



Annual Report 2012



ABOUT

OUTSPORT TORONTO is a not-for-profit umbrella organisation with over 20 member groups that deliver programming in amateur sport and recreation to the LGBT community. With its member organisations, allies, and partners, **OUTSPORT TORONTO** works to create safe, welcoming spaces where everyone can get out and play!

CONTENTS

History.....	1
Highlights	2
Message from the Chair.....	3
2012 in Review	5
2013 and Beyond	11
Financial Statements.....	16
Additional Information.....	22

MISSION

OUTSPORT TORONTO serves and supports LGBT amateur sport and recreation organisations and athletes in the Greater Toronto Area (GTA) by:

- encouraging health, healthy-living, wellness, and well-being through participation in sport and recreation within the LGBT community;
- facilitating interaction and communication amongst member LGBT sport organisations;
- providing opportunities for learning and mentoring; and
- effectively advocating to external parties.

VISION

OUTSPORT TORONTO's vision is to be the respected voice of LGBT sport.

VALUES

Healthy Living: **OUTSPORT TORONTO** believes that participation in sports and recreation contributes to overall health through a combination of physical, mental, and social well-being.

Service Driven: **OUTSPORT TORONTO** focuses on the needs of its members to help them achieve increased success in the delivery of their programmes.

Inclusion: **OUTSPORT TORONTO** commits to making all individuals feel respected and valued.

Accountability: **OUTSPORT TORONTO** reports, explains, and is responsible for its policies, decisions, and actions.

Transparency: Everything **OUTSPORT TORONTO** does is open for scrutiny. Meetings are open to the governing bodies of member organisations and their nominees. Board meeting minutes are published on a timely basis.

HISTORY

2009

February | 30 clubs decide something is needed to replace Toronto Sports Alliance.

March | Mission statement established – serve and support.

March – February 2010 | Committees work on website, Team Toronto for Copenhagen, and Governance Model.

2010

March | First set of bylaws passed – **OUTSPORT TORONTO** becomes association of associations.

June | First board of directors acclaimed. First meeting of directors.

September | **OUTSPORT TORONTO** becomes incorporated not-for-profit. New bylaws passed in line with Corporations Act.

November | Website launched. First annual **OUTSPORT TORONTO Scrum** conference connecting LGBT sport and recreation organisations. **OUTSPORT TORONTO** featured on foQus.

2011

January | Vision and Values workshop results in vision statement and solid set of values for **OUTSPORT TORONTO**.

February | Planning starts for Pride and the first **SportZone**.

March | **OUTSPORT TORONTO** attends Toronto Sport Council Summit, expanding reach and heightening awareness of LGBT sport and recreation. First AGM, at which Vision and Values unanimously ratified my membership.

April | **OUTSPORT TORONTO** first meeting with TO2015 about organising a PrideHouse for the Pan / Parapan Am Games of 2015.

July | Pride and first-ever **OUTSPORT TORONTO SportZone**, showcasing LGBT sport and recreation in the PRIDE festival.

November | Second annual **Scrum**, keynote by Patrick Burke, with national coverage on CBC, CTV, National Post, Toronto Star, putting LGBT sport and recreation “out there”.

2012

May | TDSB Futures 2012 Workshop “Making it Better Now: Ending Homophobia and Transphobia in School Athletics and Physical Education” delivered.

June | Presentation at Camp U of T counsellor orientation. Second annual **SportZone** at PRIDE, larger than the first, with more participation from member organisations.

July | **OUTSPORT TORONTO** becomes a co-chair of the PrideHouseTO project.

September | **OUTSPORT TORONTO** presents hour-long session on diversity and inclusion as part of first-year varsity athletes’ two-day orientation at the University of Toronto. **OUTSPORT TORONTO** speaks out on Escobar incident, issues press release, appears on local and national news media.

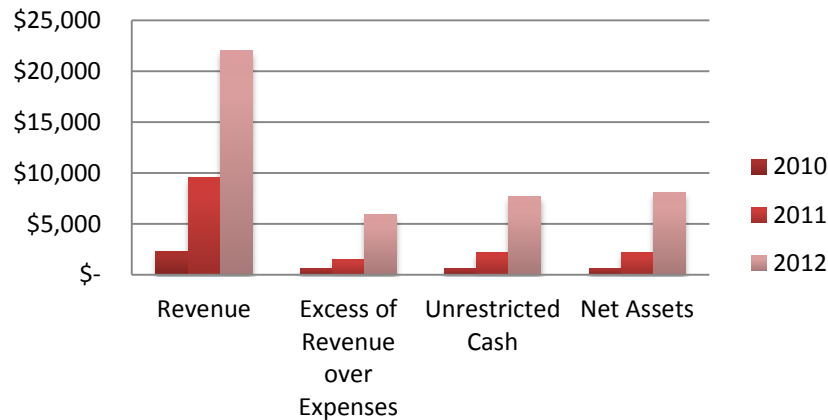
October | Partnership with University of Toronto and The 519 in presenting third annual **Scrum**. Kicks off pilot LGBT Sport Leadership Programme.

November | **OUTSPORT TORONTO** represents You Can Play project on a Grey Cup panel. **OUTSPORT TORONTO** speaks as part of a panel on what should happen in terms of LGBT rights as part of the Pan / Parapan Am Games.

December | **OUTSPORT TORONTO** completes draft inclusivity policy for the Ontario Volleyball Association.

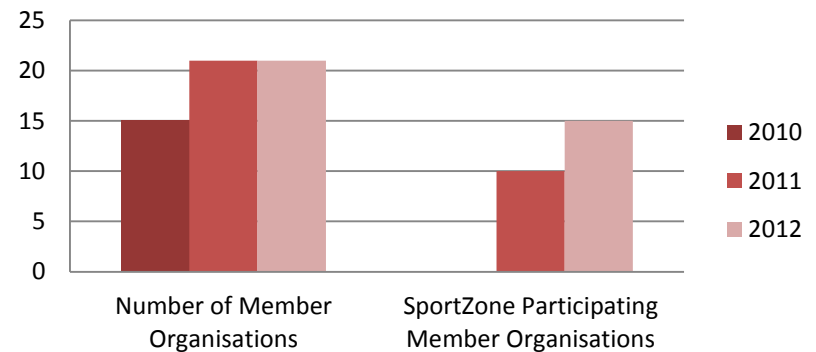
HIGHLIGHTS

Financial Trends



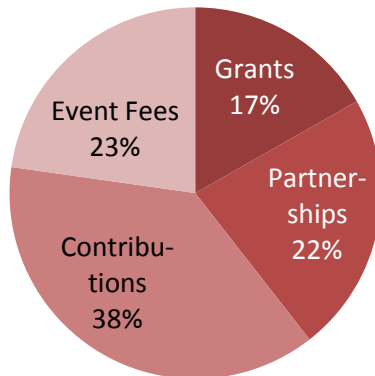
Note: 2010 Revenue and Excess of Revenue over Expenses were for the four-months ended.

