



## Vancouver Pride Society **2018 Annual Report**

Mikul Culver photo



Annual Report printing kindly donated by Minuteman Press,  
1348 Burrard Street, 604-685-0016, [dtvancouver@minutemanpress.com](mailto:dtvancouver@minutemanpress.com)



# be YOU

bring all of you

## Be YOU. Bring ALL of you.

Sexual orientation. Gender identity. Religion. Ethnicity. Race. Age. Heritage. Ability. Class background. Immigration status. We all come with complex histories and backgrounds, yet in so many spaces we feel pressured to compartmentalize our identities. When do we get the chance to bring all of ourselves to the table?

This year, as Vancouver Pride Society celebrated our 40th Anniversary, our board and staff reflected on the monumental societal changes that have occurred over our lifetimes. From Bill C-150 to We Demand, from Little Sisters vs Canada to the Pinetree GSA, we are the recipients of a legacy which strove to carve out a space for us, not to assimilate, but to be ourselves. As we celebrated this milestone, we honoured the elders whose activism afforded us the ability to have these conversations today; and we looked forward to the youth who are making groundbreaking strides in creating a culture in which we can openly embrace every part of our identities.

## WELCOME

Hello Vancouver Pride Society Members!

We are so very proud that our 40th Pride Parade marked the first time that all three of our First Nations hosts had parade entries. We are so very grateful to host this parade each year on the unceded and ancestral territories of the Musqueam, Squamish and Tsleil-Waututh First Nations.

This past pride season we asked you to **"Be You. Bring All Of You,"** and that you did! Embracing intersectionality and honouring the depth and many dimensions of our diverse community, we used video to highlight some of the amazing people in our world.

Additionally, we proudly stood with other queer serving organizations like Out on Screen, Dyke March & Festival, Rainbow Refugee and the Queer Arts Festival to celebrate the City of Vancouver's "Year of the Queer" and we hope to see this kind of collective celebration continue.

Thank you to the enthusiastic individuals who showed up to run, jump and play at our new and improved Sports Day at Second Beach and to those who boogied the night away at the Public Disco as part of our spectacular Pride Premiere. It was amazing to see how you showed up, Vancouver!

This year there seemed to be more energy required to navigate changing and challenging relationships, yet our staff team managed to do more with less, maintaining our integrity along the way. We could not be more proud of our Executive Director, Andrea Arnot, and the staff team who made it all work.

Looking forward to season 41!

Charmaine de Silva & Michelle Fortin  
Co-Chairs, Vancouver Pride Society

## 2018 Board and Staff



### BOARD

**Charmaine de Silva** – Co-Chair  
**Michelle Fortin** – Co-Chair  
**Darius Maze** – Treasurer  
**John Whistler** – Secretary  
**Alan Jernigan** – Director

**Azza Rojbi** – Director  
**Catherine Jenkins** – Director  
**Danny Ramadan** – Director  
**Nicola Spurling** – Director

### STAFF



**Andrea Arnot** – Executive Director  
**Alicea Praeker** – Managing Director  
**Josephine Gray** – Exhibitor Services Coordinator  
**Glenn Stensrud** – Partnership Coordinator

**Kaschelle Thiessen** – Community Partnerships Coordinator and Communications Manager  
**Madison Holding** – Event Coordinator  
**Nadine Hajjaj** – Event Coordinator  
**Adrian Bustamante** – Volunteer Coordinator  
**Adi Sneg** – Communications Intern  
**Bijan Adatia** – Talent Coordinator  
**Michaela Volpe** – Office Volunteer  
**Event Support Team**



# VOLUNTEERS

“ This was one of the best volunteer experiences I’ve had. Everyone was so kind and loving, it was great to see people who regarded everyone as family.  
—Anonymous Volunteer

Words cannot express the gratitude we have for our volunteers. The amount of selfless giving is amazing. Folks volunteered their time in rain and sun and brought joy to each event.



**310 VOLUNTEERS**



**2,952 HOURS**

A special thank you to the Captains who shared their expertise and long hours during the festivals and parade. Without their leadership, Pride 2018 would not have been the same.

