



YouthCO acknowledges that our work is done on unceded Coast Salish Territory and thanks the Squamish, Musqueam and Tsleil-Waututh Nations on whose shared territory we are based.

YouthCO HIV & Hep C Society of BC, located in Vancouver, works towards creating a world where youth empower youth to make informed decisions about their own well-being and work together to put an end to the stigma surrounding HIV & Hep C. Our programs reduce the vulnerability to, and minimize the impact of HIV and Hep C on the youth of British Columbia through peer support and education, harm reduction, shared leadership and meaningful community engagement. As an organization YouthCO works to be youth-driven, inclusive, sex-positive, anti-oppressive and innovative in our programming.

Hello YouthCO Membership!

Back in April 2010 (besides Lady Gaga's big hit "Bad Romance" coming out), YouthCO was beginning the process of transitioning a new person into the role of Executive Director. As some of you may know, in May/June of 2010 we said good-bye to Stephanie Grant, and welcomed Kelly L'hirondelle as our new ED.

In May 2010, one major highlight was in our Communications department, where YouthCO began the process of revising our website (which we now know and love!).

Additionally, and perhaps most significantly! YouthCO has been fortunate enough to settle into our new space on 568 Seymour Street. This beautiful and warm space would not have been possible without the many helping hands of volunteers, staff, and members!

Some major HR achievements for the past year include drafting and approving a new equity based pay scale document for all employees. Additionally, thanks to the work of many, we were able to draft and formalize a new staff policy. Finally, throughout this past fiscal year there has also been much development in terms of YouthCO's Hiring Policies and Practices – certainly a work in progress!

As I'm sure will be discussed in other portions of the evening, our fund development has been working overtime this past year to increase our social media presence and develop a fund development plan for YouthCO. A key highlight for fund development in 2010 was the hiring of a fund development coordinator (Michael Reid) who helped YouthCO establish stronger relationships with its new and longtime supporters. With Michael's help, YouthCO now has an integrated contact database, has a strong social media presence, and has made more personal connections with current and potential 'friends with benefits'. YouthCO also rebranded AIDS Benedict in 2010.

One of our Board Members, Luke Swenson, has developed an education (and interesting!) blog for YouthCO further spreading our social media presence whilst providing helpful and informative facts!

In the Spring of 2011, the BOD and Staff held our strategic planning weekend which had some great outcomes including a strategic planning committee and a living/working strategic planning document.

Finally, YouthCO has been working hard to address our deficit, and has been brainstorming ways of reducing it in the future.

These were just some of the major accomplishments from the past year...of note, the board had also managed throughout big changes from a personnel standpoint. We saw the departures of the following board members:

Stephanie Grant (ED), Adam Lynes-Ford, Brandon Marshall, Michael Reid, Willow Dunlop, Tyler Cuddahy, Marni Jarvis

That being said, we've certainly been lucky to have the benefit of welcoming the following new board members:

Bambi Tait, Connor Polishak, Nicole MacLellan, Luke Swenson, Ben Stevenson
Natalie Chan, Jamie Forrest

Despite all the transitions from the past fiscal year, the current board members are excited about the future of YouthCO. We feel ready to address the challenges and well as the opportunities in the coming year, and are looking forward to working with the YouthCO community in the upcoming year!

- ***Board of Directors***

Our Amazing Board of Directors:

Chris Madsen

Finance Champion

Nicole Maclellan

Fund Development Champion

Julia Pierce

Human Resources Champion

Ben Stevenson

Strategic Planning Champion

Luke Swenson

Governance & Policies Champion

Tyler Cuddahy

Networking/Info Exchange Champion

Bambie Tait

Mentorship Champion

Conor Poisheck

Member at Large

Natalie Chan

Communications Champion

Jamie Forrest

Research Champion

Co-Executive Director's Report

When thinking back on 2010-2011 the word “new” keeps repeatedly prefacing everything that happened (and there were a lot of things that happened). New location, new staff members, new staff positions, new programs, new campaigns, new print resources, new websites, new events, and more. Our ability to successfully adapt and expand in a time of great transition is a testament to our youth-driven philosophy.

