

*Quality of Life
Prevention
Leadership*



AIDS Vancouver exists to alleviate individual and collective vulnerability to HIV and AIDS through care, support, education, advocacy and research.

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Working together since 1983





Jamie Myrah, *Chair*

I just returned from the 16th International AIDS Conference in Toronto, Ontario and feel as honoured as ever to be a part of the AIDS Vancouver team. AIDS Vancouver's delegation to the conference was a dedicated and diverse group of professionals, volunteers, activists and people living with HIV. Through protests and press conferences, panels and poster presentations, AIDS Vancouver's presence was felt throughout the conference, leaving me both overwhelmed and immensely proud. These people - your peers and mine - represented AIDS Vancouver's programs and services, clients, volunteers and communities not just with professionalism, but with the kind of sensitivity that can only come from a true understanding of the complex nature of the AIDS epidemic.

None of this would have been possible were it not for the extraordinary work being done back home. On a daily basis, AIDS Vancouver's outstanding staff and volunteers demonstrate the kind of confidence, care and attention indicative of an agency that understands the value of its work. This is not a show of arrogance or self-importance, but rather a thoughtfulness that reflects our collective understanding that our work means something and that people are counting on us everyday. It was this understanding that made its way to Toronto and was witnessed by thousands of people from around the world.

Of course 2005-06 was marked by countless moments whose impact will last well beyond any conference. In every aspect of its work, AIDS Vancouver is continually making a genuine difference in our homes, on our streets and in our communities. And while doing so, it is also constantly learning, adapting and growing to meet the needs of an ever-changing and ever-present AIDS epidemic, now 25 years old. That being said, AIDS Vancouver is poised to commemorate its own 25th anniversary in 2008. Looking back, at all those years of serving those infected with and vulnerable to HIV and AIDS, it is no surprise that AIDS Vancouver remains one of Canada's most important AIDS service organizations.

While 25 years - of an agency or an epidemic - may not be an anniversary that gives us much cause to celebrate, it is a time to pay respect to the work that has been done and will continue to be done for a long time to come. And so, on behalf of the Board of Directors, I sincerely thank you for being a part of AIDS Vancouver's work and in particular I extend our deepest gratitude to the staff, volunteers and donors who make it all possible. Thank you for your support so far - we look forward to working with you in the years to come.

Board of Directors

Jamie Myrah, Chair
Tony Cave, Vice Chair
Joe Kleiboer, Treasurer
Stephen Anthony
Paul Harris
Matt Lovick
Gillian Maxwell
Warren Michelow
Ken Werker

This past year marked the 25th year since HIV was first recorded by the Center for Disease Control in Atlanta. Historical milestones provide us with an opportunity to reflect. At the same time, the preparation for AIDS Vancouver's (AV) 2005-07 Strategic Plan helped us to reflect on our goals and objectives. Initiated by the Board of Directors with the assistance of an external consultant to facilitate, the reflection and planning process included all key stakeholder groups including community partners, donors, volunteers and staff. We also conducted a review of the agency's archives which provided valuable information on both the epidemic as it has evolved and the role of AV over the past two and a half decades. This review identified the archive as a valuable historical record; it is currently being catalogued. Additionally our PARC Library is now being linked electronically with four other similar resources across the country.

The Strategic Plan reflects both the changing face of the epidemic as well as capitalizes on the strengths and experience of AV. As the epidemic evolved since the 1980's our analysis indicates clearly that AV has either led a change process or adapted rapidly to the evolving needs of the community. As a recent article in The Globe and Mail stated, AIDS Vancouver was actively doing prevention work well before government became involved. The Strategic Plan also serves as a planning tool around which to develop programs and provides measurable targets which enable us to assess their impact.

This year's annual report reflects three priorities and areas of focus for the agency as identified in the strategic plan: quality of life, prevention and leadership. I invite you to more read about the work we are doing in these areas further on in this year's annual report.

Along with our regular services and programs AV is directly involved in responding to timely issues as they arise. These have included addressing the increasing criminalization of HIV and responding to situations where authorities disclose an individual's HIV status. Another focus this year has been on harm reduction initiatives including keeping InSite, the safe injection site, open.

As we reflect, we must not forget that the challenges ahead are complex. Currently public discourse, public policy and funding opportunities are being influenced by ideology rather than based on evidence. HIV infections are moving into more vulnerable segments of the population, some of whom are dealing with multiple issues such as homelessness, mental illness and addiction. Stigma and discrimination remain among the most daunting of challenges. Co-infection with hepatitis C are on the rise. Nearly one-third of those diagnosed are not currently accessing any medical services. Although the challenges are ever-present, AV is committed to addressing them directly. We have much to be proud of as our efforts for the past half century indicate. Our past successes will serve to inform and guide us in the future.

Thank you all who support and contribute to AIDS Vancouver.

William Booth, Executive Director

Treasurer's Report and Financials

Despite some challenges this year, AV's financial situation remains stable and healthy. In addition to Internally Restricted funds of \$ 115,595, AV has an Unrestricted fund balance of \$74,783 carried forward to its 2007 fiscal year.