To show appreciation for our volunteers, VPS provided food, swag, Pride T-shirts, an appreciation party sponsored by milestones, and a chance to win prizes for each volunteer shift. Thanks to Real Canadian Superstore for providing over 500 volunteer meals during the season.



**REAL CANADIAN  
SUPERSTORE**

**milestones**



Ziyang Zhang photo

**Volunteers are needed for the  
2019 season.** Please contact  
[volunteercoordinator@vancouverpride.ca](mailto:volunteercoordinator@vancouverpride.ca)

# ACCESSIBILITY AND INCLUSION



Liz Mars stands proudly in front of the sensory space she helped design and run. Kaschelle Thiessen photo



“ That worked out so well, thank-you for making Pride possible for me this year!

In 2018, VPS continued providing many of our long standing accessibility initiatives including shaded seating areas at festivals, ASL-English interpretation at event sites, and live description of the Pride Parade for those with vision loss. In 2017, we successfully redesigned the Accessible Parade Viewing Area with mixed seating and more capacity. In 2018, we increased the capacity of this area, enabling more people with diverse access needs and their friends and family to view the Pride Parade than ever before. We are grateful to Vancouver Airport Authority-YVR for their continued sponsorship which makes these programs possible.

This year we premiered The Magic of Drag Tactile Show, in partnership with Tuck Entertainment and VocalEye. The Magic of Drag is an interactive experience which gives participants a guided tactile exploratory adventure of costumes, make up and make up tools. In 2018 we also introduced a Sensory Tent at the Sunset Beach Festival in close proximity to the Accessible Parade Viewing Area. This tent provided a low stimulation space where festival attendees could take a low-intensity break with access to ear plugs, beverages, and tactile activities.



# SEASON HIGHLIGHTS

## Parade



From left to right: Parade Coordinator Madison Holding, Parade Director Shawn Ewing and VPS Executive Director Andrea Arnot ready to start the parade. Zhang Ziyang photo

The 40th annual Vancouver Pride Parade had approximately 145 entries this year including delegates from around the globe who attended the Equal Rights Coalition hosted by the Government of Canada and the Government of Chile. Many of these delegates live in countries where it is illegal to be queer and they cannot host Pride parades. Prime Minister Trudeau and several cabinet ministers marched to show their support for our community.

In the end of season survey sent out to parade entrants, 97% were satisfied with the organization of the parade (a 3% increase from 2017), 85% found the parade safety briefings helpful, and 100% said they would participate in the parade again in the future.

### Survey responses to the question "How did the 2018 parade compare (to previous years)?"

“Best one yet!”  
—Aurora (Gold Partner)

“Well organized and smooth sailing.”  
—Celebrities Nightclub (Rainbow Partner)

“Wonderful! Thank you Vancouver Pride Society.”  
—Together We Can (Community Partner)

Thank you to our amazing hosts, the Unstoppable Conni Smudge, communications professional, Caryl Dolinko, and past Vancouver Pride Parade Grand Marshal, Joan-E.

## Parade 2018 Grand Marshals

Thank you to the Dilawri Group of Companies for providing and decorating three Grand Marshal vehicles featuring our 2018 Be You theme logo!



Laurie McDonald.  
Robynne Peatfield photo

**Laurie McDonald** is a Two-Spirit from the Enoch Cree Nation, whose life was turned upside-down when he was placed in the Ermineskin Indian Residential School. Upon leaving, Laurie promised to do everything in his power to restore the pride in being two-spirit and to protect the rights of aboriginal children through education. Laurie co-founded the Greater Vancouver Native Cultural Society alongside Neil Wilson and Chief Louie Grate.



Left to right: William Flett, Mayor Gregor Robertson, Ron Dutton. Glenn Siensrud photo

**Ron Dutton** began documenting the gay liberation movement during the political activism of the 1970's. This groundbreaking activism was making history but no one seemed to be documenting it, so Dutton began to collect and organize everything that came to hand. Over 40 years later, the BC Gay and Lesbian Archives has collected over 750,000 documents dating back to the 1700's.

**A Mile In our Moccasins** is a film co-created by 5 indigenous youth living with HIV. The film was an idea brought to life through an indigenous talking circle, which gave them an opportunity to share the realities, strengths, challenges and experiences of living with HIV. The film combats HIV stigma and addresses HIV myths while awakening compassion and awareness in viewers.