Participation Trends

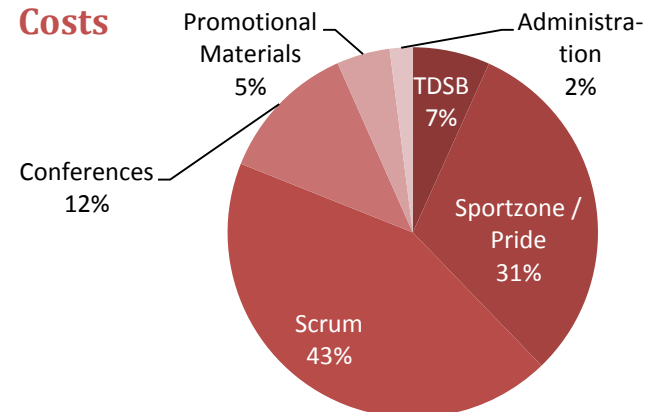


Note: There was no SportZone at Pride 2010.

Revenue



Costs



Note: Does not include amortisation.

MESSAGE FROM THE CHAIR

Four years ago, when I attended the first meeting that eventually lead to the formation of **OUTSPORT TORONTO**, neither I nor probably anyone else in that room imagined the organisation into which we have grown today. **OUTSPORT TORONTO** has made significant advances in its relatively short life toward its vision of becoming the respected voice of LGBT sport and recreation. 2012 was an extremely successful year in that regard, where we found ourselves called upon numerous times in that capacity, as we continued to serve and support our member organisations.

In May of 2012, **OUTSPORT TORONTO** presented “Making it Better Now: Ending Homophobia and Transphobia in School Athletics and Physical Education” at the Toronto District School Board’s FUTURES 2012 conference. We were honoured to represent all of our member organisations at this very important conference, where our session was very well received. I was humbled by the dedication I saw from every member of the committee who worked on preparing the material for that session, and how much they cared about creating safe and welcoming spaces for young people to get out and play.

We also had our second **SportZone** at Pride in 2012, and I was delighted to see an increase in participation amongst our member organisations, and an expanded footprint in the community fair. We will continue to build out the **SportZone** and the celebration of sport and recreation in the LGBT community during Pride in the coming years, and I look forward to 2013’s expanded programme,

which will include events during Pride week as well as the **SportZone**.

This past year’s highly-successful annual conference – **Scrum 2012** – was the result of excellent partnerships with the University of Toronto’s Faculty of Kinesiology and Physical Education, Hart House, and The 519 Church Street Community Centre. We were delighted to welcome more participants this year, be able to host our reception and keynote at Hart House, and have The 519



Shawn Sheridan, Chair,
OUTSPORT TORONTO

as such a good partner hosting our Saturday sessions. I am thankful to both the University of Toronto and The 519 for their incredible support for this past year’s conference!

Also partnering with The 519 this past year, we piloted a new LGBT Sport Leadership Programme, the goals of which are to build capacity and skill in running a community-based amateur sport and / or recreation organisation, and thus enhance sustainability of our member organisations. This is an important programme to help ensure our member organisations continue to have skilled people to assume leadership positions and ensure that we continue to create safe and welcoming spaces for everyone to participate in sport and recreation. We plan to refine this programme going forward, to ensure it best meets the needs of our member organisations.

2012 was also a significant year for **OUTSPORT TORONTO** in terms of advocacy, policy work, and partnerships. From presenting to Camp U of T counsellors and U of T first-year varsity athletes to

working with the Ontario Volleyball Association on an inclusivity policy with an LGBT focus, or appearing on local and national radio and television when the Escobar incident happened in September of 2012, or participating in a Grey Cup panel at the request of the You Can Play Project, or its work with the PrideHouseTO Leadership Team, **OUTSPORT TORONTO** was present to respond and represent its member organisations. I'm particularly excited about the work we have done with the OVA, and its board's unanimous acceptance in March 2013 of the policy that we drafted. This sets a strong precedent for all provincial sport associations to make accessibility and the celebration of diversity a priority. I'm proud that **OUTSPORT TORONTO** had a central role in making that happen!

2013 promises to be a full year for **OUTSPORT TORONTO**. I'm thrilled with the progress we have made as an organisation to date, and thankful to all the many volunteers who have given so generously of their time! Whether it's participating in the **SportZone** and Pride, the **Scrum**, or working on a committee, we could not do what we do without you. Thank you!

I'm also grateful to my co-directors for their amazing dedication and support. Each of them has invested significant time, energy, and passion in the efforts of our working board to make everything we do happen. I am honoured to be part of such an amazing team!

We've had some changes on our board over this past year. I'd like to thank both Mac Gunter and David Langan for their tremendous work over the past couple of years, as our former Secretary Treasurer and Director of Communications and Public Relations respectively. Mac and David have been and continue to be wonderful

supporters of **OUTSPORT TORONTO** and of our member organisations.

I also want to take this opportunity to express my deep appreciation to Ken Meiklejohn who has been my Vice Chair over the past two years, and recently relinquished that role to Darlene Homonko. Ken has been a superb council, support, team player, and advocate as Vice Chair, and has added incredible value to **OUTSPORT TORONTO**. Ken will be staying on the board for a while longer to ensure an effective transition, and I'm delighted to say he will also continue working with us as part of the Partnerships and Advocacy committee chaired by Darlene.

I'm also very pleased to welcome the new directors we've added this year, which includes four women. We started out 2012 with no women on our board, and I'm delighted we've been able to change that. All of our new directors bring a wealth of skill, knowledge, and experience to **OUTSPORT TORONTO**, and our women directors now also add very important perspectives that are critical to **OUTSPORT TORONTO**'s success. I look forward to a fantastic 2013 and beyond as we work with our member organisations, our amazing partners, and our incredibly supportive allies to create safe and welcoming spaces where everyone can get out... AND PLAY!



Shawn D. Sheridan
Chair, **OUTSPORT TORONTO**
April 2013

2012 IN REVIEW

2012 was **OUTSPORT TORONTO**'s second full year of operation, during which the organisation continued with its mandate to serve and support its member organisations, and represent those organisations effectively and professionally to third-party stakeholders.

Membership and Member Services

Members are central to everything **OUTSPORT TORONTO** does. As a creation of its member organisations, **OUTSPORT TORONTO** operates to serve and support its member organisations, and ensure their success, sustainability, and capacity. Even when operating in the capacity of “the respected voice of LGBT sport and recreation”, **OUTSPORT TORONTO** is serving its member organisations.

