Our accomplishments over the past year demonstrate our steadfast commitments to be bold, remain relevant, embrace innovation, identify new opportunities and engage more people in community. In addition to the wide range of free programs and services for HIV support and prevention we delivered year-round, in 2013-14 we also:

**Provided** 349,324 condoms and 266,882 lube packs as part of our outreach efforts.

**Celebrated** ACT’s 30 years of service with a gala event to honour the invaluable contributions of our volunteers, past and present.

**Benefited** from the amazing support of our dedicated volunteers who contributed 20,017 hours to ACT programs, services and event initiatives - the equivalent of over 10 full-time staff.

**Honoured** by the INSPIRE Awards with the establishment of the Charles Roy Award for Activism in HIV/AIDS, recognizing the legacy of a former Executive Director of ACT.

**Raised** over $585,000 through our annual signature events: SNAP! and the Scotiabank AIDS Walk for Life Toronto.
LAUNCHED tomorrow’s community leaders today, with 58 graduates from Totally outRIGHT, a free sexual health leadership workshop series for young gay, bi, trans or queer men, between the ages of 18-29.

WELCOMED over 500,000 unique visitors to our website and received a 24% increase in social media followers.

COORDINATED a roundtable event that brought the AIDS service and violence against women sectors together for the first time in Toronto. 35 agency representatives participated in the event.

DEVELOPED new resources on post-exposure prophylaxis (PEP), HIV and STI testing, and discussion of HIV status.

RECOGNIZED by the Association of Registered Graphic Designers with a So(cial) Good Design Award for our My Sex Life: Info for Young Poz People resource.

COLLABORATED with Mount Sinai Hospital, Family Service Toronto/David Kelley Services and Centre for Spanish-Speaking People to develop a survey to better understand the complexities of gay men in mixed-status (aka magnetic or serodifferent) relationships. Survey data will inform future programming at ACT.
LEADERSHIP & GOVERNANCE
Health care organizations are marked by change. Current research findings, political and economic transitions, emerging technologies, and the evolving needs of service users have a significant impact on all aspects of community-based work. For ACT, it is hard to imagine a year as filled with change as 2013-14 but these changes, and other accomplishments, are the basis for this annual report.

The ACT board of directors continued to provide outstanding governance and oversight to the organization over the past year. Our leadership and service was instrumental in helping ACT navigate successfully through our recruitment process to identify a new Executive Director, resulting in the appointment of John Maxwell, whose long-standing commitment to ACT and HIV/AIDS will help us to achieve great things. We are confident his strong leadership of the day to day operations of the agency will ensure ACT performs responsibly and with due accountability to our members, community, donors and funders.

For the 2013-14 fiscal year we are pleased to report the agency delivered a surplus budget and we remain confident that management’s efforts to reduce operational spending and increase efficiencies will allow us to confront any challenges as a result of changing funding structures and continued competition for donations.

As we conclude our current strategic plan which runs from 2010-15, the Board will begin our next strategic planning process that will lay the foundation for our work over the next five years. ACT’s evolution is sustained by our members, supporters, volunteers, staff, and by the people we serve. We are profoundly grateful to you and look forward to establishing the future of ACT and ensure we continue to implement responsive programs and services that address the new realities for people living with, affected by, and at risk for HIV.

Jamie Slater  Robert Dixon
Chair, Board of Director  Vice-Chair, Board of Directors
Five years ago ACT was inspired by those living with HIV, the communities most affected by the epidemic, and the history of the agency itself, that we chose "resilience" as the title of our 2010-15 strategic plan. This pioneering, strength-based approach established a turning point for the organization that has seen ACT’s work become more complex as we respond to emerging HIV prevention technologies and continue to effectively provide relevant programs and services that meet the changing needs of those we serve.

The 2013-14 year was no exception. The results of our annual service user survey continued to show high levels of satisfaction from our wide range of programs and services. In addition, we implemented our fund development strategy, the result of a process initiated two years ago to evaluate the fundraising landscape and identify new strategies to diversify and enhance our sustainability. We kept up with the increasing pace of change, reaching out to new communities with support from our community partners to evaluate sexual health needs for trans men and the support needs of gay men in mixed-status relationships. At ACT, resilience has lead us to integrate a philosophy and practice of efficiency, collaboration and innovation – three key metrics of success – to all areas of the organization which have yielded exceptional results.