Funded by:  **DILAWRI**  
CANADA'S LARGEST AUTOMOTIVE GROUP



# SEASON HIGHLIGHTS

## StandOUT! Awards at the Pinnacle Hotel

The StandOUT! Awards, funded by TD, celebrated outstanding individuals who have made positive and meaningful contributions to the LGBTQAI2S+ communities.

This year's awards were revamped once again with a change in venue and event style. VPS chose to put a strong focus on networking and making sure that all of the nominees and recipients were recognized. Attendees enjoyed food (partially donated by the Pinnacle hotel), a cash bar, and of course a photobooth with the amazing Gloria Hole of Tuck Entertainment.

This year's recipients were:

**Business Leader** – Alex Sangha,

**Educator** – Jeremy Dias,

**Social Activist** – Zoëe Montpetit,

**Friend of the Environment** – Marisa Pahl,

**Youth** – Serene Carter and Amar Mangat,

**Kimberly Nixon Trans, Two Spirit, Gender Non Conforming**

**Contribution to Community award** – Orene Askew



From left to right: Serene Carter, Amar Mangat, Orene Askew, Alex Sangha, Marisa Pahl. Missing: Zoëe Montpetit. Ale Fragoso photo



Event staff and volunteers engage a young attendee with the educational "duck game" quiz. Andrea Arnot photo

## East Side Pride at Grandview Park

This gathering had a warm community feel attracting attendees of all ages, particularly youth and young families. The site was buzzing with the activities of 33 community groups and popular games such as parachute, giant jenga, face painting and roller skating. New this year, a Drag Tactile Show was presented in partnership with Vocal Eye and Tuck Entertainment. Visitors learned about the components that go into the Drag transformation process including having the opportunity to feel costuming pieces.

Performer highlights included host, Tonye Aganaba, who kept the crowd dancing when the stage temporarily ran out of power, and St. Wellesley, a local Trans artist who beautifully brought education and honesty to their original musical performance.

## Pride Sports Day at Second Beach

VPS partnered with the Vancouver Frontrunners to raise funds for the LOUD Business Association Pride Youth Scholarships. The Pride Run & Walk started off the day early, with participants raising \$6745 towards the scholarships and \$10,465 towards Out in Schools.

After the morning event, Pride Sports Day filled Ceperley Park offering fun-filled opportunities for people of all ages to engage in volleyball, ultimate frisbee, soccer, roller skating, tug-o-war and dance. YOGA hosted an outdoor class which was very popular.



DJ Denise keeping the energy pumping at Second Beach. Ziyang Zhang photo

## Pride at the Pier at Ship Builder's Square

Pride at the Pier (previously Prance on the Pier) was presented with the support of the City of North Vancouver. The event, now in its second year, was a resounding success and saw an increase of at least 500 attendees. New additions included more community partners, a flag-making station, a games room, an increase in drag performances, and Drag 101 where attendees could meet and ask the performers questions. VPS media partner North Shore News promoted the event including a four page feature.

The VPS worked with an LGBTQAI2S+ youth advisory committee to help plan the day. This gave VPS insight into what the youth actually wanted for a North Vancouver Pride event. Working together they created a fun, family oriented festival which left every attendee with a smile on their face, and eager to see what Pride at the Pier 2019 will deliver.



A crowd gathers for an interactive drag performance at the North Vancouver Ship Builder's Square. Ale Fragoso photo



# SEASON HIGHLIGHTS

## Pride Premiere at ɬxʷɬənəq Xwtl'e7énk Square



Ziyang Zhang photo

Our kick-off Pride Premiere event included large scale interactive art, a beer garden, a show-stopping runway competition, market area with community groups, sober lounge and food trucks, plus the FIDO Main Stage (hosted by Public Disco) and Bubly Silent Disco. Participants also enjoyed the free sparkle station, ping pong by frida&frank, the hula hoop zone, roving performers, drag performers and a toy zone for kids.