Nominee Meetings – Staying Connected

OUTSPORT TORONTO now holds nominee meetings three times a year to enhance connectivity with member organisations. Prior to 2012, nominees (as official representatives of their member organisation) were only asked to attend the Annual General Meeting, and participate in joint event committees like Pride if their organisation

was involved in that event. This led to somewhat of a disconnect between **OUTSPORT TORONTO** and the nominees, and thus with our member organisations. Meetings specifically to bring together and facilitate communication with and among nominees and thus member organisations were initiated in 2012.



From top left clockwise: Hart House Warden Bruce Kidd giving a warm welcome at the Scrum 2012 reception; MC Deb Pearce; keynote speaker Angela James; reception participants enjoying conversation and networking after Angela's address.

Scrum 2012

OUTSPORT TORONTO held its third annual conference in October of 2012. Partnering closely with both the University of Toronto's Faculty of Kinesiology and Physical Education and with The 519 Church Street Community Centre, **OUTSPORT TORONTO** expanded the 2012 programme to include a Friday afternoon session on accessibility of LGBT sport to youth (named “Junior Scrum”), hosted by the Faculty of Kinesiology and Physical Education at Hart House at the University of Toronto, and a Friday evening reception at Hart House. MC'ed by television and radio personality Deb Pearce, the evening's programme started with a warm

welcome from Bruce Kidd, Hart House Warden and former Dean of the Faculty of Kinesiology and Physical Education, which was followed by the keynote address by Hockey Hall-of-Famer Angela James. Saturday consisted of a full morning of sessions, a networking lunch, and afternoon workshops focused on accessibility of LGBT sport and recreation to women and youth, and idea-gathering for

what PrideHouseTO (the LGBT pavilion and related initiatives for the Pan / Parapan American Games of 2015) should be. Saturday afternoon's youth workshop leveraged the material that came out of Friday afternoon's youth session.

LGBT Sport Leadership Programme Pilot

Volunteer fatigue is a genuine concern for many community-based amateur athletic associations, and **OUTSPORT TORONTO** member organisations are no different. In particular, finding suitable volunteers to run LGBT sport and recreation clubs is often difficult. **OUTSPORT TORONTO** recognised a need to address this common challenge, and in partnership with The 519 Church Street Community Centre, piloted a new program in 2012, the LGBT Sport Leadership Programme. Twenty participants were enrolled in the programme which started in October 2012 with the first session given during **OUTSPORT TORONTO**'s annual conference. The programme continued through November into April of 2013 with the second, day-long session and then bi-weekly half-day sessions. Covering concepts including inclusivity, volunteer management, and communications and sponsorship, the pilot was a successful first attempt at creating

a longer-term programme to build capacity and sustainability within LGBT sport and recreation.

Member Organisations

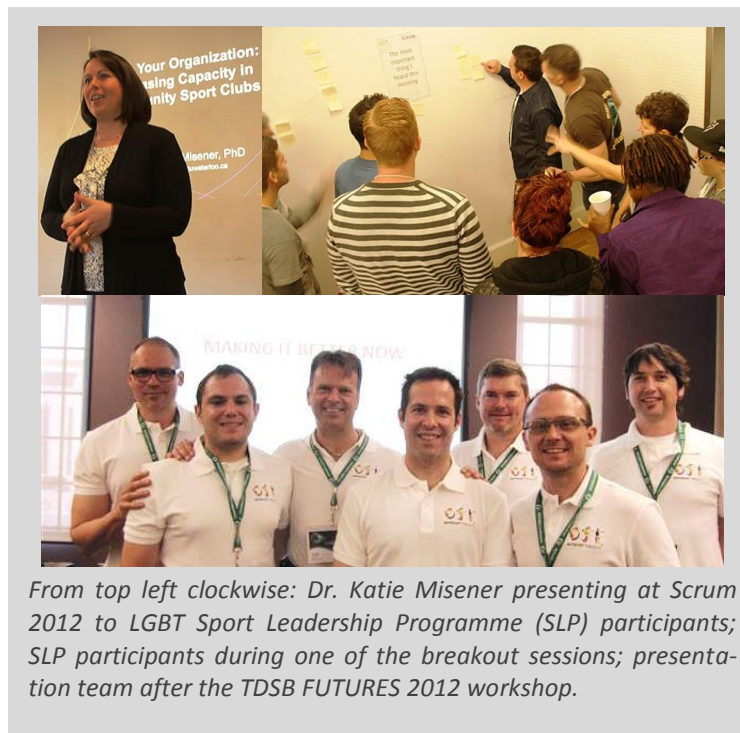
OUTSPORT TORONTO welcomed two new organisations as members in 2012 – Rainbow Ballroom Toronto and the Toronto Gay Ski and Snowboarding Club. We were also saddened to see two member organisations cease operating – Breathless Synchro and Crag Crux Climbers.

Outreach, Advocacy, and Partnerships

2012 was a very busy year for **OUTSPORT TORONTO** in terms of outreach, advocacy, and continuing to build partnerships.

TDSB Futures 2012 Workshop

OUTSPORT TORONTO presented “Making it Better Now: Ending Homophobia and Transphobia in School Athletics and Physical Education” at the Toronto District School Board's FUTURES 2012 conference in May of 2012. A committee of representatives from Crag Crux Climbers, Toronto Gay Football League, Toronto Gay Hockey Association, Triggerfish Water Polo, Righteously Outrageous Twirling Corps, and others develop a 75-minute workshop focused on pragmatic approaches to creating inclusive, safe, and welcoming environments for all students. **OUT-**



From top left clockwise: Dr. Katie Misener presenting at Scrum 2012 to LGBT Sport Leadership Programme (SLP) participants; SLP participants during one of the breakout sessions; presentation team after the TDSB FUTURES 2012 workshop.

SPORT TORONTO produced the short film “Then and Now” as part of the material for the workshop, featuring members of member organisations telling their stories about their involvement in sport and recreation during childhood and youth years, and then later as adults, and the impact on their quality of life. “Then and Now” can be found on the **OUTSPORT TORONTO** website, as well as on YouTube.

Pride 2012

Pride and the **SportZone** is one of the most important events for **OUTSPORT TORONTO** and its member organisations to reach out to the broader LGBT community and make them aware of all the excellent options to be involved in sport and recreation in Toronto. 2012 was the second year that **OUTSPORT TORONTO** worked with 14 of its member organisations to create an expanded **SportZone** in the community fair. Once again the street was filled with member organisation booths and volunteers for both the Saturday and Sunday of the Pride weekend in June, and we again had the **FlexZone** in the middle of the **SportZone** where passers-by could try out a broad range of activities, including

- the Toronto Gay Football League’s football toss;
- salsa dancing with Rainbow Ballroom Toronto;
- beach volleyball with Toronto Sand Sharks Beach Volleyball;

- a bit of easy tennis courtesy the Toronto Lesbian and Gay Tennis Association; and
- testing co-ordination and intricate hand-eye abilities with the Righteously Outrageous Twirling Corps.

