

welcome to **RIBBON COMMUNITY**

We were proudly founded as AIDS Vancouver in 1983, and took the opportunity during our 40th anniversary year to ask our communities about our future. After a year of listening, we announced our updated purpose and values, as well as a new name in March 2024. These changes will ensure we can support and empower people living with HIV and other communities impacted by HIV stigma for years to come.

We took what we heard from our communities to create our new name, purpose, values, and brand. We chose the concept of ribbon for our new name and look to pull together the past, present, and future of the HIV/AIDS response, connecting the many communities that make Ribbon Community possible. Our logo is the red ribbon in the form of an 'r', rather than the 'v' shape of the original ribbons developed by a group of artists called Visual AIDS. This logo is part of our commitment to include the important lessons of AIDS, as much as we can know them, and support people who have a past or present AIDS diagnosis, those for whom the AIDS days loom large, and the generation that built AIDS Vancouver well into the future.

Our PURPOSE

We support and empower our communities in overcoming the impacts of HIV and HIV stigma.

For more details about our new purpose and values, visit www.RibbonCommunity.org.

Our VALUES

We nurture meaningful involvement of people living with HIV.

We welcome our communities.

We are accountable.

We honour every journey.

message from the **BOARD OF DIRECTORS**

In this 40th anniversary year, we have felt a renewed sense of connection within the organization, alongside momentum as we built towards sharing our new purpose, values, name and look. It is remarkable to see communities coming together still today, four decades after the death, fear, and grief that pushed our communities into action when we were founded in 1983.

We started the year with a question: How can we support people living with HIV in 2023 and beyond? As we listened to our communities, we heard about the parts of AIDS Vancouver people wanted to stay the same and the parts of AIDS Vancouver that needed to change. Through the consultation process with our communities, almost everyone wanted to see a new name, even though the reasons why varied greatly. It was also clear that we needed to stay HIV-specific and be here for the generation that built AIDS Vancouver.

As we see changes and closures at other AIDS service organizations across the country, we are remarkably proud of the community that has built this organization and the leadership within and beyond this organization that allows us to remain HIV-specific now and into the future as Ribbon Community. We remain in a solid financial position and have reinvested some of our surplus into Ribbon Community's future as we plan to support and empower our communities for as long as we are needed. **(continued on the next page)**

BOARD
volunteers

Chair: Michael Leclair

Vice Chair: Danielle Fiddick

Treasurer: Rob Godding

Mike Hamata

Mostafa Bondok

Noor Bajaj (leave)

These hardworking volunteers are responsible for the governance of the the Society.

message from the **BOARD** (continued)

We also focused on two additional priorities: sharing information with our communities more consistently, putting more significant and meaningful involvement of people living with HIV/AIDS into practice, and making considerations of justice, equity, diversity, and inclusion a foundational part of our work. If you are not yet connected with us on social media or our newsletter, we encourage you to reach out. In addition to our online presence, our monthly programming calendar is available in person at Grocery and through our other programs.

With our priorities in mind, we began a pilot program at Oak Tree Clinic, where women and children living with HIV access health care, and now a Peer Navigator is available onsite two days each week. We increased our training requirements for non-Indigenous people in our spaces, and we have expanded our bannock connection program into our clinic partnerships at the Rapid Access Addictions Clinic and John Ruedy Immunodeficiency Clinic. In partnership, we brought together community members to learn about long-acting antiretrovirals, and we worked to increase access to this new treatment option in the province, partnered with community members to recognize World AIDS Day at the AIDS Memorial in English Bay, and hosted a community appreciation holiday dinner.

At 40 years, we continue to hold an immense amount of grief and loss alongside an incredible sense of community and connection, one we cannot wait to continue as Ribbon Community. Thank you for being here, thank you for building this, and welcome to Ribbon Community.



Michael Leclair



Danielle Fiddick

INDIGENOUS committee

The Indigenous Committee was first formed in early 2022 with leadership from Sandy Laframboise. Since then, the Committee has met regularly to support Indigenous programs and initiatives at Ribbon, as well as provide Indigenous perspective on a variety of organizational projects. Their leadership has supported updates to our HIV prevention work, and our outreach efforts as we build more meaningful relationships with Indigenous communities.

