

2020 Annual Report



HARS

Taking action to reduce stigma

Since 1988.

Our Mission

HIV/AIDS Regional Services provides comprehensive services including education, prevention and support for people living with, at risk of, or affected by HIV/AIDS, STBBI's in addition to advocating for broader social change to reduce stigma and discrimination.

Our Vision

HIV/AIDS Regional Services is a leader in providing service user advocacy and innovative, high quality services for people living with, at risk of or affected by HIV/AIDS.

Board Members

Julie Langan
Brian McNeilly
Michael Cao
Gilles Charette
Ted Robinson
Bryan Scott
Bruce Bursey
Ita McConnell
Ben Rodgers
James McCarthy
Dar Doucet
Georgina Thompson

Chair
Vice Chair
Treasurer
Executive Director
Secretary
Director
Director
Director
Director
Director
Director
Director

Staff.

Main Office

Allison Cope	City Support Coordinator
Brad Dies	M4M Sexual Health Coordinator
Chris Bachand-Lauko	Peer Support Coordinator
Derek Van Alstyne	Regional Harm Reduction Coordinator
Diane Kearnan	Volunteer/Facilities Coordinator
Diane Smith-Merrill	Prison Support Coordinator
Gilles Charette	Executive Director
Jackie Smith	Women & HIV/AIDS (WHA) Coordinator
Jessica Vallentgoed	Harm Reduction Outreach Worker
Joanne Staples	Regional Support Coordinator
Kristy Brewer	Harm Reduction Outreach Worker
Nicky Hanson	Harm Reduction Outreach Worker
Parker Robb	Program Assistant
Ruth Messier	Financial Assistant
Ryan Rolfe	Harm Reduction Outreach Worker
Samantha Leclair	Harm Reduction Outreach Worker

Integrated Care Hub



Managers

Amanda Rogers	Manager, Harm Reduction Services
Ashley O'Brien	Manager, Integrated Care Hub

Harm Reduction Outreach Workers

Adam Green	Katie Westoll
Amber Lagroix	Kelli McIsaac
Ashley Curtis	Kirstin Brunke
Ashley Free	Laura Whitefield
Carrie Morton	Lewis Coon
Cheyenne Rattray	Lorrie LaRock
Chris Parsons	Marika Swainson
Christine Manuel	Matthieu Preu Quillard
Doug Carroll	Mark Sousa
Elizabeth Smith	Melissa Peters
Hannah Friedman	Steffany Henderson
Janet Richie	Stephanie Bate
Jansene Vivarious	Sydney Matheson
Jenna Young	Tess Hopkins
Jennifer Krupa	Theresa Staniforth
Jenny Bain	Tyler Lochhead
Jeff Perry	William Raleigh
Jon Egerton	

Gratitude.

This year at HARS can only be classified as unexpected. So much has changed over the last year, but one thing that has never faltered was the agency's ability to meet our service users where they are. The staff and volunteers at HARS have done an incredible job of meeting the service users' needs during this pandemic, mainly because this is not the first health crisis people living HIV/AIDS have experienced.

From that knowledge, the team has been able to support their service users and provide consistent service when many people were falling through the cracks.

The Integrated Care Hub is a revolutionary step towards meeting our most vulnerable community members' needs at the most challenging time. The HARS teams' ability to respond to these needs while supporting people with dignity and respect is what truly makes this organization so unique. I am so grateful to have supported the agency as a board member over the last 6 years and especially the last 2 years as chair. I will be stepping down as Chair as our bylaws require me to take a leave but will stay on in an ex-officio role for support. I would like to thank the current board members for their service and wish them luck as they move forward. Thank you to the staff for trusting me in the chair role and providing such excellent service to our community. Lastly, I would like to thank Gilles for his leadership over the last 2 years. Your vision and passion has created such amazing opportunities and it is this spirit that will only drive the organization to heights. It has been my pleasure to watch this agency grown and innovate service and I look forward to seeing where it will be another 6 years.

With gratitude,

Julie Langan



Nimble.

As I write this, our M4M Sexual Health Coordinator, Brad is celebrating his first year on staff at HARS. Many times over the past year, as we've encountered unique and unusual things, I've laughingly told him: "This is not typical". At this point I think we can all agree, the past year has been anything but typical.