While change needed to take place, voluntarily or otherwise, it wasn't without some drawbacks related to maintaining consistent systems and retaining organizational memory. With new things come new expenses and, unfortunately, we have found ourselves in deficit this year. That aside, we are ultimately happy with the change that has happened at YouthCO as the long-term sustainability of our organization is stronger than ever. Today we have a focused vision, solid staff team, long-term lease, and more meaningful community development.

And, while it's easy to get caught up in organizational intricacies, jargon, and new ideas, what's most important is that we continue to be group of dedicated young people able to weather transition in order to deliver core programming we're passionate about. We continue to teach teens about HIV and Hep C, and continue to run support groups for youth living with HIV, Hep C, and associated stigma. These are services in BC that only YouthCO provides.

Sincerely,

YouthCO's “new” Co-Executive Directors,

Jesse Brown and Tasha Nijjar

YOUTHCO INTERNALLY

Office Move

In August 2010 we signed a seven year lease on #205 568 Seymour Street. While it was an expensive and timely process that we did not initiate, we're extremely pleased with our new location which is more accessible to our membership. We love the mature urban loft look and feel, and especially like the fact we're paying less in rent. Unfortunately moving and renovation expenses left us with a deficit that will likely bleed into the next year. That being said, we're taking measures, through increased fundraising, grant writing, and spending controls to bring us back into a surplus for 2013.

Thanks to all the staff and volunteers who donated their love and time it took to make our beautiful new space take shape. Thank you to Benjamin Moore - Coast Paint and Design on Main and 28th avenue, for donating their products and expertise.

Staffing Changes

2010 saw the development reorganization of positions at YouthCO.

Development and Communications Coordinator

In August 2010 Michael Reid was hired as YouthCO's very first Development and Communications Coordinator. The purpose of this new position was to consolidate funds spent on outside fund development and grant writing contractors into one full time position at YouthCO. Further goals of the position were to increase our individual donor program, create an accessible contact management system, steward YouthCO's alumni relations, and present/expand external communications via social media. Thank you to Michael who has taken on and succeeded in this enormous task.

AYP Becomes a Program

Following recommendation from exiting staff and steering committee the Aboriginal Youth Project became the Aboriginal Youth Program. While this may seem semantics, the AYP staff has more autonomy over their curriculum and budget so that we can truly be peer driven and bring more cultural safety to Aboriginal youth at YouthCO.

Staff Turn-over

During the past two years we've seen a large amount of staff changes at YouthCO. We would like to use this opportunity to thank all of the staff who have come and gone at YouthCO. We would also like to use this time to thank all the staff who have remained dedicated to their jobs at YouthCO and who took on leadership roles within the agency. Special recognition must go to Ainsley Szewchuck who is our longest serving full time employee and who was handed, and graciously accepted, the huge responsibility of training multiple new staff in our HIV curriculum.

Our Fabulous Staff Team:

Jesse Brown – Co-Executive Director

Tasha Nijjar – Co-Executive Director/Peer Education Manager

Ainsley Szewchuk – Sexual Health & Education Coordinator

Michael Reid – Community Engagement Manager

Stewart Cunningham – Support Program Manager

Kevin Layne – Administrator

Briony Metcalfe – Drop-in Coordinator

Ivo Haggerty – Aboriginal Youth Program Educator

Jessica St. Jean – Aboriginal Youth Program Mentor

Adrienne Greyeyes – Arts & Health Promotion Peer Educator

Marni Jarvis – Outreach & Peer Educator

Metta – Theatre Troupe Coordinator

Dirceu Campos – Bookkeeper

Camille Lefort – Peer Navigator and “The Social” Facilitator

New Branding & Website

In July 2010 we launched our updated website and branding. We replaced the rocket logo and primary colours pallet with more modern name based logo. Our new logo is more recognizable, versatile, and mature allowing greater flexibility in printing. Our new colours are now vibrant purple, dark teal, and chartreuse with a white or light grey background. This motif is now in place in our website, print resources, and documents.

Positive Youth Engagement

Creating inclusive, confidential space where youth living with HIV and/or Hep C can have their lives normalized is one of the goals of our support program and we made greater effort to meet that goal organizationally.