This year, the Committee hosted a Pipe Ceremony at each solstice and equinox and monthly Indigenous Arts & Crafts classes with Sabian. They participated in Salish Pride at the Musqueam Cultural Centre. The Committee was part of the Vision Our Future process to update our name, purpose and values, and supported the Community Celebration where we first shared our new name. This Committee also provided input as we worked to align our programs with our strategic focus areas of embedding our principles and engaging our communities.

As a primarily settler organization with many Indigenous clients and community members, Ribbon is incredibly grateful for the leadership of the Indigenous Committee, as well as the many Indigenous facilitators, companies, and suppliers that are able to bring the Committee's ideas to life. We honour the leadership, knowledge, and wisdom of this group and their tremendous dedication to their communities.

committee
MEMBERS

Anne, Albert Hobson, Candice Norris, George,
Grace Edge, Hazel, and Rob Lamoureux

PEER navigators

Working one-on-one with clients, and through a variety of group programs, Peer Navigators share their lived and living experiences so no one has to go through their journey alone. This year, a total of 12 Peer Navigators offered support to people living with HIV at John Ruedy Clinic, Positive Health Services, and Oak Tree Clinic, as well as in outreach capacities throughout Vancouver and our office. This chart shows the distribution of where we first connected with clients living with HIV in the peer program.

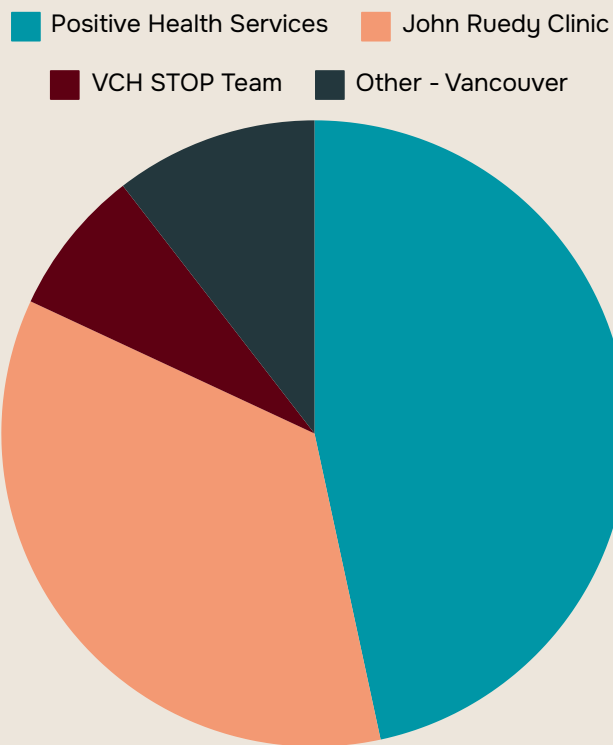
Peer Navigators hosted over 150 group meetings, including:

- substance use goal setting groups at St. Paul's and Ribbon
- a women's support group in partnership with the JRC
- a discussion topic group called Positive Talk
- Latin@-specific group

Peers also offered training to healthcare professionals, and provided culturally- and linguistically-specific HIV education for hundreds of clients.

Three peers worked at the Rapid Access Addictions Clinic this year, providing peer connection seven days a week. Peers provided support to well over 300 people through this daily service.

We were able to expand our monthly Bannock program at the Resource Centre to the Peer Navigator locations at the Rapid Access Addictions Clinic and John Ruedy Clinic at St. Paul's Hospital.



Our hiring this year focused on supporting people in more languages. Now, the Peer Navigator team speaks 16 languages including Amharic, Arabic, French, Swahili, Gujarati, Spanish, and English.

HIV PREVENTION

case managers

This year, HIV Prevention Case Management welcomed 24 new clients looking for support navigating sexual health and substance use in the context of HIV. This program includes an Indigenous Case Manager, and nearly 25% of our clients are Indigenous. Just over 33% of the HPCM clients are women, a word which to us always includes trans and cis women. Our team supports to a wide range of community members including queer, trans, and Two-Spirit people, as well as sex workers, and people at risk of, and who have experienced, overdose. In addition to supporting people with income assistance, housing, mental health, culture, and primary healthcare, we supported 47 people in learning about PrEP, and 15 clients started using this daily tool to prevent HIV.