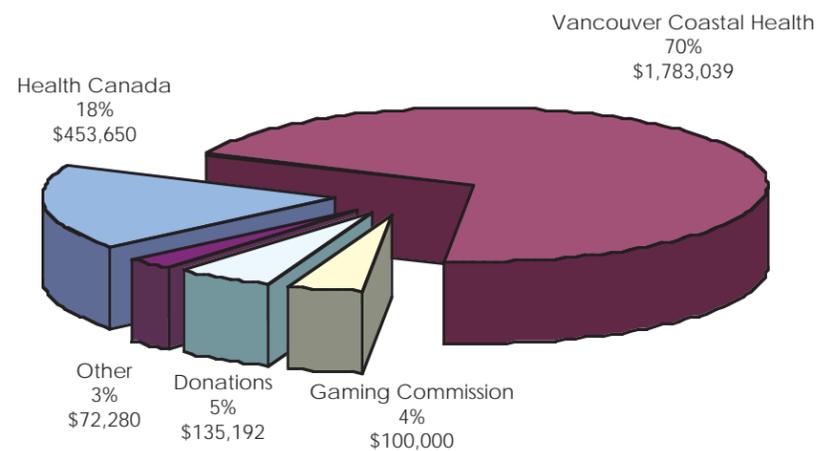
Nevertheless the past year saw a decrease (loss) in Net Assets of \$43,737. This loss was the result of unanticipated employee benefits of \$23,907 which vested during the year and Fund Development costs of \$19,830 over budget. Furthermore, the 2007 Operating budget forecasts a loss of \$50,000 as a strategy that aims to encourage dialogue with key funders concerning static funding levels while on-going cost of living increases occur year after year.

AV's main financial challenge is to continue negotiating proper funding for its mandated client services. Unfortunately provincial contract funding has remained unchanged for several years while operating costs beyond our control have increased significantly and the demand for client services has grown continuously.

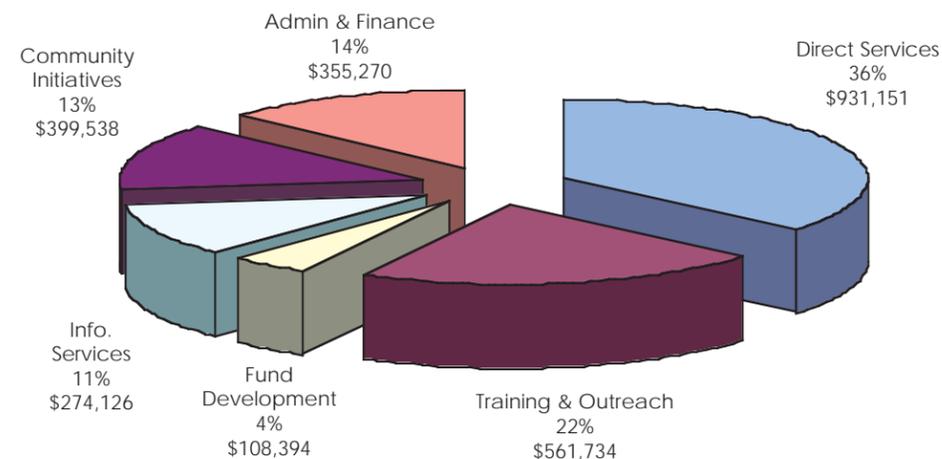
AV has an excellent management team and staff who will address these financial challenges. We are pleased to note that the Auditor's Report on the financial statement is without reservation and that the Auditor's Letter to Management contains no significant recommendations to improve AV's systems and internal controls.

Joe Kleiboer, CA
Treasurer

Revenue 2005 - 2006



Expenses 2005 - 2006



Donor Report

Special thanks to all our donors whose financial and in-kind contributions ensure that we continue to provide essential support services and prevention programming to the communities in the Lower Mainland.

- John Dubé, Director of Finance & Human Resources

GOVERNMENT FUNDERS

BC Gaming Policy and Enforcement Branch
Government of Canada, Public Health Agency of Canada
Vancouver Coastal Health

IN KIND DONATIONS

BIOTA FARM Biodiverse Agriculture
Chateau Granville
Gilead Sciences
Klimpton Hotel Group
Lorne Macdonald
Nester's Market
Nettwerk

Pacific Palisades Hotel
Paul Pinsker
PRIAPRE l'univers de l'erotisme gai
SFU Co-Op Education program
Sleep Country Canada
St Paul's Hospital Employees
Vancouver Food Bank
Variety – The Children's Charity

FOUNDATIONS, COMPANIES AND ORGANISATIONS

Over \$20,000
Glaxco-Smithe-Kline
Rethink Advertising Inc.
Individual Donations through the United Way of the Lower Mainland
Between \$10,000 and \$20,000
Teekay Shipping
Between \$5,000 and \$10,000
Theatre Cares
Tides Canada Foundation
Between \$1,000 and \$5,000
A Loving Spoonful (Vancouver Meals Society)
Bloomberg L.P.
BMO Fountain of Hope Employees Foundation
Davis & Company
Dr. Don E. Pezzot Inc.
IBM Employees' Charitable Fund
Pacific Palisades Hotel
Providence Health Care
QLT Inc.
SkiOUT
Between \$500 - \$1000
BC Biomedical Laboratories Ltd.
Cardinal Corrugated Containers Limited
Gilead Sciences Canada Inc.
GLBT Vancouver Tennis Association