I am very proud to lead an organization alongside a dynamic team of staff, volunteers and supporters. Our communities continue to provide inspiration which is fundamental to both our approach and the effectiveness of our efforts. We all play a vital part in building the health and well-being of those we serve and I look forward to sharing the details of our work in 2013-14 and in the future.

John Maxwell
Executive Director
“The counsellor was extremely helpful and kind. I was able to identify and understand my own emotions and consequent actions in an encouraging light and it really helped me better understand not only where I was coming from but also what I might...work towards and how to get myself there. Thank you so much for this extremely helpful service geared towards mental health.”

“Accessing services was scary for me at first, as I have not disclosed my status to many people. I felt safe and cared for - and able to access the support services I really needed (I did not realize how much until after)!”

“After taking the JUMPSTART workshop (a workshop for gay men newly diagnosed with HIV) I really understood how committed and knowledgeable people at ACT are, so if someone I knew needed assistance I would not hesitate it directing them to your organization. In many ways you have boosted my own self confidence.”

“ACT staff and volunteers are professional and caring and always helpful. Coming into the offices is always a good experience.”
SUPPORT SERVICES AND COMMUNITY HEALTH PROGRAMS

At ACT, we know that HIV disproportionately affects gay and bisexual men, women and young people, and these communities are often already deadling with issues of stigma and discrimination, making them more vulnerable to HIV transmission. Our Support Services and Community Health Programs provide information, education and engagement opportunities that reduce feelings of isolation and promotes strength, resilience and safer sex and/or harm reduction strategies.

EFFICIENCY
Responding to the growing demand for smartphone-friendly visual content on social media, we continued ACT’s tradition of bold, eye-catching health promotion campaigns by developing infographics on PEP, viral load, testing and the use of poppers. Embracing 21st technology gives ACT the opportunity to foster debate, dispel myths, spark conversations, respond to concerns and provide resources to support informed decision-making (see page 17 for more details).

COLLABORATION
Over the past year we partnered and/or made significant connections with over 100 organizations in Toronto that share our focus and determination to radically improve the lives of people living with or at risk for HIV/AIDS.

As a leader in HIV prevention, ACT is part of the Gay Men’s Sexual Health Alliance (GMSH) and advises on best practices for outreach and education initiatives. In 2013 ACT consulted on “Our Agenda”, an innovative multimedia campaign exploring the connections between the emotional, mental and sexual health of gay men.

INNOVATION
We live in a world of change and ACT is no exception. Thanks to advances in HIV we have adapted and introduced programs to address the current realities of HIV transmission. This year, in consideration of rates of co-infection of other sexually transmitted infections we developed “Step by Step” a 10-week support, group in partnership with Fife House, to bring people together to talk about life with HIV and Hep C.

With the expansion of our in-person outreach efforts to new venues outside the Church-Wellesley village, we understand safer drug use is a key element of HIV prevention. As a contributor to the Canadian Harm Reduction Network, this year we assisted in the launch of reportbaddrugsto.ca, a website that monitors reactions to substances and collects information on potentially harmful drugs in circulation.
OUR IMPACT 2013-14

ACT offers a robust range of programs and services that address current issues and needs related to HIV/AIDS. Our programs are developed by evidence—from research projects and decades of practical experience—to deliver effective and responsive programming built on a foundation of excellence and innovation that meet our strategic goals.

OUR STRATEGIC GOALS

Provide exemplary programs and services.
We will deliver effective and responsive programming that focuses on our strengths and will acknowledge the roles and contributions of our partners to ensure improved and seamless integration and navigation of services.

Strengthen our organization.
We will enhance our resilience as an organization through various initiatives that strengthen and/or clarify our roles and responsibilities, systems, structures, policies, programs, fundraising, and physical infrastructure.

Stimulate a strong, community-based HIV/AIDS response.
We will leverage existing strengths and support the ongoing development of HIV/AIDS programs. Informed by the experience of people living with, or at risk for, HIV—and the efforts of our partners—we will share our lessons learned in the areas of policy development, service delivery, and research and innovation.

- 3,280 users of the public computers.
- 1,598 users of the public phones.
- 7 new outreach venues and events identified.
- 50 harm reduction outreach activities held over the past year.
- 10 hours of online outreach services provided on a weekly basis.
- 259 individuals accessed counselling services.
- 154 gay/bi men accessed bathhouse counselling services (TowelTalk).
- 85 women accessed WomenZone and Women’s Coffee Night.
- 145 participants attended the Meet and Eat and Good Company Lunch programs.
- 90 new service users registered for employment services this fiscal year.
92 intake sessions held to register individuals to specific support services.