But with each challenge HARS has faced, with each new opportunity presented, the team has responded and adjusted. We are nothing if not nimble.

If there's something HIV service organizations know, it's pandemics. In addition to the COVID-19 pandemic, we've been working on the frontlines of the HIV pandemic as well as the pandemic of drug poisoning for decades. And HARS is approaching these pandemics with the same empathy, kindness and generosity we've shown each other in the height of the HIV/AIDS crisis, relying on science and evidence to guide us, while rejecting the hysteria, stigma and discrimination that we know all too well. That's the work of HARS. We take action to remove stigma.

Over the past year, the staff and Board began a conversation about who we are, and how we position ourselves for the future. As an organization, we're committed to keeping the lives of People Living with HIV/AIDS (PLWH) at the centre of our work. We also recognize that the scope of our work is broader and more inclusive. What the pandemics we're facing have in common is that they tend to disproportionately impact our community's most vulnerable and resilient people. And that's who we serve.

Continued...

In 2019-2020 the PLWH Advisory Council was formed to help inform and guide our work. In addition, we began our work on Indigenous Reconciliation and Anti-Racism by doing personal reflection and training and being one of the first signatories of the City of Kingston Workplace Inclusion Charter. We continue to have challenging conversations that force us to confront the reality of systemic racism, in particular, anti-black racism. We have much more to do, and we look forward to continuing to take a critical look at who we are and how we're doing in our efforts to be reflective of the diversity of our community.

The 2020-2021 year is bringing continued uncertainty due to the COVID pandemic, as well as tremendous opportunity. Due to the outstanding work of the team in reaching out to our community's most vulnerable, we have received funding from the City of Kingston and the United Way to create and open the Integrated Care Hub. As a result, the reach of our work has expanded dramatically, as has the size of the staff team. While the world sometimes feels like it's 'on hold' right now, the work of HARS continues. Because it's crucial that no one be left behind.

I'm so proud of the HARS team of staff, volunteers, students, generous donors and Board, for their commitment and for their boldness and courage as we undertake this work. It's a privilege to work alongside each of you as we as we strive to build a healthier, more equitable and just community. In solidarity,



**Gilles Charette
Executive Director, HARS**

Year in review.

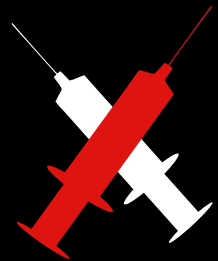


**\$18,156 in PHA
financial support**



**2189
narcans kits**

467% increase over last year!



**299,244
syringes**

132% increase over last year!



**1741 harm
reduction
teachings**

211% increase over last year!



**3182
hot meals**

25% increase over last year!



**over 2090
volunteer hours**

HARS DNA Project



At HARS, we place
these values at
the center of our
work

- 1) Lived Experience
- 2) Social Justice
- 3) Dignity
- 4) Anti-Stigma
- 5) Harm Reduction
- 6) Community

In 2019 and early 2020, the Board and Staff of HARS began a series of conversations with the goal of better articulating who HARS is, what our values are and who we will be in the future.

In 2020-2021, we will be reaching out to our membership and the broader community for input into this. One of the tangible outputs of these conversations has been to identify HARS' Core Values.

Affirming Our Commitment.

HIV/AIDS Regional Services (HARS) is striving to do better: To hear the voices of Lived and Living Experience and to better reflect the diversity of the communities we serve.

As such, we are affirming our commitment to the following principles and to participating in the process of reconciliation.

GIPA/MIPA - Greater Involvement/Meaningful Engagement of People Living with HIV/AIDS

We acknowledge that Greater involvement of people with HIV/AIDS (GIPA) is never achieved once and for all; it is a goal and commitment that must be continually renewed. GIPA is a practice, not a project, and is similar to all other accountabilities of healthy HIV organizing and service delivery. Our practices in AIDS service organizations (ASOs) must be continually re-evaluated in light of the changing realities of HIV/AIDS and of those living with it. *(from OAN.red)*

This year the PLWH Advisory Committee was formed representing a variety of perspectives and experiences, to help to inform and guide the work of HARS through the lens of People Living with HIV.