Between \$500 - \$1000 cont'd

Keran Holdings Ltd.
Sears Employees' Charitable Fund
Variety - The Children's Charity
Between \$100 and \$500
Citizenship and Immigration Canada
Coutts Weiler & Pulver
David Nairne & Associates Ltd
deLuxe Junk Company
Dr. William E. H. Price Inc.
I. G. Image Group Inc.
L. Roy Cummings LTD.
Mayne Stay Consulting Group Ltd.
Opera Appassionata Society
Peter M. Munns Inc.
PKF Productions
Pulp, Paper & Woodworkers of Canada
SFU Cooperative Education
Sleep Country Canada
Stewart & Associates
Teaching Support Staff Union
The Westin Bayshore Charity Trust Fund
True Value Vintage Clothing Ltd.
United Way of Greater Toronto
United Way of Greater Victoria
Vancouver City Savings Credit Union
Victory Square Law Office

SUSTAINING DONORS

Body Energy Club
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INDIVIDUAL DONORS

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Stephen Heeney
Stephen Smith



Quality of life, as viewed by AIDS Vancouver, includes self-determination, self-care and self-reliance. It covers all aspects of a person's life and the services that increase an individual's power and capacity to affect their own life.

AIDS Vancouver endeavours to help HIV infected and affected people achieve a more positive quality of life. By reducing prejudice, stigma and discrimination to HIV and limiting harm through accessible services and specific interventions designed to meet the unique needs of an individual, AV works to reduce the impact of HIV on an individual and on the community.

Quality of Life



Client Services - Maintaining dynamic and responsive services for persons living with, and affected by, HIV/AIDS

Throughout the year, Client Services works with a broad diversity of individuals. A typical day at our 1107 Seymour Street site will find staff and volunteers providing support to many persons living with HIV, among them: a newly diagnosed individual seeking information about living well with HIV/AIDS; a long-term survivor who has experienced a sudden decline in health seeking assistance with applying for disability programs; a newcomer family from a country where HIV is endemic needing assistance with access to healthcare; or an individual living in poverty in urgent need of housing assistance. Volunteers and clients work together to create a space that is accessible to all persons living with HIV/AIDS, and to provide services that meet the unique and diverse needs of affected individuals and groups.

In the 05/06 year: Case Management had over 11,000 contacts with 1394 distinct clients, and 224 new clients accessed the program; Reception/Helpline service responded to 6228 telephone enquiries, and 5668 in-person enquiries; our Grocery Team of 1 part-time staff person and 40 volunteers distributed over 26,000 bags of food.

Family Home Visiting Project

In December 2005, the funding for our Family Home-Visiting Project came to an end. This pilot project was funded by the GlaxoSmithKline - Shire BioChem Community Innovation Program, and provided intensive case management support to isolated families in their homes. Over the course of this project, the Family Case Manager worked with over 20 families, many of whom were newcomer families from countries where HIV is endemic. We are continuing to seek funds to resume this vital program.

Nutrition Education Exchange

In January 2006, the Grocery Program received funding through a United Way Community Innovation Grant. This exciting project was launched in early 2006, and will continue into the 2006/07 fiscal year. This fun, educational and interactive program seeks to develop and deliver nutritional programming for clients accessing the Grocery program. The goal of the project is to enhance the Grocery's impact beyond nutritional supplementation, in order to build skills, exchange ideas and expand knowledge among program patrons.



Case Managers - What they do:

Case Management is based in the understanding that individual health is determined, in part, by social factors such as access to quality health care, adequate housing and income, and strong support networks. Based on this "social determinants of health" framework, Case Managers and clients develop an individual care plan which seeks to increase access to adequate health care, housing and income programs and to strengthen social support networks. Case Managers at AIDS Vancouver are in contact (appointments, phone calls and drop ins) with approximately 6-15 clients daily.

Our Case Management team includes:

- On-site Access Case Managers, who are available for brief meetings on a drop-in basis and by telephone
- Intensive Case Managers who work specifically on longer-term planning around multiple issues by appointment or off-site
- A Case Manager based in a community clinic who integrates drop-in, appointments and outreach work.

The following is just one example of clients we work with and what we do:

Meredith and Jack are a married couple both under 30 years of age, with a history of poly drug use, who relocated to Vancouver. Both are HIV+ and were referred to AIDS Vancouver by their doctor. Their presenting issues were: that they were homeless with a pet and that Meredith has no legal standing in Canada. This caused problems as she was ineligible for financial support. Both Jack and Meredith were severely immune compromised, malnourished and Hep C positive as well. Meredith also had two non-custodial children whom she was not in contact with.

Through the work of the Case Management team the following was put into place: immediate market housing that accepted pets was found, access to three free meals per day for both of them was facilitated and free legal advice was sought on immigration and family law issues. In the last year Meredith and Jack moved into subsidized housing in a central location close to services. As a result of liaisons with the Ministry for Children and Families, arrangements were made for Meredith to visit her children who live out of town. Case Managers continue to support Meredith on immigration issues and work with both Meredith and Jack as any other needs arise.

Case Managers also liaise with many other AIDS Service Organizations and other service providers to provide the most complete service possible.

Quality of Life

Gayway is a gay men's resource exchange that builds flourishing communities by providing supportive environments that encourage gay men to share knowledge, experience and resources. Operating from an assets-based perspective*, Gayway increases the quality of life through community outreach, education and support.

Peer Led Activity Groups

Young and fabulous

This group for young men in their 20's created opportunities for expanding social networks and for building community. This year, young men in the group organized a highly successful speed dating event and participated in community scavenger hunts, bowling nights and discussion groups.

40/50 Group

This group continued to grow this year with men in their 40s and 50s filling Gayway to capacity. This group provides space and opportunity for men to discuss a wide range of topics such as relationships, health, aging, and community. With guest speakers, social events, celebrations and planned outings, the 40/50 group was a huge success this year and looks forward to increasing opportunities for men in this age range to continue building strong, healthy relationships.