Of particular note in this past year’s **SportZone** was a booth dedicated to Women in Sport, and providing information and encouragement to women curious about becoming involved in sport and recreation.

OUTSPORT TORONTO members marched as a unit in the Pride parade, showing all on-lookers that LGBT sport and recreation is alive and well in Toronto. We were delighted to have Muddy York Rugby join our contingent this year, and both they and the Toronto Gay Football League entertained the crowd with plays all along the parade route. Numerous of our member organisations marched in the parade, and the Toronto Roller Girls roller derby skaters joined us again this year in the parade to add to the fun!



From top left clockwise: Out and Out’s colourful balloon arch in the 2012 SportZone; beach volleyball in the FlexZone; a passer-by finding out about hot to get involved at the Women in Sport booth; leading the sport contingent in the parade.

Pan / Parapan American Games and PrideHouseTO 2015

Significant work was done in 2012 in forming a working committee of organisations to move the PrideHouseTO project for the Pan / Parapan American Games forward. This critical project will showcase the amazingly diverse community in Toronto during the games,

and will be a fantastic example to the world of what can be done in an inclusive society that celebrates diversity in its people. **OUTSPORT TORONTO** has worked with TO2015 and the various other LGBT community groups from the start of the project to ensure **OUTSPORT TORONTO**'s member organisations are well-represented in the project.

At **OUTSPORT TORONTO**'s January 2012 town hall, member organisations stated they wanted **OUTSPORT TORONTO** 'at the table' for this important project. In response to this, in July of 2012, **OUTSPORT TORONTO** put itself forward and was acclaimed as one of the two co-chairing organisations of the PrideHouseTO Leadership Team, which operated fundamentally as a board for the project. In addition, **OUTSPORT TORONTO** will be co-chairing the "Community Hub" or physical pavilion portion of the project along with The 519.

In November of 2012, **OUTSPORT TORONTO** participated in a day-long workshop held at Hart House as part of the Policy and Advocacy pillar of the project, with **OUTSPORT TORONTO** Chair Shawn

Sheridan speaking as part of a panel that included Paul Genest, Deputy Minister, Pan / Parapan American Games Secretariat for the Province of Ontario, and Louise Lutgens, Senior Vice-President, Community and Cultural Affairs, Toronto 2015 Pan/Parapan American Games Organizing Committee.

This exciting project will provide significant opportunity for **OUTSPORT TORONTO** member organisation members to volunteer and become involved in what will arguably be the most significant sporting event ever held in the Greater Golden Horseshoe.

Partnership with the University of Toronto

OUTSPORT TORONTO has had the pleasure and privilege of working closely with the University of Toronto's Faculty of Kinesiology and Physical Education and Hart House on several initiatives over the past year. In June of 2012, **OUTSPORT TORONTO** presented to Camp U of T counsellors on sexual and gender diversity as part of their orientation programme, and at the beginning of September presented an hour-long session on diversity and inclusion with an emphasis on sexual and gender diversity to first-year varsity



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athletes as part of their two-day orientation. Early in the year, the University



was already working with **OUTSPORT TORONTO** to plan the 2012 Scrum, and continued as a fantastic partner, organising a youth-participation session focused on barriers to accessibility for youth to LGBT sport and recreation, facilitating our use of the excellent facilities at Hart House for the Scrum 2012 reception, participating in the Saturday Scrum sessions, and providing perspective and expertise to **OUTSPORT TORONTO**.

HartHouse

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In March of 2013 we have partnered with the University again to promote Athlete Ally week. **OUTSPORT TORONTO** is grateful for the relationship we have with the University of Toronto, and looks forward to continuing to do good work together.

Partnering in Policy Development

OUTSPORT TORONTO was thrilled to be able to work with the Ontario Volleyball Association (OVA) this past year to draft the first provincial amateur sport association policy on inclusivity and diversity with a focus on LGBT participants. **OUTSPORT TORONTO** delivered an initial draft policy document to the OVA in December of 2012 for review. After a few minor structural revisions, the OVA took the final policy to its board of directors in March of 2013, and it was unanimously approved!



The You Can Play Project

OUTSPORT TORONTO continues to enjoy a good relationship with the You Can Play Project, and was asked to participate on behalf of

the Project in a Grey Cup panel in November of 2012. **OUTSPORT TORONTO**'s Ken Meiklejohn co-moderated an evening panel on bullying-prevention with Jason Colero, the Toronto Argos Director of



Education Programs. The panel consisted of a parent, a kids help phone counselor, an administrator, a Toronto Police Social Media expert, and a transgender student who was bullied.

Toronto Sports Council

OUTSPORT TORONTO continues to maintain its relationship with the Toronto Sports Council (TSC), attending the TSC's summit again in 2012 and 2013. We will continue to explore potential synergies with the TSC.



Additional Advocacy in 2012

OUTSPORT TORONTO maintains relationships with a number of media connections, and was active in 2012, particularly around the unfortunate Yunel Escobar incident in September of 2012. Within hours of the photograph showing an alleged anti-gay slur on Escobar's eye-black being posted on the Internet, **OUTSPORT TORONTO** was contacted by the media because of the incredible backlash.

During the incident, **OUTSPORT TORONTO**'s Catherine Meade, James Scott, and Shawn Sheridan appeared on CP24, TSN Radio, and CBC's "The National" newscast respectively as advocates for LGBT sport and recreation, providing reactions to Escobar's actions.

OUTSPORT TORONTO issued its own press release after the Jays' press conference, detailing **OUTSPORT TORONTO**'s reaction to the events, and wrote to the Blue Jays offering support in the healing that would be needed between the LGBT community and the club.

Also in September of 2012 **OUTSPORT TORONTO**'s Stephanie Bell appeared on "Sex Brains & Money" on the AllTalkTV.com Network, talking about Escobar, and homophobia and misogyny in professional sports.

In November of 2012, **OUTSPORT TORONTO** attended the Prime-Time Sports Conference in Toronto, networked with leaders in professional sports, and ensured they knew about the vibrant LGBT sport and recreation community, and opportunities for partnering.

Funding and Financials

OUTSPORT TORONTO received funding from multiple sources in 2012, placing it on far more stable financial footing than it had been previously.

OUTSPORT TORONTO was awarded funding from the Ontario Trillium Foundation in July of 2012 of \$58,600 over a four-year period, with portions of that funding paid out every six months. This critical funding helped **OUTSPORT TORONTO** expand aspects of its operations in 2012, and will continue to do so in 2013 through to mid-2016. The Trillium funding is ear-marked for specific initiatives, which include **OUTSPORT TORONTO**'s annual conference, our Pride presence and activities, support for certain outreach work, and some administrative costs.