- More HIV positive staff were hired
- Openly positive staff attended new volunteer trainings to highlight confidentiality and normalize HIV status
- Social issues surrounding HIV such as stigma, disclosure, criminalization were better highlighted at new volunteer trainings
- Positive Youth Engagement Committee was struck

YOUTHCO IN THE COMMUNITY

Acquired Taste

In July we held our final *Acquired Taste*, YouthCO's annual showcase fundraiser at W2 in gastown. The theme was YouthCO's 16th birthday party and it was an eclectic night of performance, music, dancing, silent auction well attended by over 100 guests.

Brunch with Benefits

November 28th 2010 was the launch of YouthCO's newly branded restaurant fundraising event, *Brunch with Benefits* (formerly *AIDS Benedict*). The name change and new "food egg" logo allow for more widespread appeal and the potential for future licensing. A new detailed event promotional package and website were created in order to better market the event to partner restaurants and helped us to secure Market Restaurant at the Shangri la Hotel for our successful Flagship ticketed brunch. Thank you to Felipe Mollica Design for creating the new look for Brunch with Benefits and thanks to all of the participating restaurants including Market, Twisted Fork, Subeez, and Deacon's Corner.

Groundswell

December 1 2010 was our 3rd annual World AIDS Day event, Groundswell. We had an amazing showcase performance by the Theatre Troupe exploring HIV stigma and testing. The event also featured AYP and youth artwork up on display at W2.

HIV Criminalization Community Consultation

In November 2010 YouthCO and the Canadian HIV/AIDS Legal Network partnered to host a community discussion on the current reality of the criminal non-disclosure of HIV status in Canada. This was the first of its kind in Vancouver with expert Lawyers, Public Health employees, and people living with HIV speaking to a packed crowd. The discussion was followed with a practical workshop on how get our message out and publicly oppose the criminalization of HIV when speaking to the media. While this issue will mainly play out in the courts, it was uplifting to have so many strong advocates for the rights of HIV positive people gather in solidarity. Special thank you to Cecile Kazatchkine of the HIV/AIDS Legal Network.

YouthCO Post

Our new online publication, the YouthCO Post, launched in the fall of 2010. The Post features blog-style articles on a variety of topics, from new programs and events to alumni interviews and advocacy pieces. The most popular section proved to be the “Going Viral” blog by board member Luke Swenson, which takes the science of HIV and explains it in a simple and accessible manner.

#GayBoySolution Campaign

In February 2011 the GayBoySolution engagement campaign was launched in order to raise YouthCO’s profile in the gay community while attracting new volunteers and donors. It featured simple modern posters and was fully integrated with Twitter – a first for YouthCO. The successful campaign wrapped up with an appreciation event attended by more than 70 people at Telus’ new CAYA store on Davie Street.

PEER EDUCATION UPDATE

The range of workshop activities, topics, and tools and we use in our education work is as varied and diverse as the many youth we work with.

Sexual Health

This year we saw an almost 10% increase in our high school and university classroom bookings totaling to 161 workshops delivered reaching approximately 4305 youth. The majority of these were HIV 101 workshops, however Sexual Self Esteem, and Risky Biz were also popular bookings.

Grade 7 "I learned about healthy relationships, boundaries, self esteem, and how to control your giggling"

19 year old participant about what they learned from a workshop "be more serious about condom use, not only for STIs but comfort of partners"

Harm Reduction

In addition to our presence in mainstream schools we provided 28 workshops to over 365 youth in *harm reduction* settings (alternative schools, community groups, drop-in programs, life skills programs).

We designed and developed a fun, interactive, and up to date Hep C workshop which was piloted and tested with community partners and youth groups. The workshop was very well received and has supported the growth of our Hep C education.

Theatre Troupe

The Theatre Troupe delivered 16 workshops to youth and community group, with over 1200 hours of volunteer time going into preparing and facilitating and planning those workshops. Troupe also played an integral role in bridging communities and programs at YouthCO. Through a partnership with Social and support program the Troupe helped incorporate more Positive voice into scene work. The long standing partnership between the AYP and Theatre continued this year as they collaborated to offer joint workshops for Aboriginal youth in Powell River.