22,276 significant conversations recorded.

12,855 visits to our Service Access Centre from individuals looking to register for programs, to use public computers or telephone.

757 conversations about substance use and safer partying conducted during outreach.

643 online conversations reported during online outreach initiatives.

549 people accessed case management and counselling services, including TowelTalk (bathhouse counselling).

318 participants registered for social support programs for people living with HIV/AIDS.

87 service users took part in 9 group outings including Shakespeare in High Park, Bowling Night and Line Dancing.

33 people on ODSP were placed in employment.

235 people living with HIV/AIDS accessed Employment ACTion for assistance with their job search and (re)employment options.
Called Employment ACTion, our employment services program is for people living with HIV and who are considering (re)employment. The program offers self-employment, career exploration, benefits counselling, skills upgrading, competitive resumes and interview coaching along with job search, placement and job maintenance follow-up services.

**EFFICIENCY**

Generous funding from the MAC AIDS Fund supported our efforts to conduct focus groups with service users and service providers to complete a redevelopment of the Employment ACTion website. This project will be completed in Fall 2014, creating a more user-friendly website that includes learning modules for service users.

**COLLABORATION**

20 network events were attended by Job Developers in 2013-14. We continue to have active participation in professional networks such as JOIN (Job Opportunity Information Network), CWGHR (Canadian Working Group on HIV and Rehabilitation), Lesbian and Gay Chamber of Commerce and EDEN (Episodic Disability Employment Network).

**INNOVATION**

ACT received funding from ODSP to support 21 Toronto service providers with provincial French Language Services compliance. Seventeen partnership agreements were signed with College Boreal for the provision of employment services in French and the we have completed an outreach and promotional strategy which will be implemented in the coming year.

**SUCCESSFUL PLACEMENTS IN THE FOLLOWING SECTORS:**

- Arts and culture
- Banking
- Call centres
- Custodial services
- Education
- Hospitals
- Hospitality
- Health care
- Insurance
- Legal
- Manufacturing
- Media
- Non-profit
- Social services
- Retail
- Research
- Security services
VOLUNTEER PROFILE
BORA RHEE

Insert Q&A
ACT delivers community-based research, capacity building and information-sharing activities that support our strategic directions and provide the basis for future program development.

Research projects equitably engage a range of stakeholders in producing and using knowledge to understand emerging trends, support policy, and advance the well-being of people living with, and at risk for HIV/AIDS Toronto.

**RESEARCH, MONITORING AND EVALUATION**

**EFFICIENCY**

To provide strategic leadership and oversight for evaluation and monitoring of ACT’s programs and services, the role of Manager of Monitoring and Evaluation was implemented in 2013-14 to work with ACT’s management and staff to identify and prioritize areas for program development and evaluation, as well as develop and/or improve evaluation and monitoring tools.

**COLLABORATION**

Research projects are generally conducted in partnership with university-based research and organizations involved in HIV-related issues (see sidebar).

**INNOVATION**

ACT Research Day 2013 focused on enhancing our understanding of HIV research in relation to stigma, mental health and the effects of HIV over the lifespan. Attendees joined small groups to talk about the presentations given during the day, to discuss the impact that they could have on the HIV work or lives of people living with HIV, and to identify any outstanding issues or new areas of research that could help improve the health and well-being of people living with HIV.

Held annually since 2003 and funded by the Ontario HIV Treatment Network (OHTN), ACT Research Day 2013 was attended by 85 service providers, researchers, policy-makers, and other community stakeholders.

Over the past year, ACT provided leadership as principal or co-principal investigator to the following projects:

**A/C Track Survey: HIV behavioural surveillance with African, Caribbean and Black communities in Toronto**


**Facilitators and barriers to participation in HIV health research**

Seeks to understand the factors that support or impede participation in HIV health research among priority populations.

Partnership with the Ontario HIV Treatment Network and researchers from other institutions.
To support our position as an agency that not only acts but leads, our communications and use of technology must continue to evolve and educate on matters of HIV and STI transmission and prevention, contribute to conversations about HIV/AIDS, promote ACT’s programs and services, enhance our brand and profile to meet strategic goals, and foster an engaged community of service users and supports.