As part of its partnership arrangement with The 519 Church Street Community Centre in the development of the pilot LGBT Sport Leadership Programme, **OUTSPORT TORONTO** received a lump-sum of \$5,000 in funding, as well as additional funding of \$1,436 (net of

processing fees) which paid for the LGBT Sport Leadership Programme participants to attend the **Scrum**. This year, **OUTSPORT TORONTO** purchased directors and officers, and general liability insurance, which was a priority of the board and was also required under our partnership agreement with The 519.

As a result of these inflows in funding, other revenue sources, and appropriate management of expenses throughout the year, **OUTSPORT TORONTO** achieved an excess of revenues over expenses of \$5,901.

Board Changes since the Last AGM

OUTSPORT TORONTO's board underwent substantial change in 2012. We welcomed our first female director, Stephanie Bell, when she stood for election at the April 2012 Annual General Meeting as Director of Fundraising and Development. We then were joined by Catherine Meade in June of 2012, who has assumed the role of Director of our Games Committee. We said farewell to Mac Gunter as our Secretary Treasurer as he set off on new and exciting life adventures in August, and were pleased to add David Carter as his replacement. Early in 2013 we were delighted to add Beth Beattie to our roster, splitting the role of Secretary Treasure with Beth becoming our new Secretary, and David Carter retaining the role of Treasurer. Also early in 2013 we bid farewell to David Langan who had held the role of Director of Communications and Public Relations, as he focused his volunteer energy on his role as President of Out and Out. In March of 2013, we were happy to add our fourth woman to the board, Darlene Homonko, taking over the role of Vice Chair from Ken Meiklejohn, who stepped down as Vice Chair.

2013 AND BEYOND

OUTSPORT TORONTO anticipates 2013 will be a year of solidifying what we have accomplished in the first couple of years of our existence, as we work to strengthen our services to and on behalf of our member organisations, and continue to build partnerships and be the respected voice of our member organisations to third parties.

Bringing Us Together

OUTSPORT TORONTO was charged from its inception with the task of breaking down silos, and creating opportunities to bring the various LGBT sport and recreation groups together to network, learn from each other, and support each other. We take that accountability very seriously, and will continue to fulfill that responsibility through multiple channels.

Membership and Member Services Committee

Thrice-yearly nominee meetings were a good start in 2012 to better connect to our member organisations. In 2013, we will be taking it further through the creation of a Membership and Member Services Committee, which will incorporate Membership Co-ordinators with a manageable number of organisations assigned to each Co-ordinator. One director cannot stay well-connected to and service all member organisations, so in order to ensure we fulfill our mission objective of creating effective linkages between ourselves and all our member organisations, we will be dividing that linking effort between a number of people who will all work with and under the guidance of the Director of Membership and Member Services. In addition, this committee will have one or more individuals responsible for taking the lead on the key events that **OUTSPORT TORONTO**

co-ordinates for its member organisations, further distributing the work of this very important portfolio, and enhancing our service to our member organisations.

Pride and the SportZone

As one of the key outreach activities for **OUTSPORT TORONTO** and its member organisations, we will continue to work with our member organisations, partners, and allies to develop our presence at Pride. Planning for 2013 started in December of 2012 with the formation of a working committee. Plans for 2013 include the **SportZone** and **FlexZone**, with improved booths for both Women in Sport and **OUTSPORT TORONTO**'s own booth, more participatory events in the **FlexZone** to entice the public to join in, improved co-ordination of our contingent in the Pride parade, and events during pride week such as tournament games, the happening of which will be published and promoted at key sport and recreation showcases of Pride Week.

Scrum

Our annual conference is one of the most important events to create an environment where member organisations can come together, connect, learn from each other and from experts in various fields, be connected to the broader community, and build capacity and enhance sustainability within LGBT sport and recreation. **OUTSPORT TORONTO**'s fourth conference will occur 22 to 23 November 2013 (save the dates!), with a programme where we plan to involve more presentations from our member organisations, as well as enhancing the elements that are designed to connect directly with participants in sport and recreation. We are also looking to build out the committee that will continue to organise our annual confer-

ence, ensuring that it continues to meet the needs of our member organisations and other stakeholders in LGBT sport and recreation.

Multi-sport Games

OUTSPORT TORONTO will be working with its member organisations over the next two years in preparation for and participation in a number of multi-sport LGBT games. The World OutGames run from 31 July through 11 August 2013 in Antwerp, Belgium. Gay Games 9 will take place from 9 to 16 August of 2014 in Cleveland and Akron, Ohio, which will be very accessible to participants from Toronto. And, in 2017, the World OutGames will take place in Miami, Florida. **OUTSPORT TORONTO** will be ramping up its Games committee in 2013 in anticipation of these upcoming games.

World Pride 2014

Toronto becomes the first North American city in 2014 to ever host World Pride, from the 20th to the 29th of June. Planning for this massive event has already begun throughout the LGBT community, and **OUTSPORT TORONTO** will work with its member organisations to make sure LGBT sport and recreation are well represented as part of this festival that will see millions of participants from around the world!

Accessibility to Sport and Recreation

OUTSPORT TORONTO and many of its member organisations recognise that there are barriers to participation in sport and recreation for many subgroups within the LGBT community. Barriers can exist because of perceived or actual exclusive behaviour on the part of clubs, economic inability to participate, perceived exclusivity based on expectations of required skill levels, and other factors that lead to marginalised would-be participants. Such subgroups include

women, transgender people, LGBT youth, and persons of colour. In 2012, with initiatives such as the Women in Sport booth in the **SportZone** at Pride, and 'Junior Scrum' leading into a following afternoon working session on youth accessibility at **Scrum 2012**, and a women in sport working session that same afternoon, **OUTSPORT TORONTO** and its member organisations have started to examine these barriers, and will continue to do so in 2013 and beyond, with the aim of removing them. We will also look to collaborate with our member organisations, other LGBT community-based organisations, partners, allies, and supporters to address specific obstacles, such as devising ways in which we can ameliorate barriers to participation.

Building Bridges

OUTSPORT TORONTO provides a critical service to its member organisations by fostering relationships with partners and allies, and acting as an advocate to third-party stakeholders.

Provincial Amateur Sport Association Policy Work

Following on from the unanimous adoption of its inclusivity policy, **OUTSPORT TORONTO** will be working with the OVA through 2013 to pragmatically put that policy into practice throughout Ontario. In addition, the OVA has expressed the desire to be ambassadors to other provincial sport associations, and **OUTSPORT TORONTO** will be partnering with the OVA to introduce similar policies into those associations.