Aboriginal Youth Program

The work of the AYP would not be possible without our amazing community partners and support. Our steering committee members Healing Our Spirit and Chee Mamuk have been a foundation to the AYP since it began and they continued to offer their generous guidance and support this year. For example the AYP was invited to co-facilitate part of Chee Mamuk's Community Mobilization Training for youth workers from across the province.

In addition to our steering committee AYP worked with many community partners to offer workshops and consult on programming for and by Aboriginal youth. Through these partnerships over 300 youth received AYP workshops on HIV, Hep C, and decolonization. Two highlights from the year include a 3 day photo voice workshop facilitated in partnership with PANOS. The workshop resulted in stunning photographs and artwork produced by Aboriginal youth whose lives have been impacted by HIV. In March the AYP and Theatre Troupe traveled to Powell River to facilitate a 2 day workshop with local Aboriginal youth at the Kermode Friendship Centre. This workshop was followed by several days of outreach at the annual Gather Our Voices conference for Aboriginal youth across the province.

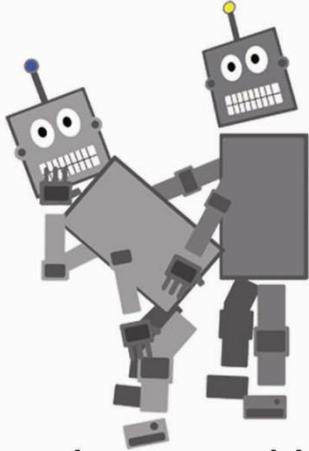
Gearing Up to Get Down Robots Resource

Accompanying our stylish new logo is a stylish new *Gearing Up to Get Down* HIV resource. (By stylish we mean full of robot puns and funny Robot graphics). The development of the resource was truly an example of shared youth leadership. Staff, volunteers and Board all played a role in consultation and development of the resource. Special thanks goes to Heather Stoutenburg our fabulous copy editor, and Evelyn Alec our graphic designer, as well as the over 60 youth who gave us feedback through focus groups, interviews, and online surveys.

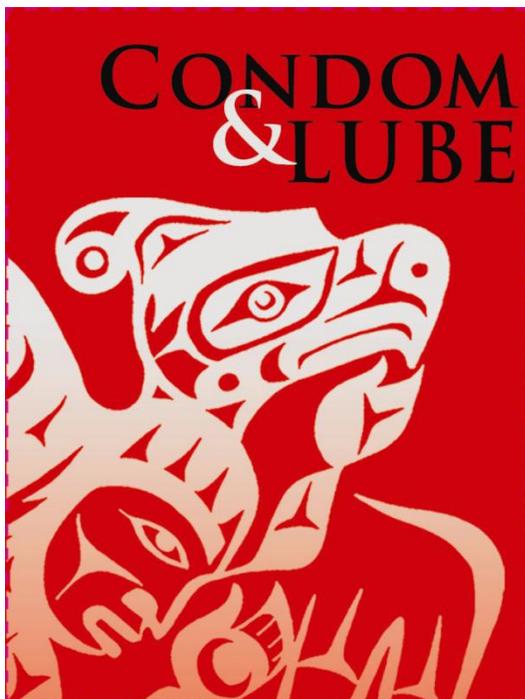
Condom Packs

Adding to our list of resources are our fun and sexy new condom packs. These pretty boxes contain condoms, lube, instructions for proper condom use, and in some cases pick-up lines.

action pack



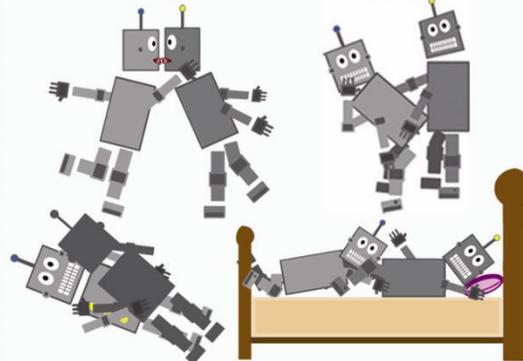
condoms and lube



I think you are: cute funny
nice sexy smart other_____

And that we should go: dance
for a walk for food/drinks
to my/your place other_____

And if that goes well it might be
fun to ... (circle all that apply)



call/text/email/fb me at:

Volunteers

None of this would be possible without our amazing volunteers. This year saw the creation of our Peer Facilitation Team – new more cohesive volunteer team that meets regularly to practice co-facilitating our high school workshops. The Peer Facilitation Team also helped with resource development, outreach, and workshop curriculum design.