Funded by: **downTOWN** vancouver **fido** 



*I was so pleased to see this event this year to kick off Pride Week and use the wonderful Robson Square/Art Gallery space—hope it is done again and just grows.*

—Participant feedback



Andrea Arnot photo

## Pride Festival at Sunset Beach

Our signature festival grows every year, taking a crew of 60 volunteers and staff to set up and pack down in a 15 hour time frame. The Community Zone was bustling with



Ale Fragoso photo

17 local organizations, expanded accessibility seating and a new outdoor sober lounge provided by Together We Can Recovery. The TD Main Stage was a hit with 27 different performers throughout the afternoon. Popular booths included Bubly and Lemon Lemon who provided free refreshments all day. The Hollyburn Family Fun Zone included a giant paint-by-number mural activity hosted by Paintillio and The Flag Shop offered a more diverse range of Pride flags than ever before. VPS offered LYFT Fast Track pass for express entry into the 19+ zone which sold out in just a few days.



Andrea Arnot photos



## Pride Gateway at Jim Deva Plaza

Once again, VPS created an interactive gathering space at Jim Deva Plaza during Pride week. Staff were available to answer questions, hand out Pride Guides, educate the public and encourage passersby to interact with inspirational art pieces.

Thank you to our artists whose creativity inspired conversations, reflections and many photographs.

**Strut the Peacock** – Martin Boivin and Karen Oldridge  
**Rainbow Reflector** – Tierney Milne and Matt Hanns Schroeter  
**Pride Obelisk** – HFour

Partially  
funded by:





## EXTRA INITIATIVES

### Strut the Peacock

This year's Pride Public Art feature was "Strut the Peacock" created by local artists, Martin Boivin and Karen Oldridge.

The piece was a 14 foot high kinetic peacock sculpture that was steampunk inspired by day and lit up at night. As part of the LGBTQAI2S+ community, the artists wanted to bring awareness to bi-erasure and bi-phobia. The Peacock is often a symbol used within the community to represent Bisexuality. Bi-erasure happens when bisexual people are excluded or seen as either gay or straight and the feelings that come with losing a sense of identity.

VPS wishes to thank the City of Vancouver for a Public Art Grant and all those who donated through a gofundme.ca campaign in order to provide funding for this project.

Funded by:



Cam Bowman photo

### From the Archives



Rob Dutton visits From The Archives...  
Kaschelle Thiessen photo

Our theme for Pride 2018 asked the community to recognize the legacy of those activists who enabled us to be who we are today. To honour our histories, we spent time doing research in the BC Gay and Lesbian Archives with archivist Ron Dutton, one of our 2018 Grand Marshals. During the Gay Liberation Movement of the 1970's, Dutton realized that no one was collecting the materials that would one day become part of our shared history. Dutton amassed over three quarters of a million documents dating back to the 1700's,

dedicating his life to preserving our stories.

From The Archives... features a sample of those stories, told through a collection of newspaper clippings, posters, photos and memorabilia from the BC Gay and Lesbian Archives. This project is ongoing and additional posters will be added in coming years.

We would like to thank graphic designers Grace Noh and Lizzie Li for volunteering their services to create the design templates for From The Archives...

### #BeYouVancouver Campaign



In 2018, we asked our community to Be You, Bring All Of You. We invited people to engage with us and share their stories by using the hashtag #BeYouVancouver.

As part of this campaign, The MIX—our new digital media partner—created a stunning video campaign which captured stories of growing up queer from eight diverse members of our communities. During Pride Week, we heard a unifying message from Tru Wilson, Joy Gyamfi, Branne Williamson, Riley Louie, Jaylene Tyme, Bruna Arbex, Dean Thullner, and Helen Proskow who wanted us to know that if you can be anything—you should Be You.

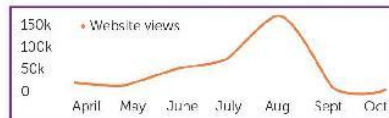
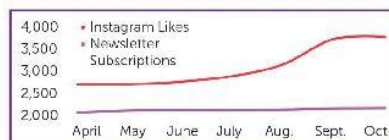
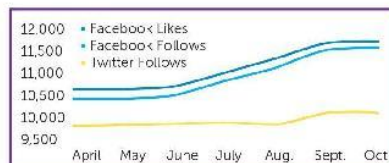
VPS Board Members celebrated our 2018 Theme by sharing how they honour their identities in a social media photo campaign. Community members were invited to learn more about the people who work year round to make Pride happen!