PrideHouseTO in 2015

OUTSPORT TORONTO will continue as a co-chairing organisation of both the Leadership Team for the overall project, as well as a co-chairing organisation partnering with The 519 in the Community Hub sub-project. There is significant work to be done in terms of

planning and execution in 2013, 2014, and 2015, the year of the games. Key to the work we will do is to ensure ample opportunity for our member organisations to be meaningfully involved in any and every aspect of the entire project.

Enhancing Capability, Capacity, and Sustainability

OUTSPORT TORONTO serves and supports LGBT sport and recreation in part through supporting the health and well-being of its member organisations, and through the pursuit of mutually-beneficial partnerships with other organisations.

LGBT Sport Leadership Programme

OUTSPORT TORONTO and its member organisations along with partners and allies work to create safe and welcoming spaces where everyone can get out and play. Fundamental to achieving this goal is community-based amateur sport and recreation organisations that are well run, celebrate diversity and put inclusivity into practice, have succession plans for their leadership, and know how to effectively change and evolve in response to member needs, the broader LGBT community, and society at large. Started as a pilot in 2012, **OUTSPORT TORONTO** considers the LGBT Sport Leadership Programme a critical service that it will continue to provide and refine going forward, to ensure that member organisations have a place to easily and effectively train future leaders, thus building the capability, capacity, and sustainability of those organisations.

As part of the ongoing LGBT Sport Leadership Programme, we envision creating an alumni programme, where participants from past and current sessions can connect, come together on a regular basis,

continue to share ideas, knowledge, and experiences, and continue to support each other and their organisations in leadership, and sport and recreation programme delivery.

Partnerships

OUTSPORT TORONTO could not have achieved as much as it has to date without the incredible support from its valued partners such as the University of Toronto, The 519 Church Street Community Centre, the You Can Play Project, and others. **OUTSPORT TORONTO** intends to broaden its base of partners, and will explore opportunities in 2013 with other LGBT organisations not principally involved in sport and recreation, but that nonetheless have expertise and experience that would enhance outcomes of a number of **OUTSPORT TORONTO** initiatives. **OUTSPORT TORONTO** will also seek to develop relationships with non-LGBT organisations that have an interest in meaningful participation in LGBT sport and recreation.

Funding

OUTSPORT TORONTO was fortunate to have Stephanie Bell, our Director of Fundraising and Development, join the board and take on a critical portfolio that had hitherto not received dedicated attention. The organisation also received grant and partnership funding, as well as contributions from other sources. As we continue to grow and fulfil our mandate as an organisation, **OUTSPORT TORONTO** will continue to seek out multiple sources of ongoing funding to ensure our own sustainability and capacity, and that initiatives that we believe will be of value to our constituents can be pursued. **OUTSPORT TORONTO** anticipates forming a Fundraising and Development committee in 2013 to further this goal.

Volunteers

OUTSPORT TORONTO will be working on increasing its volunteer base, and enhancing its volunteer management capacity in 2013. With co-ordinated events such as multi-sport games in 2013, 2014, and 2017, World Pride in 2014, PrideHouseTO in 2015, and multiple other initiatives, **OUTSPORT TORONTO** has fantastic opportunities for volunteers to be involved in very meaningful ways! We will be looking for a volunteer co-ordinator in 2013 who will work closely with **OUTSPORT TORONTO**'s directors on intake, orientation, and management of volunteers, ensuring that we have the right people in the right roles, and that all our volunteers will find the experience of working with **OUTSPORT TORONTO** a rewarding one!

Being the Voice

Effective advocacy to third-party stakeholders is one of the components of **OUTSPORT TORONTO**'s mission statement, in which **OUTSPORT TORONTO** has been very active in 2012. This advocacy will continue throughout 2013 and beyond.

School Outreach

Arising from the workshop at the TDSB FUTURES 2012 conference, **OUTSPORT TORONTO** receives requests to participate in various forums within the educational sphere. The original committee that created that workshop remains committed to goals of that programme, and remains in place as an advisory team to **OUTSPORT TORONTO**.

Anti-bullying and ensuring welcoming accessibility to sport and athletics within the school system, colleges, and universities is a priority for **OUTSPORT TORONTO**. In 2013, **OUTSPORT TORONTO** will be looking to partner with LGBT community-based organisations and

other groups that have an interest in delivering programming in this space and teaming with **OUTSPORT TORONTO**. This will effectively grow our ability to deliver meaningful programming, will build on the symbiotic relationships that exist between **OUTSPORT TORONTO** and our partners, and will increase availability of healthy lifestyle options for LGBT youth.

A Source for Media

OUTSPORT TORONTO has been honoured to be a source of reliable, credible opinion and insight into reactions from the LGBT community on various sport- and human-rights-related events over this past year to local, regional, national, and international media. In pursuit of its vision to be the respected voice of LGBT sport and recreation, **OUTSPORT TORONTO** will continue to maintain the relationships it has established with various media entities, ensuring that they are aware of **OUTSPORT TORONTO** and our member organisations, what we are doing, and how we can help them in providing reliable perspectives on current events.

Building Relationships

Establishing and fostering solid, mutually-beneficial relationships with various levels of government and their agencies, amateur sport and recreation associations, professional sport bodies, and private enterprise will remain critical to **OUTSPORT TORONTO**'s advocacy work. In 2013 we expect to build upon a number of such relationships that already exist, as well as explore new ones, extending our network, and thus that of our member organisations. All such relationships will be framed within **OUTSPORT TORONTO**'s mission of promotion of health, healthy living, wellness, and wellbeing through sport and recreation, and increasing capacity and sustainability of

our member organisations to create safe and welcoming spaces for everyone to get out and play!

Regarding “Forward Looking” Statements

This annual report includes forward-looking statements. All such statements are made pursuant to the "safe harbour" provisions of applicable Canadian legislation. Forward-looking statements may include comments with respect to **OUTSPORT TORONTO**'s objectives, strategies to achieve those objectives, expected financial results, and the outlook for **OUTSPORT TORONTO** operations. Such statements are typically identified by words or phrases such as “believe”, “expect”, “anticipate”, “intent”, “estimate”, “plan”, “may increase”, “may fluctuate”, and similar expressions of future or conditional verbs, such as “will”, “should”, “would”, and “could”.