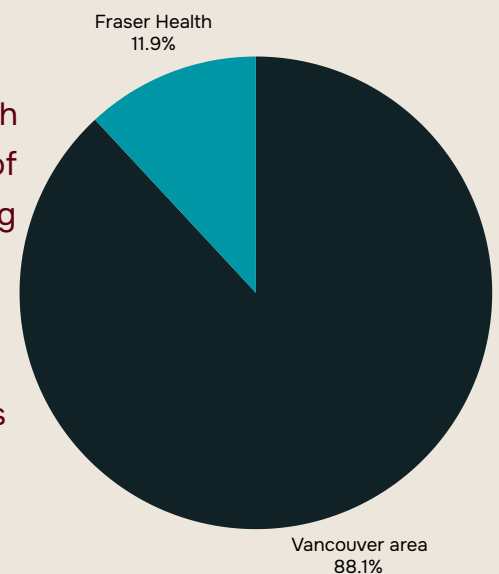
We also spent time as a team strengthening our knowledge of HIV prevention options today, as well as learning about the past and present leadership role of people living with HIV in HIV prevention.

COMMUNITY

case managers

Community case management provided on-demand support for people living with HIV in-person at Ribbon and by phone for over 180 days this year. 512 people living with HIV accessed this one-to-one service, staffed by a team of four dedicated Case Managers. Services include navigating housing and eviction needs, substance use, mental health needs, linking people to HIV care, providing referrals to other programs at Ribbon and beyond, psychosocial support, routine and connection, coordinating applications for Persons With Disabilities designations, and so much more. Through collaboration with HIV clinics and other nonprofits, Case Managers prevent crisis situations within our community.

This team also hosts a monthly meeting of HIV social work and social services providers, offering important opportunities to collaborate to support individual clients, share knowledge of resources, and learn from practice at other organizations.



GROCERY

program

Food is a huge part of culture, community, and wellness for everyone at Ribbon. Grocery support access to healthy, culturally appropriate food, as well as a range of household items, for people living with HIV and participants of The Corner program with significant support from volunteers in our community.

- 695 people picked up bags at least once
- 6,762 bags distributed
- \$117,867 spent on the grocery items, including protein, produce, and pantry items
- 8 partner organizations delivered groceries from Ribbon to shared clients

A monthly advisory committee of clients and volunteers offers input to the Grocery program, including providing input on what items to feature. This Committee also reviews the responses from the annual survey of Grocery clients. This year's survey highlighted that the majority of our clients do not live in the West End and downtown area, highlighting the draw of this program. Over 75% of participants strongly agreed that Holiday Grocery is an important part of the Grocery program, and this is a tradition we are pleased to continue into the future.

This year, we chose Okanagan Select Salmon, part of the Okanagan Nation Alliance, as our canned salmon provider as part of our work to embed our principles. We also had the opportunity to learn about the important work of the Okanagan Nation Alliance to restore salmon to the area.

COMMUNITY programs

We host a range of programs and events to offer community space to connect with the HIV movement, access stigma-free and accurate information, and learn together. All of these initiatives offer paid and volunteer roles to people living with HIV. Highlights of these programs include:

- welcomed over 100 participants at our community forum, The Long-Acting Treatment Era Begins in partnership with many organizations
- hosted an AIDS Walk at the Pacific Institution, creating an opportunity to offer people serving sentences accurate and stigma-free information about HIV, community connection, and a community event
- celebrated the 40th anniversary of AIDS Vancouver, featuring the installation of a HIV timeline mural by artist Peg Frank
- supported a community member to host the annual AIDS Walk in collaboration with HIM, QMUNITY, and the Vancouver Pride Society
- collaborated with the BC CHIWOS CARMA Collaboration study to offer in-person and online learning sessions for women living with HIV
- celebrated Love Positive Women with three events and dozens of participants in Vancouver and Surrey, including manicures, food, music, and community

FINANCIAL assistance fund & scholarship

Donors provided well over \$5,000 to distribute to Ribbon clients with urgent financial needs related to housing, moving, identification, transportation, dental need, eyewear, and cultural food and medicines. In addition, the Financial Assistance Fund supports eligible seniors with the cost of the Bus Pass program.

The Kenneth Lackner Scholarship program presented two \$2,500 awards this year, with one going to an outstanding volunteer and another going to a Ribbon client. These scholarships went to people who we know will support and empower people living with HIV and our broader communities into the future. This scholarship is named after a past bookkeeper at AIDS Vancouver, provided a generous donation when he passed away that still funds this scholarship years later.