**DIRECTED** 38,915 people (via the ACT website) to referral information on HIV testing, counsellors, doctors, and dentists in Toronto.

**RESPONDED** to Health Canada’s restricted sale and import of poppers by producing an infographic series to promote safer sex alternatives and distributed through social media networks.

**INITIATED** a process to migrate all ACT websites to a common CMS platform to allow them to be more responsive to smartphone technology and ensure that new and future websites in development (WHAI, Employment ACTion) are compliant with the Accessibility for Ontarians with Disabilities Act (AODA).

**PUBLISHED** a two-part newsletter series commemorating ACT’s 30 years of service, featuring interviews with former staff, volunteers and community members who shared the challenges and opportunities of ACT’s early days and how that legacy informs our work today.

**APPEARED** in 100+ media outlets to promote community programs, events, and responses to current issues including the Toronto Star, the Globe and Mail, Toronto Sun, Huffington Post, Xtra, The Grid, CP24, Proud FM, OutTV, and PositiveLite.com
IMPLEMENTED a three-year IT strategy, funding provided by the Ontario Trillium Foundation, based on recommendations from the Operational Review conducted in 2012.

PARTNERED with CATIE to distribute our materials nationally, including *My Sex Life: Info for Young Poz People* and *BDSM: Safer Kinky Sex*. Close to 14,000 copies were distributed last year.

DEVELOPED social media policies to protect the integrity of the ACT brand and to establish strategies that contribute to compelling and reliable conversations about HIV/AIDS, and the overall health and well-being of the communities we serve.

NOTIFIED our stakeholders with two position papers that established our responses to the final report for the Review of Social Assistance in Ontario (Oct. 2013) and the need for equal access to post-exposure prophylaxis (PEP) in Ontario (Jan. 2014).

PROFILED in two original documentaries: *How We Got Gay* (CBC DocZone), a look at the early days of the AIDS crisis and its impact on the gay rights movement, and *Being Positive* (MTV), profiling young people living with HIV in Toronto.
Every year we benefit from the support of dedicated participants who take part in our annual fundraising events. Proceeds from SNAP! and the Scotiabank AIDS Walk for Life Toronto help to sustain our programs for people living with HIV, and our HIV prevention, education and outreach programs. **And because of your commitment to our cause, all of our services remain free of charge.**

**SCOTIABANK AIDS WALK FOR LIFE TORONTO**

In 2013 we celebrated 25 years of raising funds and awareness for the fight against HIV/AIDS. As part of the activities to mark this special milestone, the Church-Wellesley community displayed their support with imaginative window displays and participated in fundraising activities that encouraged donations from their customers.

On this anniversary year we recognized Toronto’s history of LGBTQ and HIV/AIDS activism by featuring historic sites along the walk route, which were also provided in an accompanying podcast narrated by Walk Chair, Shaun Proulx.

This year’s event saw increased participation and corporate matching gifts. Thank you for walking and contributing to our work with unprecedented generosity.

**SNAP!**

Our annual night of photography and philanthropy was held on March 6, 2014 and featured live and silent auctions and a digital photo competition. This year’s well-curated collection featured photographic sculpture and beautiful works by established and emerging artists.

Notable guests included Anne Mroczkowski (SNAP! Honorary Chair), CBC’s Steven and Chris, MP Olivia Chow, and Yasmin Warsame.

SNAP! will celebrate it’s 14th year in 2015 and has raised over $2.3 million for the vital programs and services of ACT.

**FUNDRAISING EVENTS**

- **715 registered walkers**
- **$375,000+ rasied**
- **63 corporate and community teams**
This year, you made an incredible difference in our work. Whether you donated or attended one (or both!) of our annual signature fundraising events, SNAP! and the Scotiabank AIDS Walk for Life, made a gift in response to a direct appeal, you helped to make a difference in the lives of people living with, at risk for, and affected by HIV/AIDS. The following is a summary of total giving by individuals, corporations, and institutions over the past fiscal year. We are sincerely grateful.