By their very nature, forward-looking statements involve numerous assumptions, inherent risks and uncertainties, both general and specific, and the risk that predictions and other forward-looking statements will not prove to be accurate. Do not unduly rely on forward-looking statements, as a number of important factors, many of which are beyond our control, could cause actual results to differ materially from the estimates and intentions expressed in such forward-looking statements. These factors include, but are not limited to: the economic and financial conditions in Canada and globally; the failure of third parties to comply with their obligations to us; legislative and regulatory developments in Canada; operational and reputational risks; the risk that **OUTSPORT TORONTO** 's risk management models may not take into account all relevant factors; the accuracy and completeness of information that **OUTSPORT TORONTO** receives from third parties; changes in accounting poli-

cies and methods **OUTSPORT TORONTO** uses to report its financial condition and the results of its operations, including uncertainties associated with critical accounting assumptions and estimates; the effect of applying future accounting changes; **OUTSPORT TORONTO**'s ability to attract and retain key board members and volunteers; reliance on third parties to provide components of **OUTSPORT TORONTO** 's business infrastructure; fraud by internal or external parties, including the use of new technologies in unprecedented ways to defraud **OUTSPORT TORONTO** or its members; and other factors that **OUTSPORT TORONTO** cannot foresee and cannot control. These and other factors may cause **OUTSPORT TORONTO**'s actual performance to differ materially from that contemplated by forward-looking statements.

The preceding list of important factors is not exhaustive. When relying on forward-looking statements to make decisions with respect to **OUTSPORT TORONTO**, stakeholders and others should carefully consider the preceding factors, other uncertainties and potential events. **OUTSPORT TORONTO** does not undertake to update any forward-looking statements, whether written or oral, that may be made from time to time by or on its behalf.

FINANCIAL STATEMENTS

On behalf of the board, we are pleased to present these financial statements of **OUTSPORT TORONTO**. The financial statements for **OUTSPORT TORONTO** for the year ended 31 December 2012 with comparatives for the year-ended 31 December 2011 are unaudited, and not subject to an independent accountant's comments.

Per the Corporations Act (Ontario), Paragraph 96.1, **OUTSPORT TORONTO**

1. is not a public corporation,
2. does not have revenues in excess of \$100,000, and
3. has consent, in writing, from all members, to waive their right to an audit for the 2012 and 2011 fiscal years.

The board of **OUTSPORT TORONTO** is responsible for establishing and maintaining adequate internal controls over financial reporting, and has designed such internal controls over financial reporting to provide reasonable assurance regarding the reliability of financial reporting. However, because of their inherent limitations, internal controls over financial reporting may not prevent or detect mis-statements.

The following financial statements have been prepared in accordance with accounting standards for not-for-profit organisations and Canadian generally accepted accounting principles (GAAP).

On behalf of the board of directors of **OUTSPORT TORONTO**,



Shawn D. Sheridan
Chair, **OUTSPORT TORONTO**



David Carter, CPA, CA
Treasurer, **OUTSPORT TORONTO**

OUTSPORT TORONTO

Statement of Financial Position

As at 31 December 2012, with comparative figures for 2011

	2012	2011
Assets		
Current Assets		
Cash		
Unrestricted	\$ 7,644	\$ 2,212
Restricted	3,100	-
Prepaid Expenses	1,436	-
	<u>12,180</u>	<u>2,212</u>
Capital Asset (note 2)	2,778	6,111
	<u>\$ 14,958</u>	<u>\$ 8,323</u>
Liabilities, Deferred Contributions, and Net Assets		
Accounts Payable		
Accrued payables	\$ 1,017	\$ 50
Deferred Contributions (note 3)		
Grants – Restricted	3,100	-
Capital Asset	2,778	6,111
Net Assets		
Unrestricted	8,063	2,162
	<u>\$ 14,958</u>	<u>\$ 8,323</u>

OUTSPORT TORONTO

Statement of Operations

For the year ended 31 December 2012, with comparative figures for 2011

	2012	2011
Revenues		
Grants (note 4)	\$ 3,700	\$ -
Partnership (note 4)	5,000	-
Contributions		
Corporate and Other (note 4)	7,400	5,557
Individual	935	1,020
Event Fees (note 5)	5,019	3,022
	<u>22,054</u>	<u>9,599</u>
Expenses		
Event Costs (note 5)	10,390	4,460
Conferences	1,577	-
Office	76	273
Promotional Materials	596	-
Insurance	130	-
Membership Fees	51	-
Amortisation of Website	3,333	3,333
	<u>16,153</u>	<u>8,066</u>
Excess of Revenues Over Expenses	<u>\$ 5,901</u>	<u>\$ 1,533</u>

OUTSPORT TORONTO

Statement of Changes in Net Assets

For the year ended 31 December 2012

	2012	2011
Unrestricted		
Balance, beginning of year	\$ 2,162	\$ 629
Excess of revenues over expenses	<u>5,901</u>	<u>1,533</u>
Balance, end of year	<u>\$ 8,063</u>	<u>\$ 2,162</u>

OUTSPORT TORONTO

Statement of Cash Flows

For the year ended 31 December 2012

	2012	2011
Cash provided by / (used in)		
Operating Activities		
Excess of revenues over expenses	\$ 5,901	\$ 1,533
Items not involving cash:		
Amortisation of deferred contributions related to capital assets	(3,333)	(3,333)
Amortisation of capital assets	3,333	3,333
Increase in accrued liabilities	967	50
Increase in prepaid expenses	(1,436)	-
Increase in deferred grant revenues	<u>3,100</u>	<u>-</u>
Increase in cash	8,532	1,583
Cash, beginning of year	<u>2,212</u>	<u>629</u>
Cash, end of year	<u>\$ 10,744</u>	<u>\$ 2,212</u>

Notes to the Financial Statements

OUTSPORT TORONTO (the “Organisation”) was incorporated in 2010 under the Corporations Act (Ontario) as a not-for-profit organisation without share capital. Its purpose is to serve and support LGBT amateur sport and recreation organisations and athletes in the Greater Toronto Area.

1. Significant accounting policies

a. Basis of presentation

These financial statements have been prepared in accordance with accounting standards for not-for-profit organisations and Canadian generally accepted accounting principles (“GAAP”).

b. Capital asset

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortisation of the website, a contributed capital asset, is provided on a straight-line basis over the estimated useful life of the asset, which is three years.

c. Revenue recognition

The Organisation follows the deferral method of accounting for contributions. Unrestricted contributions are recognised as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Contributions of capital assets are deferred and amortised into revenue at a rate corresponding with the amortisation rate for the related capital assets. Restricted contributions – contributions which must be used

to support specific operational activities – are deferred and brought into revenue when the related expenses are incurred.

d. Contributed materials and services

Volunteers contribute a significant amount of their time each year. Because of the difficulty in determining the fair value, contributed volunteer services are not recognised in the financial statements. Contributed materials and other services are recognised in the financial statements when a fair value can be reasonably estimated. Certain directors have contributed personally or through their businesses to the Organisation in addition to their volunteer time as directors. Total contributions from directors amounted to \$507 in 2012 and \$480 in 2011.

e. Use of estimates

The preparation of financial statements requires the board to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures at the date of the financial statements, and the reported amounts of revenues and expenses during the year. Actual results could differ from these estimates.

