guided OAN and provided important member-feedback in developing and delivering Skills workshops throughout this Fiscal Year. The OAN also acknowledges the hard work and support of the OODP team for their contributions to Skills programming, particularly the Middle Managers Workshop.

The OAN is also grateful for our ongoing partnership with ABRPO, Casey House, OHTN, and CATIE, who collaborated with the OAN to develop and deliver bi-monthly Skills sessions to middle managers, educators, and support workers. These sessions are developed in response the needs of Ontario's HIV sector and designed to enhance training, expertise, and knowledge. Skills bi-monthly sessions also aim to create an ongoing space for connectivity and support amongst staff (many of whom have never met face-to-face) working similar roles and facing similar challenges across the province.

Kate Palbom **Manager of Policy and Advocacy**

Policy and Advocacy

Throughout this busy fiscal year, the OAN experienced a great deal of change while continuing to expand our policy and advocacy portfolio. The OAN's policy and advocacy work supported iteration and enhancement of our internal governance and our communications policies and practices, all while continuing to respond to the emerging needs of OAN member agencies and people living with and at risk of HIV in Ontario. The OAN's policy and advocacy work continues to rely on and thrive through collaborative advocacy activities and strong partnerships with our members and colleagues delivering the provincial and national HIV response.

As a sector, we continue to face significant challenges related to service-delivery demand, chronic federal and provincial under-funding, the urgent drug poisoning and overdose crisis, HIV treatment access, as well as stigma, discrimination, and the ongoing impacts of colonialism. In 2022/23 fiscal year, the OAN's work aimed to centre and amplify the needs of members and affiliates emerging from the pandemic. Highlights of our activities from this past fiscal year include:

- Creation and distribution of the 2022 Ontario Provincial Election Toolkit and Candidate Questionnaires.
- Supporting members successful in this round of PHAC Community Action Fund and Harm Reduction Fund competition to finalize agreements, receive funding, and begin work.
- Providing feedback and critique to PHAC concerning CAF and HRF competition outcomes including project budget reductions.
- OAN's ongoing engagement in the National Advocates group including supporting of HIVfunding.ca launched and mobilized during IAS 2022 in Montreal.
- Production of the Bundles of Medicine Workbooks and accompanying podcast series providing organizational guidance, resources and exercises to support agencies to decolonize their work.
- Launching a redesigned website and OAN branding assets including network calendar, resource library, search feature, and sector news.

Our newsletter continued to be a channel for engagement and information-sharing among our members and community. We remain committed to ensuring consistent engagement and communication through our newsletter which continues to hold a strong readership of roughly 600+ subscribers who read 24+ regular and special announcement issues published throughout this fiscal year.

Kate Palbom **Manager of Policy and Advocacy**

OPRAH and HR Downloads

OPRAH

This year the OPRAH program was as responsive as ever to the changing HR and staffing needs of our members. We continued to benefit from the excellent services of the Pivotal Solutions team who presented at multiple OAN workshops. These include provision of workshops and sessions during the Middle Managers Workshop with special focus on team management and changing work arrangements following the pandemic.

Throughout the Fiscal Year, OAN members kept the Pivotal team busy, making a total of 152 OPRAH Consulting requests for support and 1,079 hours of HR support provided. Our sincere thanks to the Pivotal team which includes Mike Salveta, Ann Maynard, and Caroline Cardozo, for the many hours of support and their willingness to ensure our members can comply with provincial requirements while upholding our sector's values.

We thank the team for supporting Middle Managers during our annual workshop to navigate common challenges of their work, and better understand HR practices that impact their teams. Our thanks also to Serena Madigan and the HR Downloads team for working so hard during the renewal and for their continued service.

HR Downloads

The HR Downloads platform continues to be offered through a re-imagined Human Resources Information System (HRIS) that delivers an integrated and intuitive experience. The online experience, launched in the previous fiscal year, includes assignable document delivery, digital sign-off, and a scalable human resource Information System (HRIS) to communicate and store employee records directly on the platform.

Romilson Garcia Director of Finance and Administration

Financials and Funders

The 2022/23 fiscal year was a stable one for the OAN. This stability was made possible due to the generosity of our funders, donors, and Board members, along with the diligence and hard work of our staff.

The OAN HIV awareness efforts continued to expand. Even with these increased activities, administration costs were kept under control. As a result, we were able to both increase spending on programs. The continued commitment of our funders and donors inspires us to work harder and spend funds responsibly. It is important to note that in 2022-23, the funds received by the OAN for its program funding from the Ministry of Health, HIV and Hepatitis C Programs are \$1,733,647. This amount has remained constant over the past few years and is reflected in the ARR submission.