Knitting Group

A run-away hit, the Knitting Group at Gayway has continued to welcome new members. Providing opportunities to learn knitting while building healthy social networks, this group received print and tv media attention and raised the profile of the range of social activities available to gay men in the city.

Writing Groups

In this group, men met to learn writing skills and become more involved in the writing community. With experienced, professional writers leading the groups, many participants learned new skills, practiced and performed in the safety and comfort of their peers, and some went on to publish their writing in publications from Gayze to The Globe and Mail.

In addition to these groups, Gayway continues to host external groups as means to provide healthy social opportunities for gay men. One of these groups includes, Sex Addicts Anonymous which increased the number of open groups from four to eight a month and added an ongoing closed support group for those living with sex addiction.

**assets-based perspective means gay men's health is approached through the strengths and positive resources individuals and the community have to offer as opposed to focusing on challenges or deficits that they may face.*

Care Teams - Making a Difference

From Sonia Marino, Staff

Thanks to partially subsidized housing and improved access to HIV medication, many persons living with HIV/AIDS (PWAs) are now able to live longer and healthier lives. But cuts to social assistance and long-term health care have created greater demand for our volunteer Care Teams as many of our clients struggle to maintain their independence with reduced income and fewer home support.

Having worked at AV for near 11 years, I've witnessed first hand how the Care Teams complement the work of other AV client services to help PWAs live longer and healthier lives. But it was only recently, in my capacity as Interim Support Programs Coordinator, that the experience of one client provided new insight into the value of contributions made by our Care Teams.

Kyle is a long-term HIV survivor. Recently, he was discharged home following a short hospital stay. Still weak after discharge, Kyle needed practical help with many activities of daily living including laundry, grocery shopping and cleaning. But he did not meet the criteria to obtain free home supports from the health unit and could not afford to pay for private services. The hospital social worker contacted an AV case manager who referred Kyle to our Care Team program. Receiving weekly home visits, encouragement and practical support from one of our Care Team members soon enabled Kyle to resume his volunteer activities with another local AIDS Service Organization. I was delighted to hear how one volunteer effort could make it possible for another volunteer to donate their skills and energy back to the AIDS community.

Hearing these stories is what encourages me to keep doing the work that I do!

Quality of Life



AIDS Vancouver's Holiday Grocery

This year's Holiday Grocery, held in December 2005, provided bags of festive and nutritious foods to a record 916 individuals and families. The event, our largest Grocery distribution of the year, depended on participation from the majority of staff and volunteers across all AV programs. This year we received coverage on BC-CTV news and CKNW. A new program seeking sponsorship for tables offering specific food items such as ham, baked good, and mandarin oranges, brought in support from the Pacific Palisades Hotel (who staffed and decorated their table themselves!), St. Paul's Hospital Employees, the SFU Co-op Education Program, Gilead Sciences, Nester's Market, the Chateau Granville, and Variety - The Children's Charity.

A Volunteer's Story

Name: Margie
Program Area: Care Teams

I have had the privilege of being with AIDS Vancouver for almost 2 years. In that time I have had 3 clients - one of which I worked with for a year.

What motivates me to volunteer? I learn so much. I learn that AIDS has many faces and that there are some very courageous people out there living with it and fighting it. I learn how to treat my own volunteers where I work - to honor them as AIDS Vancouver honors its volunteers. I learn that even going shopping with my clients can be a delightful experience filled with mutual respect and laughter. I am grateful to AIDS Vancouver for allowing me to be a part of the team.

HIV prevention at AIDS Vancouver is thought of in a much broader way today than it was 23 years ago. At AIDS Vancouver, HIV prevention is viewed as a comprehensive approach that addresses: individual risk scenarios and issues that create vulnerability to HIV infections at a population level in order to prevent new infections among HIV negative individuals and re-infection among individuals living with HIV; quality of life issues that may impact an individual's ability to maintain practices that reduce the potential of transmitting HIV to others and that slow the progression of HIV disease for people living with HIV; and public policy and social issues that can contribute to reducing the impact of HIV and AIDS related stigma and discrimination for individuals and communities affected by HIV.



Photo used with permission by Jennifer Hawke ©

Prevention

Client Services

AIDS Vancouver's Client Services is based on the conviction that an individual's capacity to maintain stabilized health is based in large part upon adequate access to housing, income, and psycho-social support. To this end, over the 05/06 fiscal year: 32% of case management interventions dealt with improving client's housing circumstances; 30% addressed income stabilization; 41% sought to improve psycho-social support in client's lives.

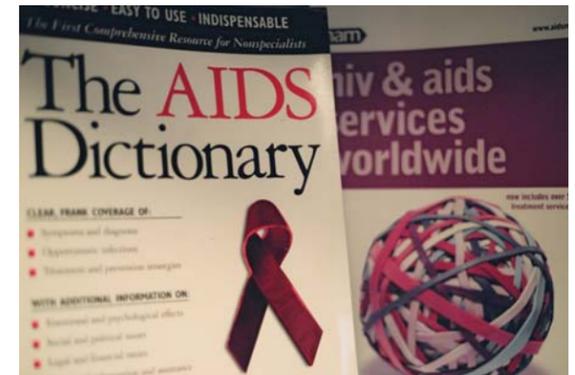
In keeping with the philosophy of harm reduction that runs throughout the work of the agency, 48% of the client contacts by the Case Manager located at the Downtown Community Health Centre (located in the Downtown Eastside) included strategies for reducing harm in daily life.