2. Capital assets

	Cost	Accumulated Amortisation	2012 Net Book Value	2011 Net Book Value
Website	\$ 10,000	\$ 7,222	\$ 2,778	\$ 6,111

3. Deferred contributions

a. Grants

On 28 June 2012, the Ontario Trillium Foundation awarded the Organisation a grant equal to \$ 58,600 to be advanced over four years. The grant is to be used to support specified outreach activities by funding direct program and related expenses with the goal of increasing the capacity and awareness of the organisation. During the year, the Organisation received \$ 6,800 of grant funding, and of this amount, \$3,100 has been deferred as the related expenditures have not yet been incurred. The balance of the funding is scheduled to be received in the following years: \$15,500 in 2013, \$12,900 in 2014, \$15,400 in 2015 and \$8,000 in 2016.

b. Capital Asset

The deferred contributions which relate to contributed capital assets represent the unamortised amount of the capital asset. The contributions are recognised as revenue in the statement of operations at the same rate that the capital asset is being amortised.

	2012	2011
Balance, beginning of year	\$ 6,111	\$ 9,444
Amounts amortised to revenue	(3,333)	(3,333)
Balance, end or year	\$ 2,778	\$ 6,111

4. Revenue

a. Grants

During the year, the Organization received \$ 6,800 of grant funding from the Ontario Trillium Foundation, and of this amount, \$ 3,700 was recognised as Grant revenue.

b. Partnership

During the year, the Organisation received \$ 5,000 from The 519 Community Centre in relation to its partnership in the pilot LGBT Sports Leadership Programme initiative.

c. Corporate and other contributions

Corporate and other contributions to the Organisation in 2012 came from a number of organisations and businesses, as well as amortisation of the Organisation's contributed website, donated in 2010. The portion of the contribution for the website that corresponds to this fiscal year has been taken into revenue.

	2012	2011
Third-party contributions	\$ 4,067	\$ 2,224
Amortisation of deferred contribution for website	3,333	3,333
	\$ 7,400	\$ 5,557

5. Events revenues and expenses

In 2012, **OUTSPORT TORONTO** held several events that generated revenues and had associated costs. The fees charged to participants went towards partially recouping associated event costs. The following breakdown shows the various events' segmented information.

Event Revenues	TDSB Futures 2012 SportZone & Pride			Total
	Workshop	2012	Scrum 2012	
Passed-on costs to participants (a)	\$ -	\$ 2,719	\$ -	2,719
Fees charged to defray costs (b)	-	-	2,300	2,300
Event fees	-	2,719	2,300	5,019
Contributions – individual (c)	865	-	-	865
Grants (d)	-	-	2,300	2,300
Contributions - other (e)	-	221	2,500	2,721
Event fees and related revenues	865	2,940	7,100	10,905
Event Costs				
Event fees paid (a)	-	2,965	-	2,965
Equipment rental	285	-	-	285
Materials	500	607	186	1,293
Insurance	-	405	-	405
Professional Fees	-	-	2,500	2,500
Food and beverage	80	-	2,310	2,390
Processing Fees	-	-	69	69
Gifts and honorariums	-	-	483	483
Total event costs	865	3,977	5,548	10,390
Event excess / (deficit) of revenues over / (under) costs	\$ -	\$ (1,037)	\$ 1,552	\$ 515

(a) **SportZone & Pride:** The Organisation purchased booth spaces on behalf of its member organisations and itself, and passed the per-member organisation fee onto participating member organisations.

(b) **Scrum:** Registration fees charged to attendees.

(c) **TDSB Futures 2012:** This funding was received from a professor for the production of a short film used during the workshop.

(d) **Scrum:** This funding consisted of \$ 2,300 from the Ontario Trillium Foundation.

(e) **Scrum:** This funding consisted of \$ 2,500 from a university.

ADDITIONAL INFORMATION

Member Organisations as at 31 December 2012

Cabbagetown Group Softball League (Softball)
Central Canada Gay Rodeo Association (Rodeo)
Downtown Soccer Toronto (Soccer)
Downtown Swim Club Toronto (Swimming)
FrontRunners Toronto (Running)
Muddy York RFC (Rugby)
Out and Out Toronto (Various)
Pink Turf Soccer League (Soccer – Women’s)
Rainbow Ballroom Toronto (Dance)
Rainbow Hoops (Basketball)
Righteously Outrageous Twirling Corps (Precision Colour Guard)
Toronto Gay Football League (Flag Football)
Toronto Gay Hockey Association (Hockey)
Toronto Gay Ski and Snowboarding Club (Skiing and Snowboarding)
Toronto Historical Bowling Society (Bowling)
Toronto Lesbian and Gay Tennis Association (Tennis)
Toronto PWA Foundation Friends for Life Bike Rally (Cycling)
Toronto Rainbow Reef Rangers (SCUBA Diving)
Toronto Sand Sharks Beach Volleyball (Beach Volleyball)
Toronto Triggerfish Water Polo (Water Polo)
Village Pool League (Billiards)

Board of Directors

The following were directors of **OUTSPORT** TORONTO as at 31 December 2012:

- Stephanie Bell, Director, Fundraising and Development; member of Pink Turf Soccer.
- David Carter, Secretary Treasurer.
- Julian DiBattista, Director, Community Outreach.
- David Langan, Director, Communications and Public Relations; President of Out and Out (resigned from the board January 2013).
- Catherine Meade, Director, Games Committee; member of the Toronto Gay Football League.
- Ken Meiklejohn, Vice Chair; member of the Toronto Gay Football League.
- James Scott, Director, Membership and Member Services; nominee for the Toronto Gay Hockey Association, Commissioner of the Toronto Gay Football League.
- Shawn Sheridan, Chair; member, Central Canada Gay Rodeo Association.

The following joined the board of directors in 2013:

- Beth Beattie, Secretary; Executive Member and Women’s Liaison for Triggerfish Water Polo.
- Darlene Homonko, Vice Chair; member of FrontRunners Toronto.

Where to Find Us

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<http://www.youtube.com/channel/UCNiajbJiQhVDDrK2wxffYaA>



<http://www.linkedin.com/groups/OutSport-Toronto-3810434>

Want to Get Involved?

If you're interested in getting involved with any of **OUTSPORT TORONTO's** projects, programmes, committees, or the board of directors, eMail us at volunteer@OutSportToronto.org, and include your interest areas, or go to www.OutSportToronto.org/volunteering and complete the on-line form there. We'd be happy to talk to you about the opportunities!

OUTSPORT TORONTO is generously funded in part by the Ontario Trillium Foundation.



The Ontario Trillium Foundation is an agency of the Government of Ontario.

Get Out... AND PLAY!

Tennis Soccer Precision Colour Guard Softball Water polo Rugby
Bowling Hockey Beach Volleyball Dance Running
Hiking Rodeo Swimming SCUBA Billiards Skiing and Snowboarding Football
Basketball

www.OutSportToronto.org