AR/AO - Anti Racism/Anti Oppression

Used as an umbrella term that includes activities, practices, policies, ways of thinking, and initiatives that address oppression in all its forms (e.g. racism, homophobia, classism, ablism). Key to anti-oppression is an understanding that inequality and oppression exist in the world, and that all of us participate in unequal power dynamics in a variety of ways. Anti-oppression involves reflection and making choices about how to give, share, wield, or withhold power to assist and act in solidarity with people who are marginalized. *(from ORGWISE.ca)*

This year has brought issues of anti-racism to the forefront in very important ways, in particular anti-Black racism. The team has been reflecting on the impacts of systemic racism in our sector, and Gilles has joined the OAN sub committee to develop guidance to the provincial sector on addressing anti-black racism. In addition, HARS was the first signatory of the City of Kingston Workplace Inclusion Charter.

TRC - Truth and Reconciliation Calls to Action

Each of us has a role to contribute to the process of reconciliation. Public dialogue and action on reconciliation must extend beyond addressing the history and legacy of the residential schools. If Canada is to thrive in the twenty-first century, First Nations, Inuit, and Métis peoples must also thrive. This requires healthy communities and real economic and social change. National reconciliation involves building respectful relationships at the community level. *(from TRC.ca)*

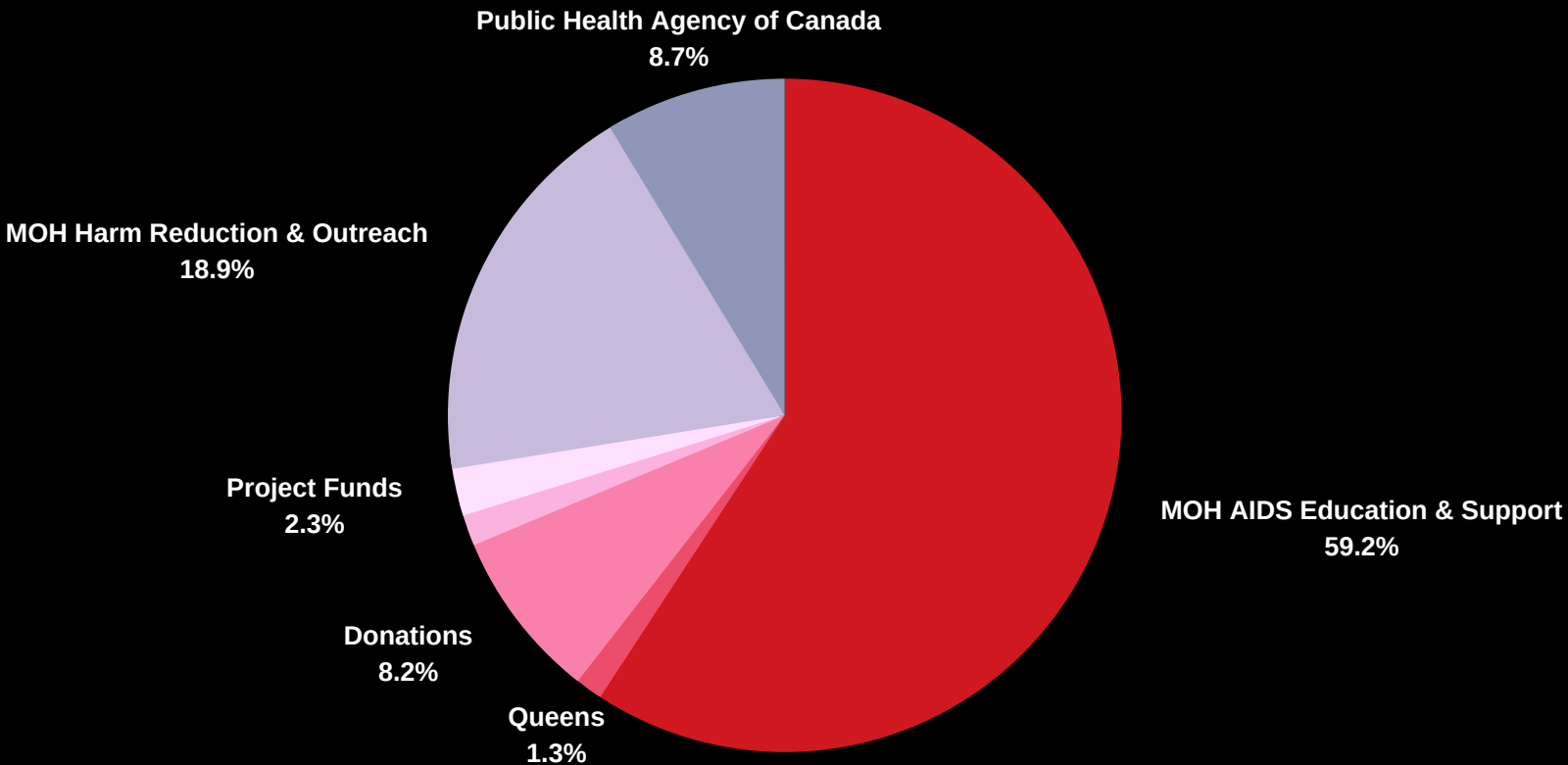
This year, the Ontario AIDS Network (OAN) released a document which will guide HIV service organizations in the work of reconciliation. Thanks to our provincial funder, a number of staff have completed the Sanyas Indigenous Cultural Sensitivity training.

