

ONTARIO AIDS NETWORK

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ONTARIO AIDS NETWORK

VISION

The Ontario AIDS Network (OAN) leads and inspires a strong, shared, effective response to HIV and AIDS in Ontario.

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MISSION

The OAN strives to unite those working to end the HIV and AIDS epidemic in Ontario. We pursue social justice for people with HIV and AIDS and help our members build skills and capacity.

ANNUAL REPORT

Message from the Interim Managing Director

In mid-February 2015, I took on the role of Interim Managing Director for the Ontario AIDS Network (OAN). After 11 years of service, Rick Kennedy, the former Executive decided to move on and it was felt that having an Interim Director would be the best way to support the OAN to move forward during the recruitment process. It is expected that the new ED will be in place by September.

Although I have only been at the OAN for a short while I have been surprised by what I have learned since I arrived. I thought I knew the OAN well through my other role as Program Administrator for the OODP (Ontario Organizational Development Program) and OAN partner organization, but I did not fully appreciate what it has to offer.

First and foremost, the OAN has a great group of staff. They are a highly dedicated group of individuals who work hard to keep this organization up and running. It doesn't matter what their job description says, everyone is ready to pitch in and get the work done. Since my first day on site, they have been welcoming, open, cooperative, and eager to make improvements to their internal operations.

And I would like to acknowledge the volunteer OAN Board members as well. Their patience and support during this transition period has been key to maintaining a strong and stable OAN organization.

I have also come to appreciate that the OAN gives good value for money based on its current membership fee structure. Membership fees are calculated based on 3% of an organization's revenue as filed with Revenue Canada up to a maximum of \$2,000. For that fee, which only covers a small portion of the total cost of services, members are provided with access to a broad range of skills development workshops and resources as well as access to specialized HR resources and support. The organization is a strong leader and advocate on issues that matter for the sector and ensures the membership has a voice by holding ED and Board Chair retreats and membership meetings.

To better inform you on what the OAN has accomplished, we have decided to focus this year's Annual Report on results. The following pages provide a break-down of the outcomes achieved by program.

Currently the OAN has a unique opportunity to strengthen and possibly expand the range of services it provides to member organizations in future. It is called the 'HIV Sector Skills and Knowledge Development Process' and will be launched shortly. Although conducting this process will require the OAN Skills Development and On-Line Resource Program to be put on hold for 2015-16, the outcome will generate new and improved resources to further strengthen member organizations for the future.

I have every confidence that the results will achieve a revitalized and re-tooled OAN Association better equipped to meet the changing needs of OAN member organizations as we venture forward into the future together.



Wendy Pinder

*Best of luck to the incoming Executive Director!
It is an exciting time of change and
new opportunities!!*

A handwritten signature in black ink that reads "Wendy Pinder". The script is cursive and fluid.

Wendy Pinder
Interim Managing Director

Message from Co-Chairs

2013-2014 a year of change and new opportunities

As shifting priorities at the federal and provincial levels translate into uncertainty with regard to the frontline response to HIV in Ontario, the OAN remains a strong and united voice serving our membership and affiliated agencies by supporting their work in reducing HIV transmission and working for those affected and infected by HIV.

With 43 member and affiliated agencies, we are vital to supporting the collective response to HIV and AIDS in Ontario. Toward that end, the OAN supported member's meetings with MPPs at Queen's Park before World AIDS Day in 2014 on November 26th. These meetings provided members with an opportunity to share the powerful impact our work is having in communities across Ontario. In meetings with the Public Health Agency of Canada (PHAC) at the ED Retreat in October, we provided a coherent message regarding the sharing formula, the HIV pandemic and community expertise, frontline funding priority in relationship to national partners and capacity building at the regional level. We were pleased to welcome the new Minister of Health and Long-term Care, Eric Hoskins to our Honour Roll, and grateful for his commitment to the frontline HIV/AIDS work of our member organizations.

As a Board, we are committed to providing accountable and valuable service to our members. As in previous years, the Board of the OAN reflects often on its commitment to the Ontario Accord and supports member agencies. The principles of the Greater Involvement of People with AIDS (GIPA) are in part reflected in personnel of the Board and staff of the OAN. Our Positive Leadership Development Institute™ (PLDI™) reflects that commitment and provides an annual contribution to the strength and leadership of HIV positive people in communities across Ontario.