Community Outreach Team

AIDS Vancouver's HIV Prevention and Awareness team is very interested in increasing opportunities for volunteers to get involved in program development and delivery. In keeping with this, a comprehensive Community Outreach Volunteer training was developed and delivered. This six month long pilot training covered a range of topics relevant to HIV vulnerability, risk, and impact reduction. It was highly participatory and involved a high degree of personal reflection. This training is currently being revised to streamline the curriculum. A new cohort of volunteers will be recruited in the fall and the revised training will be delivered.

Outreach and Information Tables

Prevention and Awareness Educators worked with volunteers from the Community Outreach Team to accommodate the increasing number of requests to provide outreach and information at special events. Such events in 2005 included the Out on Screen Queer Film Festival, the Taboo 'Naughty But Nice' Sex Show and university and college welcome weeks.



Resources available in AV's PARC Library



Photo used with permission by Pieter de Vos/Panos



Launch of the Gay Men Play Safe Campaign

Prevention

Community Coalitions

AIDS Vancouver continued to play a lead role in a number of community coalitions. Two such groups include the Gay Men's Methamphetamine Group and Keeping the Door Open: Dialogues on Drug Use. Both were active in 2005-6 with exciting and important projects and initiatives.

GaMMA - Gay Men's Methamphetamine Group

In 2005, GaMMA received funding from Health Canada's Drug Strategy Community Initiatives Fund to undertake a project relating to the use of crystal meth among gay men. The project consisted of two components: a needs assessment and an outreach phase.

The peer outreach workers targeted venues where gay men socialised and focused on distributing harm reduction information and resources. The needs assessment phase consisted of interviews with three target groups (friend of users, ex-users and current users) and its goal was to gain insight into the level of and context of the use of crystal meth by gay men. A second component of the needs assessment phase will explore the service needs of those dealing with issues regarding their crystal meth use, with the aim of bringing these to the attention of service providers and funders.

Keeping the Door Open (KDO): Dialogues on Drug Use

KDO continued its work of raising awareness of the need to change the current drug policies. Members of KDO, including agency staff and board members, attended the International Drug Policy Reform Conference in Long Beach, California, in November 2005. At the conference, connections were made with drug policy reform organisations from other countries in an attempt to form a broad, cohesive international movement. One of the focuses of the coalition's work over the past year was planning a series of public events to coincide with the International Harm Reduction Conference to be held from April 30 to May 4, 2006 in Vancouver.



Images (left to right): 1) Cover of Gayze Magazine; 2, 3) Posters used in the *Gay Men Play Safe* Campaign; 4) Awareness materials used for World AIDS Day

Communications

This year AIDS Vancouver led the second national HIV prevention campaign for gay men. Working with partner organizations in Halifax, Montreal, Toronto, Winnipeg and Edmonton, AIDS Vancouver produced *Gay Men Play Safe* with the creative folks at Rethink Advertising. This humorous campaign aimed to counter prevailing notions of irresponsible behaviour, apathy, and condom fatigue by validating the safer sex practices of the majority of gay men.

Cootie Cards

One of our most popular health resources produced this year was Gayway's Cootie Card series. These handy little fact cards on a range of sexually transmitted infections provided information in a humorous and straightforward way on a wide range of issues.

Gayze

Gayze, Gayway's gay men's health promotion magazine, was produced again this year. After our fourth issue it was decided that the magazine would be re-formatted to increase distribution opportunities. Keep your eyes open for the new and improved Gayze on a gay newsstand near you.

Workshops

AIDS Vancouver broadened the scope of the workshops it offers to the community through the Prevention and Awareness Team. Partnerships with such organisations as the Immigrant Services Society, Aurora, Pacifica and Correctional Services Canada continued in 2005 with several educational workshops being conducted for each organization.

Additionally, new opportunities were created with other sectors and organisations. Basic HIV/AIDS workshops were held for consumers of mental health services, youth groups involved in educational programs in Africa and university students.

Women's Workshops

AIDS Vancouver began a partnership with Correctional Services Canada, and specifically with the Fraser Valley Institution, to carry out educational workshops on HIV/AIDS and other sexual health issues with female inmates. Delivered on a bi-monthly basis, these workshops were an important step towards servicing women in prisons, an underserved population.

FROM A WORKSHOP PARTICIPANT: "THANK YOU FOR TAKING ON THE JOB YOU BOTH DO. IT'S INSPIRING TO SEE PEOPLE WORKING TO HELP OTHERS IN DIFFICULT SITUATIONS AND IN EDUCATING AND SPREADING AWARENESS ABOUT A MAJOR ISSUE WHICH IS OFTEN IGNORED."

World AIDS Day 2005

In collaboration with a number of student groups at the University of British Columbia, AIDS Vancouver participated in a series of events during AIDS Awareness Week and World AIDS Day 2005. During the week, AIDS Vancouver's Prevention and Awareness staff and volunteers participated in a local film festival and a panel discussion on women and HIV; presentations were made, addressing local, national and international contexts. One such presentation focused on the background of HIV/AIDS locally and globally and the activism movements that coincided with the proliferation of HIV/AIDS. To end the week, AIDS Vancouver carried out a survey to get a better understanding of how university students dealt with HIV/AIDS and its related issues in their lives.