In Summary

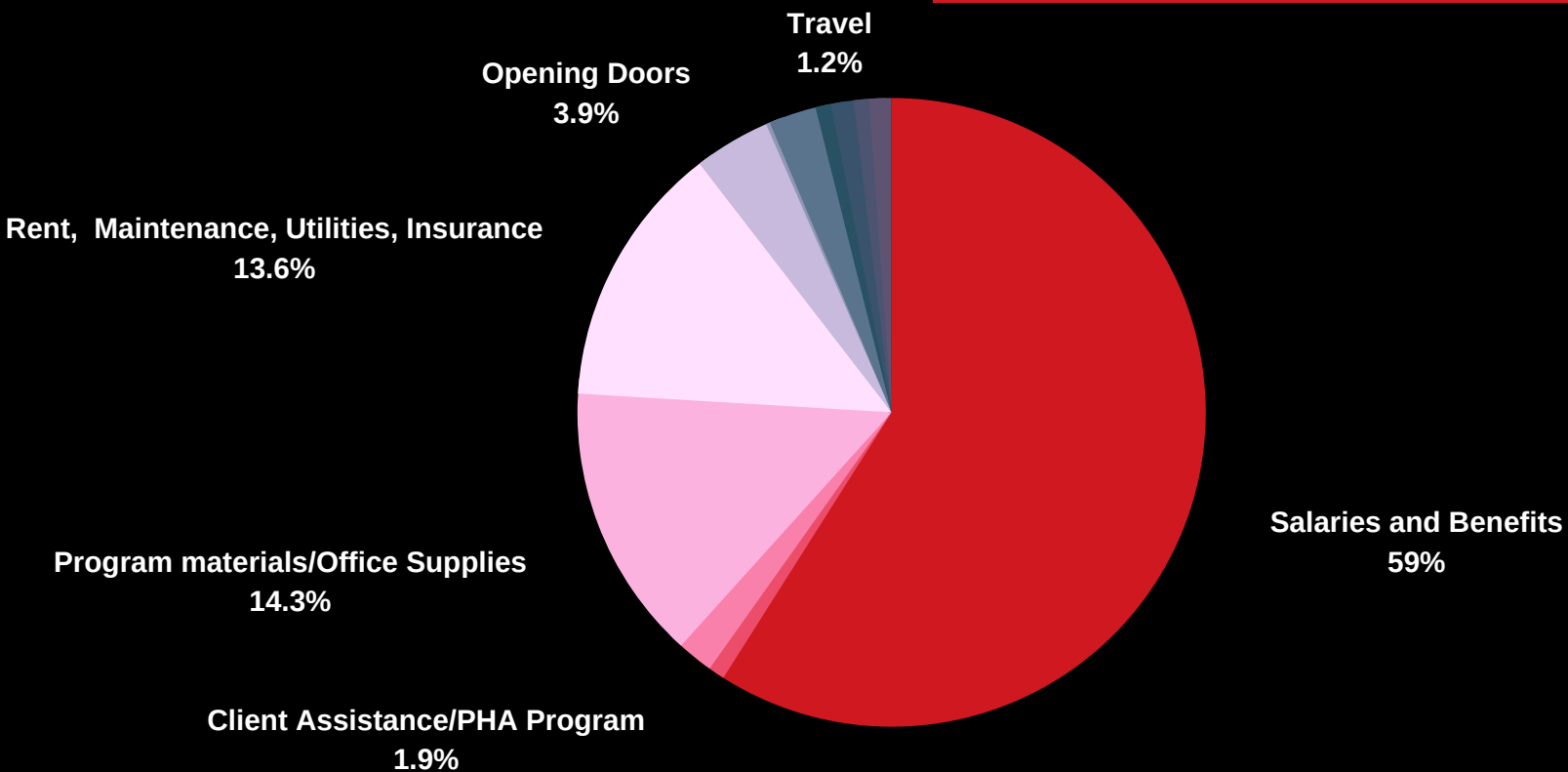
This year staff have done personal reflection and training on Indigenous Reconciliation as well as Anti Racism, in particular Anti-Black racism. This is only the beginning of long-term focused work on these three measures of inclusion.