This has been a year of change for the OAN; the Board reluctantly accepted the resignation of our Executive Director Rick Kennedy in January. Rick's departure sparked a two part hiring process that included hiring Wendy Pinder to act as the Interim Managing Director of the organization until we are able to recruit a new permanent Executive Director. We have been working with an executive recruitment firm and anticipate that the new Executive Director will be in place by late August.

Wendy Pinder has proven to be a valuable asset in this interim period, taking a systems approach and strengthening the governance and operations of the organization, as well as providing direction and management. We want to thank the staff of the OAN for their commitment and dedication as we navigate these new waters.

The Board of the OAN is looking forward. In this year we will renew the OAN strategic plan and in doing so will engage in a comprehensive planning process.

We thank you for your continuing support and for your passion for and dedication to the work we all share.

Together we can do anything.

Stacey L. Mayhall
Co-Chair

John MacTavish
Co-Chair



Stacey L. Mayhall



John MacTavish

Who we are

26 years ago a dozen AIDS Service Organizations (ASOs) met together and recognized the need for both information sharing and peer support. Their shared vision of the need for a network to bring Ontario's ASOs together to exchange knowledge and to support each other led to the official incorporation of the OAN in 1993.

Today the OAN continues to serve the front line response to HIV in Ontario. We are member driven and serve our membership and affiliated agencies by supporting their work in reducing HIV transmission and working for the betterment of all lives affected and infected by HIV. Our organization now includes 44 member and affiliated agencies who collectively work to defeat HIV and AIDS in Ontario and to improve the lives of people who are HIV positive.

OUR PRINCIPLES

The OAN is a network of community-based organizations which were formed as a grass-roots response the needs for AIDS services and information. Its members have agreed to operate in accordance with the following principles:

Improved quality of life for PHA's

Our decisions and actions are informed by our commitment to an improved quality of life for people living with HIV/AIDS and for others affected by HIV/AIDS. They have the right to protection against discrimination, to treatment options, to social, physical, and sexual integration into society, and to life experiences consistent with previous patterns of living.

Empowerment

As person-centered, community-based organizations, we assert human dignity in the context of HIV/AIDS and the right of an individual to self-determination. We particularly endorse the right of people living with HIV/AIDS to control their destinies and to work in partnership in determining the course of the OAN. By sharing power and ensuring quality of access to resources, we work to become equals.

Inclusiveness

Both among member groups and individuals, we acknowledge, honour, and celebrate our diversity; be that diversity in gender, culture, sexual orientation, socio-economic status, colour, language, or length of tenure in the OAN. Everyone has a seat and everyone is heard. We agree to deal with diversity sensitively and respectfully. We also advocate for support and information that is personally meaningful and respectful of particular cultural and socio-economic experience. We also advocate for support and information that is sex-positive, gay-positive, and non-judgmental concerning injection drug use.

Community

OAN meetings create a community in which all members experience a sense of belonging, friendship and commonality of purpose. We support each other by endeavoring to create a safe space, to validate our experience, to relate to each other openly, and to share our vulnerabilities.



Its members have agreed to operate in accordance with the following principles:

- Improved quality of life for PHA's
- Empowerment
- Inclusiveness
- Community

OAN Staff

Rick Kennedy
Romilson Garcia
Michele Cherry
Tara Jewal
Richard Ash

GMSH Staff

Owen McEwen
Daniel Pugh
Chi-Chung Lau
Dane Griffiths

What we do



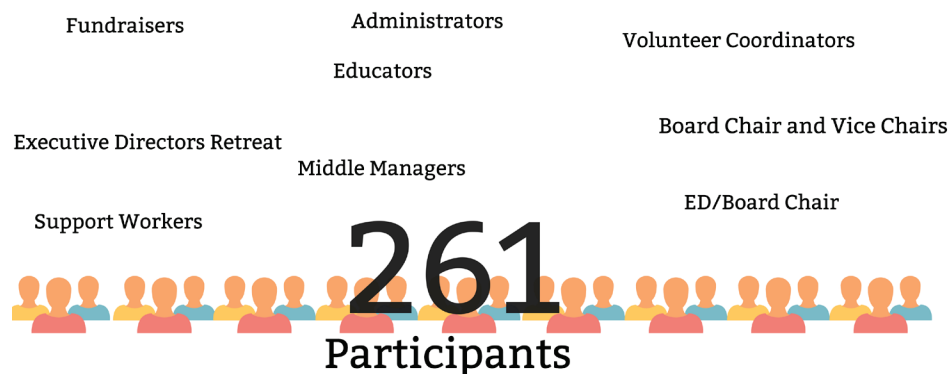
Membership Services: Skills Development and On-Line Resources