Queer. Immigrant. African. Activist. Director At Large  
Azza Rajbi shares her #BeYouVancouver story.  
Kaschelle Thiessen photo

### Growing Audiences

In 2018, we allocated more staff resources towards growing our digital audiences. This enabled us to grow our audiences by 3,552 people across social media platforms over our busy season. Our website readership is at 522,557 unique users who come to us for news, community events, and information on our official Pride events.



**SOCIAL  
MEDIA  
GROWTH  
3,552**

**FACEBOOK  
LIKES  
11,694**

**WEBSITE  
READERSHIP  
522,557**



## 2018 OFFICIAL PRIDE EVENTS AND PRIDE PARTNERED EVENTS

Dec 1-9, 2017	Lumiere Festival
Feb 24, 2018	Unicorn Ball
Feb 28, 2018	Canucks Pride Game
May 24, 2018	StandOUT Awards
June 23, 2018	East Side Pride
July 20, 2018	Queer Prom: Flowers & Unicorns
July 22, 2018	Pride Sports Day and Pride Run
July 27, 2018	Pride Premiere
July 28, 2018	Whitecaps Pride Game
July 30, 2018	Pride Proclamation Theater Under the Stars Pride Night
July 31, 2018	Pride at the Pier Fresh Air Cinema Pride Movie in the Park
August 1, 2018	Aging with Pride
August 1-5, 2018	Pride Gateway
August 4, 2018	Terry Wallace Memorial Breakfast Vancouver Dyke March and Festival
August 5, 2018	40th Annual Pride Parade Sunset Beach Pride Festival Untoxicated

## COMMUNITY PARTNERS

“The enthusiasm, flexibility, understanding and care we get from [the Community Partnerships Coordinator and their] team is always amazing. You are doing so much and consistently going above and beyond to make everything work. It is greatly appreciated.”

We are fortunate to live in a city that offers such a diverse range of community organizations working to serve our communities. From non-profits to advocacy groups and arts organizations, these groups raise the quality of our lives and fight for a better future. Our Community Partnerships Program seeks to lower barriers for community organizations to attend our events and supports the initiatives and events they are creating for the local community. We were proud to celebrate with 32 of these organizations in 2018.

This year we were proud to introduce free equipment rentals and waived booth fees for all of our Community Partners at all of our festivals. Prior to 2018, these fees were waived on a case by case basis. “This made it easier for our organization to participate in nearly every event this year,” reported one Community Partner, “it was great to see other groups coming out who have not in the past. THANK YOU!”

We acknowledge that Pride is not for everyone, and that numerous community organizations produce events which reach audiences we are unable to. This is why we are proud to provide direct support to thirteen community events and marches in 2018. By providing our community with funding, insurance, staff support, volunteers, equipment loans, and advertising, we are able to share our resources with those who serve our communities in ways that we can not.

In 2017 we introduced the Community Zone at the Sunset Beach Festival. This brand new area provided free space for Community Partners to exhibit in an area more conducive to engaging conversations than the hustle and bustle of the Vendor Village. In 2018 we doubled the footprint of this area, adding social spaces and performances. “We thought it worked really well,” said one Community Partner, “we had lots of great conversations with people there!”

### The Vancouver Pride Society would like to thank their 2018 Community Partners

- Dance in Transit
- Forbidden Vancouver
- Gordon Neighbourhood House
- Greater Vancouver Native Cultural Two-Spirit Society
- Karmik
- Kwantlen Polytechnic University
- Last Door Recovery Centre For Men
- Music Heals
- Out On Screen
- Out On The Shelves
- PFLAG
- Pinoy Pride
- Public Disco
- QMUNITY
- Queer Arts Festival
- Queer ASL
- Rainbow Refugee Society
- Rain City Ultimate Club
- Safeway
- Sher Vancouver
- Sisters of Perpetual Indulgence
- Squamish Nation
- Theatre Under The Stars
- Tsleil-Waututh Nation
- Together We Can
- Vancouver Aces and Aros
- Vancouver Communities In Solidarity With Cuba
- Vancouver Dyke March
- Velveteen Vintage
- VocalEye
- West End Seniors Network



## PRIDE YOUTH SCHOLARSHIPS



Pride Youth Scholarships serves to reward individuals for their contributions and leadership in the LGBTQAI2S+ community. Once again VPS partnered with LOUD Business to encourage youth in BC to create safe spaces and promote queer inclusion and rights.