Friends of May

For years, May McQueen volunteered at AIDS Vancouver. With her family's permission, we are proud to honour her legacy of compassion with this program. In late 2023, we launched Friends of May, today's iteration of Care Teams and the Buddy Program, funded in part by the Government of Canada's Age Well At Home Initiative. In the first three months, we matched 15 seniors living with HIV with volunteers, who received over 120 hours of support. Volunteers supported people with moving, housekeeping, friendly visiting, and accessing cultural activities and the City's Leisure Pass program. As Friends of May continues to grow, we will offer more culturally-specific connections, and connect volunteers to explore shared interests and support day-to-day activities.

The Corner

The Corner operates at Ribbon twice weekly, and once each week at the Three Bridge Community Health Clinic. We serve dinner on Wednesday and Thursday, thanks to a donation of food generously provided by the Vancouver Food Runners.

The Corner's programming at Ribbon Community included monthly bannock, naloxone training, bingo, Indigenous arts and crafts, and smudging, weekly haircuts, annual STI testing campaign and an Mpox vaccine pop-up, and a sex workers zine project in collaboration with Vancouver Coastal Health and Health Initiative for Men. This partnership with Vancouver Coastal Health provides crucial support to male and gender diverse sex workers.

In addition, we hosted a peer-led Substance Use Support Group, using a contingency management model, to provide support around stimulant use. We offered two weekly programs, including a low barrier drop-in version, and a closed group. Our enrolment process prioritized Indigenous participants and femme participants, in line with our focus on embedding our principles.

- 55 participants in the Substance Use Support Group
- 1,129 grocery bags provided to over 400 unique individuals
- 30% of participants at The Corner attend on a monthly basis

All of The Corner programming is supported by the Community Cares Committee, a monthly meeting of The Corner participants who offer programming input and guidance.

MANY THANKS

to our volunteers, donors, and partners.

Many amazing individuals donate time and money to ensure our programs and services are open, welcoming, and accessible. Our volunteer and donor base include people living with HIV, clients, and a wide range of community members, including those who stay connected to honour a loved one who passed. This generosity is essential to Ribbon Community's capacity to support and empower our communities.

Volunteers offer over 1,500 hours of stocking shelves, receiving deliveries, and connecting with clients through food in our Grocery program. Volunteers also provide nearly half of Ribbon's reception services (500+ hours), and offer a friendly welcome to the organization for our guests and clients. The Resource Centre, which serves coffee and snacks, and offers computers, internet, and a place to relax and recharge, is also possible thanks to volunteers and a longstanding food donation made possible by Second Harvest. Dedicated volunteers also completed 178 tax returns through our Community Volunteer Income Tax program, representing well over 200 hours for volunteer contributions.

All of Ribbon's Board members also volunteer their time to ensure the smooth governance of the organization.