Giving Women Power over AIDS

One of the focuses of the Prevention and Awareness Team was to be more publicly involved with women's issues. One opportunity presented itself when Positive Women's Network (PWN) was looking for local partners to help showcase an amazing photography exhibition called Giving Women Power over AIDS. This exhibit is one that has travelled around the world and highlights the story of a young girl named Martha and her mother as Martha endeavours to fill her mother's shoes. The exhibition introduces to the world a new prevention tool called a Microbicides. The planning for this gala event began in February with the exhibition showing in May and June 2006.

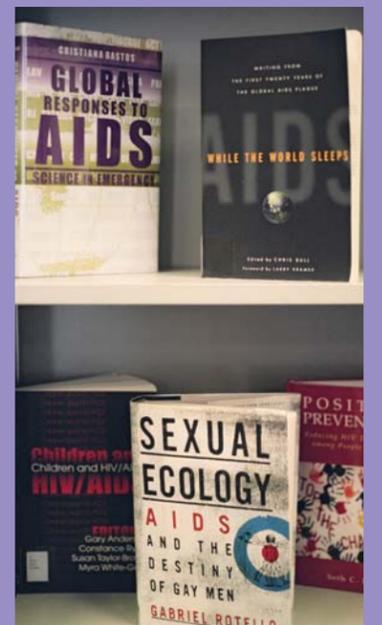
The PARC Library - Information and Resource Centre

In the course of this past year, the library has made a priority of increasing accessibility to its resources. As managers of Western Canada's most comprehensive collection of HIV/AIDS resources, our responsibility is to ensure that these resources are widely and easily accessed. In order to meet the various needs of our clients, information delivery must be facilitated not only in the library but also electronically.

An important result of this continuous effort is the launch of our online library catalogue. Nearly 3,000 users consulted the catalogue between September 2005 and March 2006. A simple keyword search gives access to over 4,000 books, 650 video titles, and articles from more than 30 journals specialized on HIV/AIDS. Whenever possible, links to online publications are provided to facilitate access to documents. Using the catalogue, users can add items to their list, send borrow forms electronically, print lists and request materials to be held for pick up. Prepared searches on the most popular topics are also offered to help users find what they need by a simple click.

This service has been very well received and is now complimented by our monthly lists of new acquisitions. These lists are distributed to partners by email and also provide links to online publications.

Visit our online catalogue! <http://aidsvan.andornot.com/>





Because of its history, size and the breadth of services provided, AV has been seen as a leader in Vancouver and BC in the HIV/AIDS sector. AV endeavours to enhance its leadership position by leading through action, mentorship, research and community support. Leadership means staying abreast of the issues and providing a cutting edge conduit to the community and the media to keep them informed.

Leadership also means being politically savvy and able to balance responsiveness and proactivity with sustainability. In this regard, being a leader includes building and strengthening collaborative relationships with other AIDS Service Organizations (ASOs) and ASO organizing groups; seeking and maintaining partnerships where AV can help build capacity, act as a catalyst or even assist with infrastructure; and acting as a mentor in, for example, volunteer training, case management and the PARC library.

Finally, leadership means being accountable, through strong internal management and regionally, provincially and federally being an advocate.

Leadership



AIDS Vancouver's Case Management Program - A Model

Miranda Compton, Director of Client Services, served on an advisory committee for the Fraser Health Region to assist in the planning and developing of HIV/AIDS services. The resulting business plan incorporated AIDS Vancouver's case management model as a central component of the proposed services.

A New Research Initiative

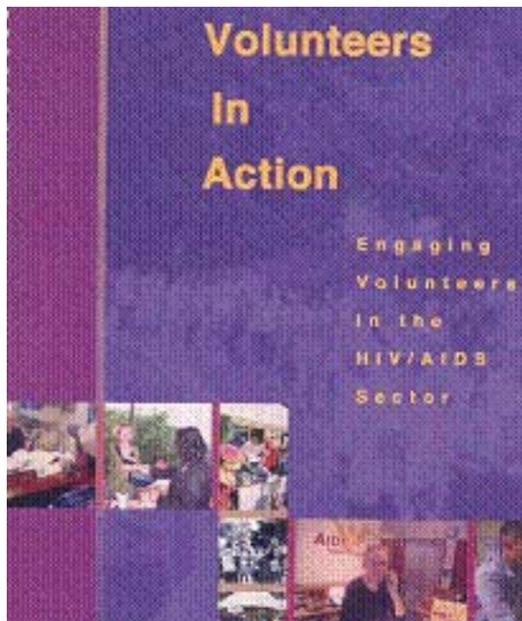
AIDS Vancouver is a co-investigator on a CIHR research grant to develop and implement a program for perinatally-infected youth. This project is a partnership between the UBC Centre for Health Promotion and the BC Centre for Excellence in HIV/AIDS.

Gayway and Gay Men's Outreach

AIDS Vancouver was a partner in the Gay Men's Health Summit which took place on November 30th, December 1st and 2nd of 2005. Over three days HIV and gay men's health practitioners, researchers, and clinicians joined with other gay men to present current data on the status of gay men's sexual health, discuss strategies for moving a gay men's health agenda forward, and strengthen the province-wide network.

Solace

Gayway continued to provide leadership to Solace, a coalition of individuals and organizations interested in awareness raising and prevention of suicide in lesbian, gay, transgendered and bi-sexual (LGTB) communities. In addition to a new print resource, Solace also produced a survey and a report on the findings of the survey with the support of Cindy Patton at Simon Fraser University.