Workshops

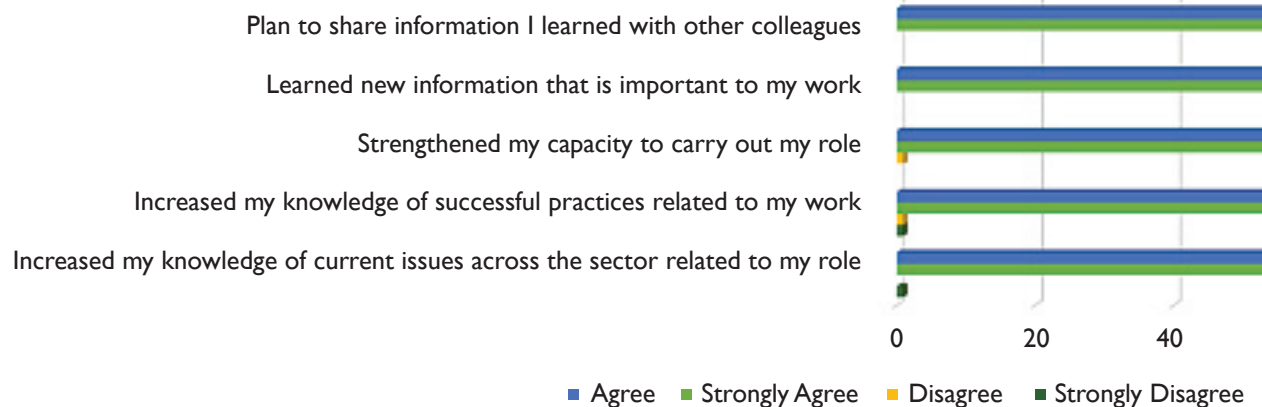
The OAN holds 7 2-day workshops annually from October to June of each year, for OAN Members only.

The purpose of the workshops is to build operational capacity of AIDS Service Organizations and to offer training and development for staff to better serve people infected, affected and at risk of HIV infection.

By re-investing in the professional development of our sector, we are supporting the development of stronger and more sustainable ASOs and Affiliate organizations throughout Ontario.



IMPACT



Ontario Provincial Resource for ASO's in Human Resources (OPRAH) is a program offered through the OAN to member agencies, funded by the AIDS Bureau. OPRAH is only accessible to Executive Directors and Board Chairs.



**26 AIDS SERVICE
ORGANIZATION
ACCESSED
OPRAH SERVICES**



8 BOARDS SERVED

3 TRAININGS HELD:
Board Chair/Vice chair
Middle Managers
ED/Board Chair training

456 ENQUIRIES

- 17 Compensation
- 65 Discipline/Terminations
- 4 Health & Safety
- 89 Labour Relations
- 9 Employee Relations
- 3 Benefits
- 29 Staffing
- 21 Performance
- 47 Legislation
- 24 Disability, Human Rights
- 106 Other



Raisin-Fundraisin Software and Support



In 2013 the OAN entered into a pilot project with The AIDS Network to explore how capacity could be built in support of special event fundraising.

A small working group was created and the result was a decision by the OAN membership to purchase special event fundraising software. A.K.A. raisin was selected and is now available to all OAN members.

The OAN covers the cost of annual software licensing fees and has provided 64 hours of administrative support for the initial set-up of 8 individual fundraising events.

Testimonials

- Two years ago we considered cancelling our annual AIDS walk. Due to the successful partnership of A.K.A., raisin and Ontario AIDS Network we are successful again!
The AIDS Network
- Our partnership with OAN and our introduction to A.K.A., raisin has allowed us to streamline our donation receipting process thus minimizing our time spent on administrative tasks.

In addition it has provided us with new ways to reach more donors using social media.

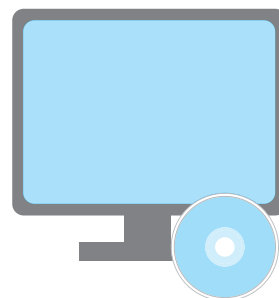
Hemophilia Ontario



**8 EVENTS
CREATED**



**RATE OF RETURN
\$4 Earned for every
\$1 spent**



**4 AGENCIES HAVE
UTILIZED THE
SOFTWARE**

2014 was another productive and successful year for The Positive Leadership Development Institute™



97 people living with HIV participated in PLDI™

7 workshops offered



PLDI™ received the 2013 Jay Browne Award at the Ontario HIV Treatment Network (OHTN) Research conference. The Award recognizes excellence, leadership and innovation in the field of HIV/AIDS. The financial support made possible a joint OHTN-PLDI™ research day in November 2014. 90 Graduates of the PLDI™ training participated in the OHTN research day and dialogued with researchers to identify the research they want to see done.