Serene Carter is well known for her incredible leadership, intellect and passion for diversity, as well as for being the youngest educator at Out in Schools.

Chrissy Taylor cares deeply about integrating social justice into their counselling practice. They educate students about using gender neutral pronouns, and advocated to create gender-neutral washrooms in schools.

Oliver Hebert is a top student who stands up for his values, encouraging open and safe discourse with his fellow students about important issues. He is also outspoken about the importance of trans actors playing trans characters.

Kate Ellis was the president of her GSA. Her natural inclusiveness to new members and "social misfits" who joined their meetings was impressive. She went out of her way to drum up social gatherings for the GSA, including inviting members to her home and to call on her when they needed support.



Left to right: Rohan Hare, Oliver Hebert, Chrissy Taylor, Andrea Arnot. Monique Dillon photo

## CORPORATE PARTNERSHIPS

The Partnership Coordinator managed 36 corporate and 12 media partners in 2018 developing custom programs. This successful approach allows our clients to create a sponsorship experience that meets their goals and budget. Despite the cancellation of the Davie Street party, revenue from our corporate portfolio improved in 2018. Over the past six years, corporate sponsors have invested \$2,223,708 into the success of VPS. In addition to cash investments, the Society received almost \$60,000 of in-kind product and services from corporate sponsors. Media partners were passionate supporters providing over \$400,000 of in-kind advertising and promotional coverage for our 40th annual season.

VPS would like to thank the BC Centre for Disease Control for stepping up and providing free condoms to over 15 non-profit organizations for distribution along the parade route. VPS looks forward to securing a long term corporate partner in this product category.

<b>2013 Partnership revenue</b>	<b>\$285,185</b>
<b>2014 Partnership revenue</b>	<b>\$323,300</b>
<b>2015 Partnership revenue</b>	<b>\$290,233</b>
<b>2016 Partnership revenue</b>	<b>\$377,500</b>
<b>2017 Partnership revenue</b>	<b>\$445,300</b>
<b>2018 Partnership revenue</b>	<b>\$502,190</b>



Ziyang Zhang photo

Securing long term investments is vital to the success of VPS. Programs over \$25,000 are negotiated as multi-year agreements. The Partnership Coordinator recently completed a multi-year term from TD who will be presenting partner through 2021. Liquor sponsors have been strong supporters of VPS and we are grateful for their investments over the past five years. We are negotiating multi-year renewals with liquor partners and are confident this product category will deliver increased revenue. Other major sponsors have expressed interest to renew with a similar or increased budget.

<b>2019 committed renewals:</b>	<b>\$168,000</b>
<b>2019 projected renewals:</b>	<b>\$330,000 (Partners who renewed the past 3 seasons)</b>



## FUNDRAISING



SkipTheDishes supported diversity and inclusion by donating more than \$20,000 to LGBTQAI2S+ programs, and participated in seven Pride events across Canada in 2018.

With every customer order placed using a special Pride voucher, Skip donated \$1 to a local pride group. In Vancouver the

campaign ran from July 4th to August 5th which raised \$5000 for VPS.

Skip's rainbow fleets of staff and volunteers celebrated at the parades, pedaling their rainbow trikes and handing out discount coupons. Skip was the official food delivery of Pride in Winnipeg, Edmonton, Calgary, Saskatoon, Ottawa and Vancouver.

### Toonies for Pride

Each year, our toonie brigades collect coins in giant rainbow flags to support VPS. We are very grateful to Safeway and Kwantlen Polytechnic University for

providing energetic volunteers for our two flags. The total raised was \$5908.



Andrea Arnot photo

## PRIDE PUBLICATIONS

2018 marked the third year of our joint venture with Glacier Media to publish the Official Pride Guide. The guide featured a wide range of national advertisers with strong support from local business owners and event producers. The annual publication provided learning experience for our seasonal intern and communications team who developed editorial content, official event features and reviewed nearly 100 community listings.