Integration Report

AIDS Vancouver commissioned Emily Boyce and Rodney Hunt of Simon Fraser University to conduct interviews, a literature review, and to write a report that will inform the on-going process at the agency of developing an integrated working model of support services and prevention. This report showed, at a conceptual level, how support and prevention work may already be co-existent at AIDS Vancouver, and therefore, how future programming could entail a dual and integrated focus. The next phase will be to develop an integrated working model and a plan for implementation and evaluation.

The CONNECT Project - A National Partnership

The library has also been actively involved in the CONNECT project, the Canadian HIV/AIDS Information Gateway. This project seeks to ease the burden of HIV/AIDS on individuals and communities in Canada by facilitating access to information about HIV/AIDS. Linking the five largest HIV/AIDS resource centres in Canada, CONNECT will link people living with HIV/AIDS, populations at risk, health care practitioners, service providers, and people affected by HIV/AIDS with vital information about HIV/AIDS prevention, treatment and legal/ethical issues. Partners include: AIDS Vancouver, Canadian HIV/AIDS Information Centre, The Canadian HIV/AIDS Legal Network, The AIDS Committee of Toronto and The Canadian AIDS Treatment Information Exchange.

Community Support - Acting as an Agency of Record

AIDS Vancouver believes in working in partnership with community members, organizations and groups. As a result, the Agency has been developing its financial and administrative systems in order to support emerging initiatives and the community groups and individuals who are committed to these initiatives. We are currently the Agency of Record for *Gamma* (Gay Men's Methamphetamine Group): a project focused on research and outreach to gay men who are current or past users of crystal meth; *Keeping The Door Open: Dialogues on Drug Use*: a coalition group of community members and agencies working together to promote dialogue among policy makers and the community on harm reduction strategies and the need for drug policy reform; *MindBodyLove*: a project with innovative harm reduction outreach activities with youth from different cultural backgrounds; and *Safer Crack Use Coalition*: agencies, community members and users working to promote the safer use of crack cocaine and the need for services that meet the needs of users of crack cocaine.

Advisory Committee Support for ICAD

AIDS Vancouver participated on the advisory committee for Chronic Illness and HIV/AIDS in the Workplace sponsored and coordinated by the Interagency Coalition on AIDS and Development (ICAD). This project was funded, in part, by the Public Health Agency of Canada. The project focused on the development of templates and guidelines concerning policies and procedures related to a human rights approach to policy development, HIV in the Workplace and Employee Rights and Employer Obligations concerning the duty to accommodate. AIDS Vancouver was selected to be a resource for AIDS Service Organizations and other not-for-profit organizations in these topic areas. Workshops are available upon request in the following areas: a human rights approach to policy development; HIV in the Workplace; Employee Rights and Employer Obligations Concerning the Duty to Accommodate.

Leadership

Over the last year, staff and volunteers of AIDS Vancouver have shared knowledge and experience with thousands of others through papers, posters and presentations made at provincial and national conferences and meetings, as well as participation in International gatherings.

Case Managers Vicki Bright (Downtown Clinic) and Shannon Krell (Families Program) delivered a workshop on case management as a model for addressing the holistic needs of individuals and families for the 9th Annual BC Aboriginal HIV/AIDS Conference. Miranda Compton, Director of Client Services, represented AIDS Vancouver at the first Canadian conference on Homelessness in Toronto, where she presented her research on the impact of housing on the health of persons living with HIV/AIDS.

Listed are a few of the other conferences AV participated in:

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|---|---|
| Healing our Spirit | Association of Nutritionists in AIDS Care (ANSA), |
| Pacific AIDS Network (PAN) | Washington, DC |
| CAS/CATIE | Rainbow Health Conference |
| Canadian AIDS/HIV Research Conference | US Harm Reduction Conference |
| International AIDS Society Conference, Brazil | Gay Men's HIV Prevention Summit in Ontario |
| Annual National Conference on Volunteerism | National Forum on Mental Health and HIV/AIDS, Calgary |

Volunteer Resources

AIDS Vancouver values volunteerism. We provide meaningful volunteer opportunities in order to help achieve the mission of the agency. Paid and unpaid staff work together in an environment of respect, inclusiveness, diversity and commitment.

Over 200 volunteers continue to participate in over 40 different volunteer positions. The enthusiasm, skills, resources, motivation and commitment of our volunteers fuels the agency's ability to enhance and expand our response to HIV/AIDS and related issues.

This was an exciting year for Volunteer Resources. In collaboration with several community partners, Volunteer Resources conducted a provincial assessment of volunteerism in the HIV/AIDS sector. The assessment, "Volunteers In Action - Engaging Volunteers in the HIV/AIDS Sector," was designed to increase our collective knowledge of how best to manage and promote volunteerism within the HIV/AIDS community.

The goal of the Volunteers In Action project was to increase the capacity and knowledge of managers of volunteers in the HIV/AIDS Sector of BC. Through a provincial survey and regional focus groups with volunteers and managers of volunteers we were able to develop an important understanding about issues related to the management and support of volunteers in HIV/AIDS organizations. We anticipated that this increased understanding and knowledge will enhance the capacity of organizations to provide more effective management of volunteers in the areas of program planning and implementation, service delivery, evaluation, best practices and the development of meaningful volunteer opportunities.