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

On World AIDS Day (December 1) 2014, 30 PLDI™ alumni who have publicly disclosed their status, put their photographs on Peter's Tree, an artwork created by Artist Joseph Babcock PHA and PLDI Facilitator. The work was on display at the opening of the new offices of the AIDS Committee of Ottawa (ACO) in February 2015 and at St. Peter's Anglican Church in Toronto during the year.

2015 is looking to be another great year for PLDI™ There is another 7 PLDI™ workshops to be offered this year, and we are sure to have a few surprises for you as well.

The practical aspects of Board operation, presentation and discussion were the most satisfying things about the training.

It was helpful to learn about the role of Board members and the right and wrong ways to handle issues about making decisions and who makes the final decision.

It was interesting to see how valuable it is to be a volunteer and how Canadians are leaders in the volunteer leadership world.

The practice exercises and speeches made me realize I could be a public speaker. I will use these experiences.

I faced my fears.

It was satisfying to learn about the unique talent each person brought to the group, their creativity and willingness to commit to community work.

This workshop includes everyone no matter what age, gender or ethnicity - I've never seen anything like it.

MI PROJECT

The GMSH was supported by the Public Health Agency of Canada to develop and deliver a pilot motivational interviewing (MI) project aimed at supporting ASOs in delivering evidence-based programs to gay men in their communities.

Four ASO based gay men's programs trained in motivation interviewing delivered a group-based project using MI.

MI techniques support gay, bisexual and other men who have sex with men in clarifying and enhancing their motivation to improve sexual health, explore sexuality, identify social/sexual health goals, and increase social connections. Four additional organizations completed training in MI with a revised focus on individual-based programs to be delivered in the coming project year.

GMSH Symposium

In May 2014, the GMSH held our first GMSH Symposium with a focus on gay men and substance use. The event provided the opportunity for participants to engage in workshop based knowledge, transfer and exchange sessions.

GMSH Working Groups

The GMSH continued to host the Poz Prevention Working Group, Rural Suburban Working Group, and the Gay, Bi, Queer, Trans Men's Working Group. The GMSH also formed two new working groups this year. One working group will have a focus on aboriginal, indigenous, 2-spirit and racialized gay men. The other will work to support GMSH knowledge, transfer and exchange initiatives.

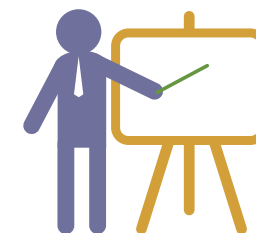
**120+ People
attended the
GMSH
symposium**



**40 meetings
where held**



39+ presentations



RESOURCES AND CAMPAIGNS

The GMSH updated and developed a number of resources this year that will be distributed widely in the upcoming program year. These resources include:

PRIMED – A Sex Guide for Trans Men into Men

ENGAGEMENTTOOL – A resource to support the engagement of HIV positive gay men in holistic approaches to health and well being.

CRUISING COUNTS – A resource to support the development of online outreach programs.

Recognizing the contribution of others

On November 26, the OAN hosted the 2014 Honour Roll Reception at the University of Toronto's Hart House.

Over 265 guests attended to celebrate the achievements of the Honour Roll Awards recipients.

The Honorable Dr. Eric Hoskins, Minister of Health and Long-Term Care, was our guest speaker.

Entertainment was none other than Jullie Black who energized the room with her powerful performance. David Hoe was very engaging as our Master of Ceremonies.

This year's inductees continue to exemplify a remarkable commitment to our sector and our community of people living with, and affected by, HIV/AIDS. They are:



Committee for Accessible AIDS Treatment (CAAT)

The Social Justice in HIV/AIDS Award

honours an individual or organization whose significant contributions brings awareness to issues of social justice and HIV as well as engages the broader public in the advancement of social justice and HIV concerns. The recipient advocates for issues of social justice and HIV in an effort to change public policy or sector-wide practice.