We expanded and renamed our Speakers Bureau nights to Community Nights. These evenings are open to all volunteers and members of the broader YouthCO community. We used this time together to bring in guest speakers and explore issue relating to HIV and Hep C such as HIV activism, transphobia, treatment options, social determinants of health, and harm reduction and Insite.

PEER SUPPORT

Anonymous note left on our door "...Friendly staff will go out of their way to make sure you are accounted for. The most important attribute I see is their NON-Judgemental attitude towards everything. They made me feel like family and they really do care..."

This year the support program offered 1896 meals to youth accessing our drop-in, providing 154 hours of one-on-one support sessions, and 59 support gatherings (women's nights, the Social, beauty nights, movie nights, workshops, trainings).

Thanks not only to our staff for making the support program what it is but also the many youth living with HIV and Hep C who have chosen to make YouthCO a part of their lives and community.

Get Connected

A major highlight of our year was the development of the Get Connected peer support group for youth age 19 and younger living with or affected by HIV. This is an exciting partnership between YouthCO and Oak Tree Clinic, after both agencies identified the real lack of opportunities youth to talk and connect with peers especially as they begin to navigate the world of dating and adulthood. This group is just getting started and we are excited to see what it will become over the years to come.

WISER

We held a hugely successful women's retreat in December. The retreat also marked the end of our three year funding cycle. Sadly our project funding has since lapsed but we are working hard to bring it and the women's support project back.

STOP Outreach

We are very excited about our partnership with the STOP HIV/AIDS initiative. Through STOP, Geoff Ford an outreach nurse has been making regular visit during drop-in offer testing and other nursing support to our members.

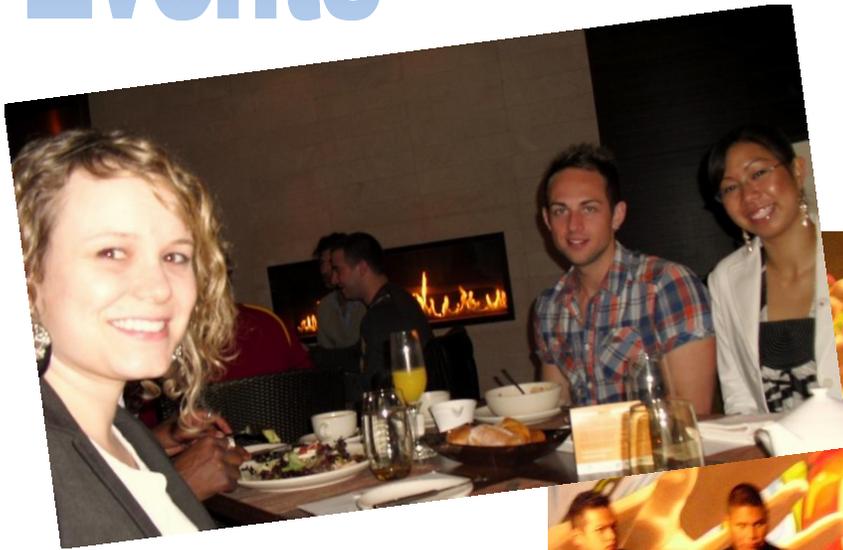
The Social

The Social has grown so much in the last year! Since Camille left the agency he has been facilitating the Social on a volunteer basis and recruiting new members from the ID Clinic at St. Pauls. This has caused the group to grow tremendously! We are really excited about this change as it has brought in lots of newly diagnosed young gay men to the Social and to YouthCO in general!