Volunteers in Action also brought to mind the incredible dedication and immense contribution of volunteers in this sector. Clearly, volunteers are a vital and vibrant resource for HIV/AIDS community. This report was presented at the 2005 Canadian AIDS Society (CAS) Skills Building Conference which allowed local and national organizations to learn from our research. On a global level, it has supported volunteer based initiatives and programs in England, Australia, Germany, Singapore and United States of America.

We invite you to review and utilize the findings from the Volunteers In Action Assessment. It is our hope that the findings and recommendations will help individuals and organizations to further acknowledge, promote and integrate volunteerism within our communities. The report is available in both English and French and can be found on AIDS Vancouver's website at www.aidsvancouver.org or contact Volunteer Resources for a copy.

Volunteer

Other key successes this year included:

- Sustaining an interactive Forum on Volunteer Program Management to discuss current and emerging issues.
- Collaboratively enhancing and delivering a comprehensive orientation and HIV/AIDS education curriculum for new volunteers, staff and board of directors.
- Creating and hosting successful volunteer recognition efforts.
- Facilitating workshops on Volunteer Management and Community Development within the HIV/AIDS and voluntary sectors.
- Promoting and providing leadership and mentorship in the area of volunteerism and volunteer program management within local and national initiatives.
- Hosting the first VISIT Learning Day for Volunteers.
- Establishing new partnerships for recruitment, recognition and program planning.
- Developing and distributing an orientation manual for staff titled, Overview of Volunteer Program Management at AIDS Vancouver.

Why I do what I do

By Parm Poonia, Manager of Volunteer Resources

On a personal note, I was asked to share why I continue to work at AIDS Vancouver. For me that's an easy response. I am passionate about working in community and even more passionate about working with other people who want to give, learn, grow and participate in community. HIV bumps up against so many complexities, issues and inequities. The many levels and layers of injustice continue to exist for people living with and impacted by HIV. This desire to see human and social change is what motivates me to contribute and participate at AIDS Vancouver. In my position, I am honoured and humbled to meet and welcome other amazing people to also join me and AIDS Vancouver in this local and global cause. It's great to be a part of that invitation. As a Sikh, the concept of seva, to serve, is of huge value and necessity. In essence, seva is volunteerism. At this time in my life, my individual and collective self requires me to be of seva to HIV/AIDS and South Asian communities. I also feel blessed to work - alongside equally compassionate, caring, and committed colleagues. I have and continue to witness so many inspiring moments at AIDS Vancouver. That's a good reason to stay and be a part of this goodness.

A Volunteer's Story

Name: *Wendy*

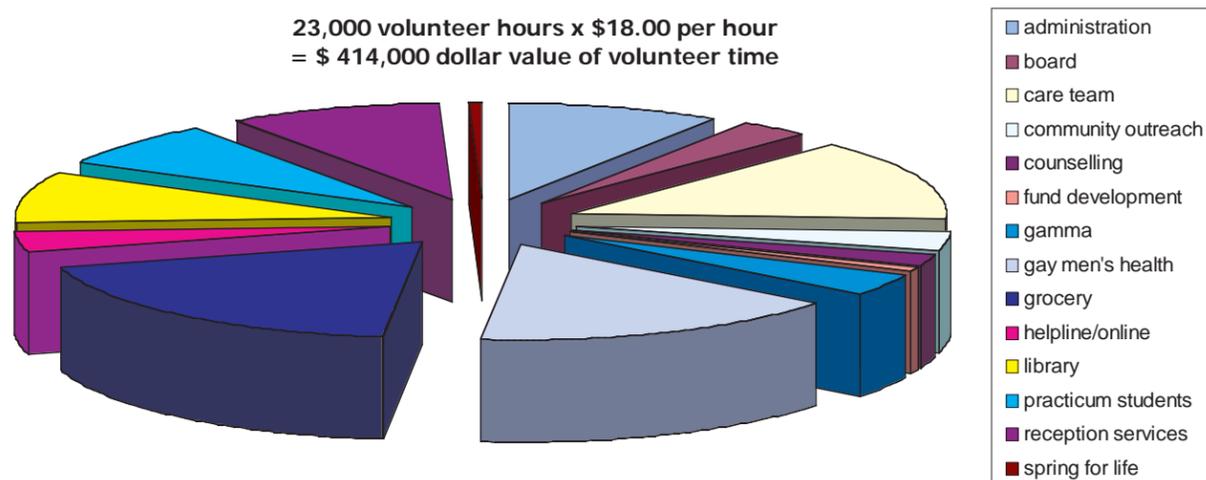
Program Area: *Administration Volunteer*

I am one of the office volunteers; I work for the case managers. Through my job, I have been given a detailed picture of what persons with AIDS face in their lives: poverty, scarcity of affordable housing, violence, stigma, etc. I have also gained a greater understanding of what AV can do to make the suffering and hardship a little less difficult to bear. I work for some amazing people, who go to bat for these vulnerable citizens, and, above all, are there if their clients need someone to talk to.

AV is a wonderful place to work, and I always feel that my work is appreciated and helpful to the whole organization. I look forward to more years helping AV do their much-needed work in the community.

Total Hours for April 2005-March 2006

23,000 volunteer hours x \$18.00 per hour
= \$ 414,000 dollar value of volunteer time



Photos (left to right): Volunteer Tami Starlight at the 2005 Christmas Grocery; volunteers are essential to our grocery program as seen here stocking shelves (photo: Pieter de Vos/Panos); volunteers like Wilfred King (seen here) keep in touch with us while travelling abroad.