Art Zoccole

The Person with HIV/AIDS Leadership Award

honours an individual who **self-identifies in the work** as a person living with HIV/AIDS.

The recipient demonstrates leadership and resilience, provides inspiration and aspires to reduce stigma and discrimination.



Wangari Tharao

The Community Partners Award

honours an individual or organization that delivers community support through the provision of resources, research or treatment to improve the quality of life and dignity for people living with HIV/AIDS.



Karen Vance-Wallace

The Caring Hands Award

honours an individual who is involved in the direct provision of supportive care for people living with or affected by HIV/AIDS through the delivery of frontline service or treatment. The recipient inspires hope and dignity with compassion and respect.

Many thanks to our guests, volunteers, performers, staff and sponsors BMO Financial Group, Gilead, and ViiV Healthcare who created a very special night for all of us.

Financial Statement and Expenditures

ONTARIO AIDS NETWORK

Statement of Operations and Changes in Net Assets

For the year ended March 31, 2015

	2015	2014
REVENUES		
Grants:		
Ontario Ministry of Health AIDS Bureau (Note 5)	\$ 1,406,275	\$ 1,377,811
Public Health Agency of Canada, Ontario Region	172,500	318,244
Donations, sponsorships and other contributions	199,951	40,880
Federated Health Charities	102,422	108,082
Membership fees	68,262	64,179
Registration fees	20,755	13,855
Interest	383	2,307
	<u>1,970,548</u>	<u>1,925,358</u>
EXPENSES		
Programs	1,153,277	1,152,979
Salaries and benefits	589,903	513,636
Administration	93,747	112,622
Rent (Notes 7 and 8)	68,780	53,343
Fundraising	13,928	13,112
Amortization of capital assets (Note 4)	43,039	36,545
Litigation (Note 8)	-	40,000
	<u>1,962,674</u>	<u>1,922,237</u>
EXCESS OF REVENUES OVER EXPENSES	7,874	3,121
NET ASSETS, beginning of year	<u>437,564</u>	<u>434,443</u>
NET ASSETS, end of year	<u>\$ 445,438</u>	<u>\$ 437,564</u>

A statement of solidarity with GIPA/MIPA

The Ontario Accord ... growing every year!

“WE, PEOPLE LIVING WITH HIV/AIDS AND ALLIES IN THE COMMUNITY:

- Commit to the greater involvement and meaningful engagement of people living with HIV/AIDS (GIPA/MIPA); GIPA/MIPA puts PHAs at the centre and is grounded in human rights and the dignity of the full human being
- Aim to transform all who live with, work in, and are affected by, HIV/AIDS in Ontario
- Commit to personal and social transformation
- Value community expertise in embracing the challenge for the betterment of society
- Value inclusion over exclusion, a quest for integrity at all times and the embodiment of self-determination

- Promote the evolution of thought, action and collaboration among us and with our allies

BECAUSE GIPA/MIPA IS ABOUT HUMAN STRUGGLES AND ASPIRATIONS, ETHICS, EMPOWERMENT AND ACCOUNTABILITY ARE ITS FOUNDATION.”

We acknowledge that Greater involvement of people with HIV/AIDS (GIPA) is never achieved once and for all; it is a goal and commitment that must be continually renewed. GIPA is a practice, not a project, and is similar to all other accountabilities of healthy HIV organizing and service delivery. Our practices in AIDS service organizations (ASOs) must be continually re-evaluated in light of the changing realities of HIV/AIDS and of those living with it.



Thank you

THE ONTARIO AIDS NETWORK FUNDERS AND CORPORATE SPONSORS

- AIDS Bureau, AIDS and Hepatitis C Programs, Ontario Ministry of Health and Long-Term Care
- Public Health Agency of Canada, AIDS Committee Action Program
- BMO Financial Group
- Federated Health Charities
- Gilead
- MAC AIDS Fund
- Ontario Public Service Union (OPSEU)
- ViiV



2014/2015 BOARD OF DIRECTORS

Stacey Mayhall, Co-Chairs
Joanne Lindsay, Treasurer
Bruce Rankin
James Gough
Les Bowman
Shannon Ryan

John MacTavish, Co-Chairs
Lynne Cioppa, Secretary
Dale Maitland
Kevin Hatt
Precious Maseko

Farewell to Rick Kennedy

On behalf of the OAN Board of directors and staff thank you for the many years of leadership, laughter, fierce determination, compassion and gentle humility and for helping each one of us to realize our strengths and opportunities for personal growth.

We will miss you!