Financials.

Revenue \$1,056,206



Expenses \$977,831



Financials.

Revenue

	2020	2019	+/-
Donations	\$68,737	\$13,210	+ \$55,527
Fundraising	\$17,669	\$17,566	+ \$103
Grants	\$930,272	\$885,754	+ \$44,518
Project Funds	\$23,925	\$35,255	- \$11,330
Interest & Other Income	\$15,603	\$19,636	- \$4,033
Total	\$1,056,206	\$971,421	+84,785

Expenses

	2020	2019	+/-
Salaries and Benefits	\$576,089	\$505,992	+ \$70,097
Client Assistance/PHA	\$18,156	\$19,246	- \$1,090
Opening Doors	\$38,465	\$48,680	- \$10,215
Fundraising Expenses	\$2,897	\$2,579	+ \$318
Project Expenses	\$23,925	\$35,255	- \$11,330
Staff Development	\$7,840	\$7,694	+ \$146
Travel	\$11,260	\$7,036	+ \$4,224
Volunteer Support	\$7,996	\$15,973	- \$7,977
Equipment rentals and repairs	\$11,074	\$15,511	- \$4,437
Rent, Maintenance, Utilities,			
Insurance	\$132,501	\$151,224	- \$18,723
Program materials/Office Supplies	\$139,306	\$125,062	+ \$14,244
Audit, professional fees,			
membership dues, Advertising	\$8,307	\$19,389	- \$11,082
Total	\$977,831	\$954,737	+23,094

Excess of Revenue Over Expenditure	\$78,375	\$16,684	+ \$61,691
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Integrated Care Hub

Perhaps our largest undertaking this past year has been the creation of our Integrated Care Hub. Many members of our most vulnerable population are experiencing chronic homelessness, complex concurrent disorders, and are unable to stabilize in order to access services.

Our goal is to offer stabilization and access to broader social, economic and community health services through a 24/7 drop-in space and co-location of Kingston's Consumption and Treatment Services. Our values, policies, and day to day operations are informed by the following 5 core pillars:



Harm Reduction

Stabilization

Wellness

Cultural Safety

Trauma & Violence Informed Care



Stay tuned... we're on the move!

We are looking forward to finally settling into our permanent location at 661 Montreal Street over the coming weeks. Construction is well underway, and we are excited to optimize this new space to best support the people we serve. Our new space will include:

- 24 hour drop-in space
- Rest Area
- Kitchen to prepare snacks and food
- Storage for clients' belongings
- Accessible washrooms
- Showers
- Consumption and Treatment Services (CTS)



HIV / AIDS Regional Services (HARS) - 844a Princess Street, Kingston ON K7L 1G5 - 613-545-3698

Follow us online! Visit us at www.hars.ca or on   @ HARSKingston

Registered Charity#: 12974 5139 RR0001 Support our Registered Charity through Micharity:

<https://donate.micharity.com/hiv-aids-regional-services/1896372377/donate?campaign=1>