Financial Statements 2010-2011

YouthCO HIV & HepC Community Outreach			
STATEMENT OF OPERATIONS			
		2011	2010
Revenue		\$	\$
Grants	- Federal	\$319,541	\$316,343
	- Provincial	\$185,567	\$178,324
	- Other	\$29,266	\$34,221
BC Gaming Commission - direct access programme		\$26,400	\$26,457
Donations		\$43,634	\$24,143
Resource Revenue		\$1,577	\$4,567
Speaker		\$4,800	\$8,914
Interest & other income		\$3,729	\$2,671
Amortization of deferred contributions related to intangible assets		\$7,850	
		\$622,364	\$595,640
Expenses			
Administration		\$105,110	\$118,721
Fund Development		\$515	\$6,787
Governance		\$400	\$2,000
Human Resources		\$435,443	\$405,669
Programs		\$105,762	\$60,727
		\$647,230	\$593,904
Excess/(deficiency) of revenue over expenses for the year		-\$24,866	\$1,736
STATEMENT OF FINANCIAL POSITION As at March 31		2011	2010
Assets			
Current			
Cash	- Operating	\$29,254	\$64,926
	- Restricted	\$5,706	\$22,083
Investments		\$50,000	\$70,000
Accounts Receivable		\$10,259	\$27,479
HST Recoverable		\$8,887	\$3,164
Prepays		\$6,351	\$9,104
Capital Assets		\$26,018	\$8,328
Intangible Assets		\$7,634	\$7,554
		\$144,109	\$212,638
Liabilities			
Current			
Accounts payable & accrued liabilities		\$13,594	\$7,330
Deferred Revenue		\$5,706	\$47,783
Deferred Contribution related to intangible assets		\$7,850	\$15,700
		\$27,150	\$70,813
Net Assets			
Invested in capital assets		\$26,018	\$8,328
Unrestricted		\$90,941	\$133,497
		\$116,959	\$141,825
		\$144,109	\$212,638

Events



GROUNDSWELL

A World AIDS Day Event Created By Youth

Wednesday December 1st

W2 Storyeum

151 West Cordova
Vancouver B.C

Join us for a night of local youth made art, including an interactive performance by YouthCO's forum Theatre Troupe in honour of World AIDS Day.

Doors Open at 6:30pm

Show Starts at 7pm

Admission by donation - no one turned away

Presented By   W2 Community Media Arts

YouthCO is Canada's first youth driven organization leading the HIV and HepC movement through peer education, support and shared leadership.

For more info contact 604 688 1441

www.youthco.org

WTF?

1 IN 35 VANCOUVER GAYS UNDER 30 ARE HIV+ AND DON'T KNOW IT.

HIV IS STILL A GAY BOY PROBLEM

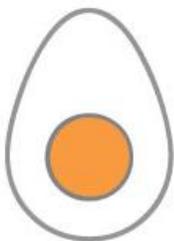
JOIN THE MOVEMENT FOR A

#GAYBOYSOLUTION

GIVE
VOLUNTEER
LEARN

  
youthco.org


HIV AND HEP-C
COMMUNITY OUTREACH



BRUNCH WITH BENEFITS

A FUNDRAISER BENEFITING YOUTHCO HIV AND HEP-C COMMUNITY OUTREACH

We want to extend an enormous thank-you hug to our funders and supporters!

- Public Health Agency of Canada
- Vancouver Coastal Health Authority
- Provincial Health Services
- Status of Women Canada
- Coast Capital Savings
- Felipe Mollica Design
- Shooting Stars Foundation
- Human Resources Development Centre
- Healing Our Spirit
- Chee-Mamuk
- Urban Impact
- Nu Restaurant
- Canadian HIV/AIDS Legal Network
- Twisted Fork
- Shangri – La Hotel
- Subeez
- Deacon's Corner
- TFD Productions
- Coast Decorating Centre
- Flygirl Productions
- Market Restaurant

Thank you for your generous support!

Also, a special Thank-You to all of the personal donors, volunteers, and community partners who help to make all of our events and efforts a success!

We couldn't do it without you!