**Total Advertisers**  
**Profit share to VPS**

**70 paid inserts + 12 partner inserts**  
**\$7475**

The VPS website and app were active this season especially during pride month. Community groups took advantage of the online portal which allowed them to create a user account and directly submit events. As a result, over 90 events were published onto our website and app between July 1 and August 10. This was a major increase from the past 3 seasons and VPS was pleased to support community groups and event producers with free access to our digital mediums throughout the year.

Various newspapers recognized our 40th annual season with a special Pride edition. The first being May 17th, when Georgia Straight published "Year Of The Queer" showcasing local LGBTQAI2S+ organizations celebrating major milestones. Media partner StarMetro worked extensively with the VPS team to publish the best Pride newspaper of the season. Their August 3rd street edition was designed with a pull-out section and colorful 40th anniversary page header. Once again, StarMetro's Pride edition received one of the highest weekend pick-up rates of the year. VPS also collaborated with North Shore News to produce a four page feature section for Pride at the Pier. Media support is vital to promoting our event season and VPS is grateful for their passionate coverage.



## RISK MITIGATION

VPS adopted a risk management policy in 2018. This policy was intended to facilitate a culture where risk management and safety is treated with the highest priority by all team members and is institutionalized into all activities on a routine basis. An incident log was kept by management and reviewed using a risk matrix. Findings were presented to the board for further action and policies and procedures were created to decrease future risk.



## 2018 FINANCIALS

### Revenue

	2018	2017
Contributed materials and services	\$666,832	\$517,823
Event revenues and grants (Schedule 1 and Note 7)	\$824,993	\$886,858
Partnerships	\$277,969	\$143,108
Donations	\$23,843	\$9,051
Membership dues	\$4,681	\$4,874
Interest and other	\$373	\$151
RFID wristband sales	-	\$19,415
	<b>\$1,798,691</b>	<b>\$1,581,280</b>

### Direct Expenses

Contributed services (Note 6)	\$650,707	\$503,920
Events (Schedule 1)	\$456,618	\$659,168
Event adjustment for prior periods (Note 5)	(\$55,000)	-
Contributed materials (Note 6)	\$16,125	\$13,903
Permit costs	\$10,049	\$19,046
Payment processing fees	\$5,743	\$42,371
Volunteers	\$5,437	\$15,977
	<b>\$1,089,679</b>	<b>\$1,254,385</b>

### Operating Surplus

**\$709,012      \$326,895**

### General and Administrative Expenses

Staff and contractors, wages and benefits	\$391,407	\$332,662
Rent	\$36,642	\$35,646
Office and miscellaneous	\$30,608	\$55,404
Legal, accounting and other professional	\$23,853	\$31,826
Advertising	\$18,880	\$50,932
Travel	\$15,690	\$47,010
Community contributions	\$5,651	\$6,600
Amortization	\$4,156	\$4,623
Bad debts	\$373	-
Loss on disposal of assets	-	\$918
	<b>\$527,260</b>	<b>\$565,521</b>

### Excess (deficiency) of Revenue over Expenses

**\$181,752      (\$238,626)**



## A SPECIAL THANK YOU TO THE VANCOUVER PRIDE 2018 PARTNERS

### PRESENTING PARTNER



### PLATINUM PARTNER



### GOVERNMENT PARTNERS



### GOLD PARTNERS



### SILVER PARTNERS



### BRONZE PARTNERS



### PREMIER MEDIA PARTNERS



### RAINBOW PARTNERS



### MEDIA PARTNERS



### FUNDRAISING PARTNERS



### VOLUNTEER PARTNERS

### HOTEL PARTNER

Aardvark Armadillo Tents  
BC Communications  
BDO Canada LLP  
Bike Valet  
Cascade Tents & Event Rentals  
Edge Catering  
Genesis Security Group  
Glacier Media  
HFour Design Studio

J.T. Insurance Services  
Made In Print  
Minuteman Press Burrard  
On the Rocks Ice  
Paintillio  
Portable Electric  
Public Disco  
Queer ASL  
Showmax Events

St John Ambulance  
Super Save  
Tara Rafiq – Graphic Designer  
This Is Blueprint  
Tuck Entertainment Inc  
Valley Traffic Systems  
VocalEye

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