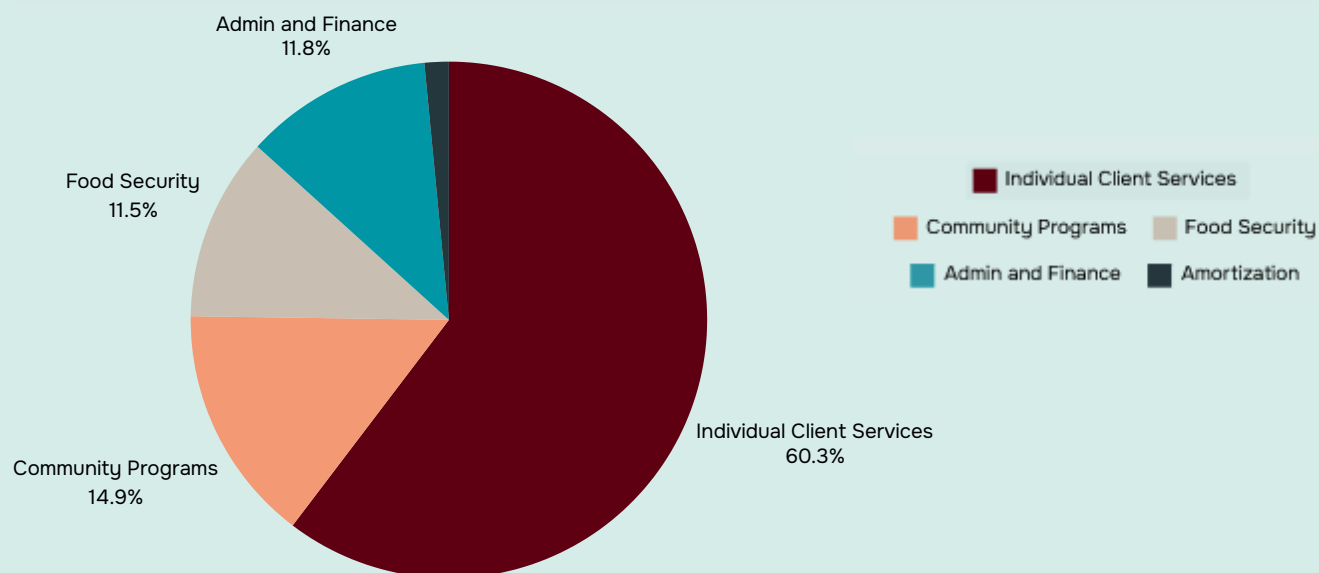
Ribbon receives donations of food, clothing, and financial donations ranging from \$5 to well over \$5,000, with some people providing a consistent donation for well over 20 years. These donations make the Financial Assistance Fund possible, as well as day-to-day items clients need from toothpaste to socks and underwear, to coffee served daily.

In Loving Memory

Craig Sabasch, a dedicated volunteer and community member, provided a generous estate gift which further inspired donations from his friends and family.

statement of OPERATIONS

	2024	2023
REVENUES		
Grants	\$ 2,770,749	\$ 2,227,037
Donations & Fundraising	\$ 315,511	\$ 32,625
BC Gaming	\$ 19,473	\$ 113,436
Expense recoveries	\$ 10,774	\$ 1,740
Interest income	\$ 47,053	\$ 25,645
Investment income	\$ 16,856	\$ 5,157
Amortization of deferred contributions relating to capital asset	\$ 21,626	\$ 21,626
	\$ 3,202,042	\$ 2,427,266
EXPENSES		
Individual Client Services	\$ 1,934,787	\$ 1,749,943
Community Programs & Services	\$ 477,109	\$ 143,387
Food Security Services	\$ 368,334	\$ 215,350
Admin & Finance	\$ 377,421	\$ 362,647
Amortization of capital tangible assets	\$ 48,679	\$ 44,012
	\$ 3,206,330	\$ 2,515,339
Excess (Deficiency) of revenue over expenses	-\$ 4,288	-\$ 88,072
Unrealized gain(loss) on carrying value of investments	\$ 25,657	\$ 387
Excess (Deficiency) of revenue over expenses	\$ 21,369	-\$ 87,685



statement of FINANCIAL POSITION

	2024	2023
ASSETS		
Current Assets		
Cash	\$ 1,546,639	\$ 1,012,208
Investments	\$ 546,689	\$ 502,953
Accounts receivable	\$ 146,449	\$ 23,956
GST recoverable	\$ 11,391	\$ 6,500
Prepaid expenses	\$ 9,714	\$ 4,913
	\$ 2,260,882	\$ 1,550,530
Assets under capital lease	\$ 3,101	\$ 7,753
Tangible capital assets	\$ 37,053	\$ 61,480
Leasehold improvements	\$ 29,402	\$ 49,003
	\$ 2,330,438	\$ 1,668,766
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 275,888	\$ 126,995
Deferred contributions	\$ 1,257,733	\$ 747,452
Deferred contributions relating to capital assets	\$ 33,443	\$ 55,069
Deferred revenue		
Current portion of capital lease obligations	\$ 1,555	\$ 4,652
	\$ 1,568,619	\$ 934,168
Obligation under capital lease		\$ 1,550
Sick leave and severance benefits payable	\$ 50,900	\$ 43,500
	\$ 1,619,519	\$ 977,668
NET ASSETS		
Invested in capital assets	\$ 33,012	\$ 55,414
Unrestricted	\$ 456,538	\$ 434,136
Internally restricted	\$ 221,369	\$ 200,000
	\$ 710,919	\$ 689,550
	\$ 2,330,438	\$ 1,668,766