**GOVERNMENT**

**Government of Canada**
Public Health Agency of Canada

**Government of Ontario**
Ministry of Health and Long-term Care - AIDS Bureau
Ministry of Community and Social Services

**City of Toronto**

**REGIONAL PARTNERS**
Ontario HIV Treatment Network (OHTN)
Ryerson University
Mid-Toronto Community Services

**CORPORATIONS 10,000+**
AbbVie
Element Financial Corporation
Gilead Sciences Canada, Inc.
Janssen
Merck & Co., Inc.
Scotiabank

**1,000-9,999**
MAC Cosmetics
Dan G. Pereira Agency Inc
Lifford Wines and Spirits
Maple Leaf Sports and Entertainment Ltd.
Market Square Cinema
Marsh Canada
Rainbow Cinemas
Richo Canada Inc.
The Big Carrot Natural Food Market
The Village Pharmacy

**EMPLOYEE & COMMUNITY GROUPS**
CUPE - Canadian Union of Public Employees
Hydro One Employee’s and Pensioner’s Trust Fund
Levi Strauss & Co. Canada Inc.
MAC AIDS Fund
Ontario Power Generation (Charity Trust)
PricewaterhouseCoopers Canada Foundation
Sun Life Financial Matching Gifts Program
TELUS - Community Affairs
The Estee Lauder Companies Inc

**COMMUNITY EVENTS**
Fox Theatre Presents
Oscar Night
Freddie for a Day 2013
George Brown Student Event: NUDE
George Brown Student Event: World AIDS Day
Mayhem North (Club 120)
Studio 180 Presents “Cock”
Supporters of Second Life
World AIDS Day: Getting to Zero

**FOUNDATIONS**
GAP Foundation Gift
Match Program
MAC AIDS Fund
Morris Justein Charitable Foundation
Ontario Trillium Foundation
Pace Family Foundation
Shoppers Drug Mart Life Foundation
The Philip Smith Foundation
The Willie and Mildred Fleischner Charitable Foundation

**ESTATES**
Douglas C. Johnson

**INDIVIDUALS 5,000+**
James Burn
James D. Scarlett
James Turner and Craig Daniel
Jonathan Warren

**2,500-4,999**
Mitchell Adrian
Michael C. Allen
Richard E. Cadieux
Clive Desmond
Nadira Farooqui
Neil Guthrie
Nickolas Kamula and Jeanne Banka
Don Pfeil
Litsa Skrivanos
Richard Willett

**1,200-2,499**
Andrew Braithwaite
David J. Cameron
David Carter
David Clark
Simon Clements
Rick Feldman
Steven Fudge
John Goodhew
Marcel Grimard
Julie Hannaford

**500-1,199**
Jonathan Abrams
Tony Ambrosi
Carolyn Archibald
Rudolfus Arts
Todd J. Austin
Lisa Balfour Bowen
Robert Bartlett
Fred Bayne
Derek Billsman
Robert Boardman
C. G. Boisvenue
Pegi Cecconi
Paul Chan
Terry Christiansen
Yaffa Clemens
Evan Collins
Jack Connell
John Dadosky
Elena Dal Dan
The financial information included herein is derived from our audited financial statements for the year ended March 31, 2014. A complete copy can be found on our website at actoronto.org/financial.
LEADERSHIP

BOARD OF DIRECTORS
Jamie Slater Chair
Robert Dixon Vice-Chair
Tamryn Jacobson Treasurer
Ken Tong Secretary
Jeffrey Cowan
Louis Dimitracopoulos
Ann Edmonds
Steven Hobé
Ryan Lester
Dennis Loney
Penny Miriams
Dean Valentine

ACT MANAGEMENT
John Maxwell
Executive Director
Jessica Cattaneo
Manager of Monitoring and Evaluation
Mohini Datta-Ray
Manager of Women and HIV/AIDS Initiative
Kyle Greenwood
Manager of Communications
Pieter Huisman
Director of Operations
Winston Husbands
Director of Research
David Jacobs
Manager of IT/IM Systems Development
Daniel Knox
Director of Development
Duncan MacLachlan
Director of Community Health Programs
Don Phaneuf
Director of Employment Services
Jocelyn Watchorn
Director of Support Services

SOURCES OF REVENUE

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<th>Percentage</th>
<th>Source</th>
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<td>70.1%</td>
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EXPENDITURES BY PROGRAM AREA

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AIDS Committee of Toronto (ACT)
399 Church Street, Toronto, ON M5B 2J6
T 416-340-2437 F 416-340-8224 W actoronto.org
Charitable registration number: 11877 9024 RR0001