While many people supported this outcome, we must give special thanks and appreciation to Jiang Gao, OAN Administrative Assistant, who kept a watchful eye on all financial expenditures from a safe virtual distance. Finally, we thank our Treasurer, Charles Parchem, for his leadership and the Hogg, Shain, and Scheck PC team. They completed this year's audit on time, despite the numerous pandemic-related challenges.

Romilson Garcia Director of Finance and Administration

Ontario Ministry of Health AIDS Bureau

2022 \$1,748,045*

2023 \$1,742,708*

*Reporting of revenue from Ministry of Health reflects changing amortization of capital assets and funding received has remained constant over the years at \$1,733,647."

Public Health Agency of Canada, Ontario Region

2022 \$226,058

2023 \$210,800

Foundation and Corporate Contributions

2022 \$9,000

2023 \$713,954

Federated Health Charities

2022 \$52,565

2023 \$50,110

Membership Fees

2022 \$77,701

2023 \$76,559

Donations, Sponsorships and Other Contributions

2022 \$1,800

2023 \$6,292

Investment Income

2022 \$396

2023 -\$4,926 (Loss)

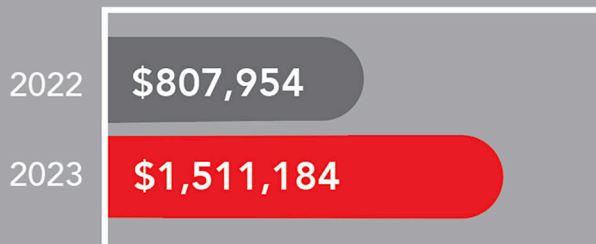
TOTAL

2022 \$2,115,565

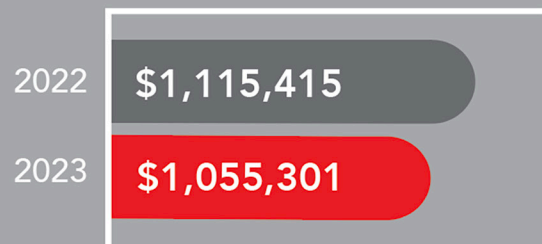
2023 \$2,795,497

Revenue

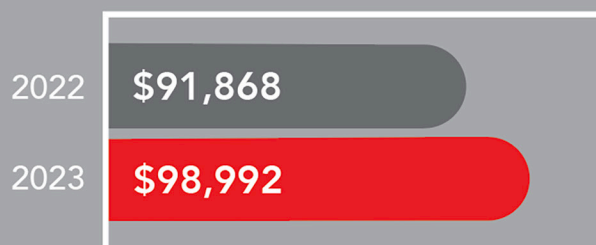
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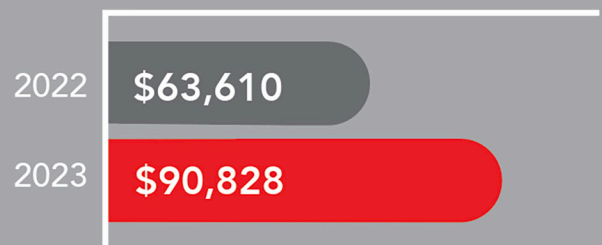
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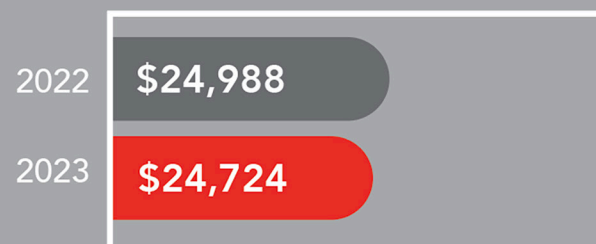
Rent



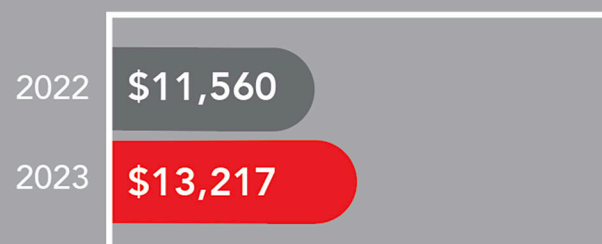
Administration



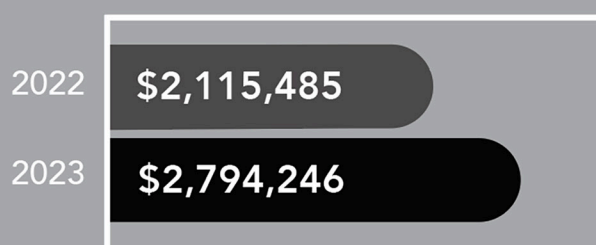
Amortization of Capital



Fundraising



TOTAL



Expenses



U = U



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