



Regional  
HIV/AIDS  
Connection

# SAFER TOGETHER



# SINCE 1985

2024—25  
ANNUAL REPORT



# LAND ACKNOWLEDGEMENT

With great respect, we acknowledge the regions we serve as the traditional territories of the Anishinaabek, Haudenosaunee, Lūnaapéewak, and Chonnonton Nations on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

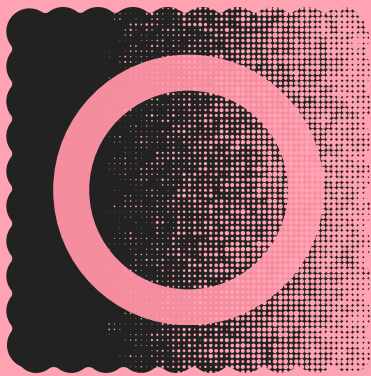
This land continues to be home to diverse Indigenous Peoples whom we recognize as contemporary stewards of the land and vital contributors to society. The three First Nations communities closest in proximity to this agency are: Chippewa of the Thames First Nation, Oneida Nation of the Thames, and Munsee-Delaware Nation.

RHAC recognizes the vital role of Indigenous-led wisdom in responding to HIV and related health inequities. We are grateful to collaborate with Indigenous communities and Indigenous knowledge as we foster healing together.

# CONTENTS

Safety in Numbers	01
Safer Together Since 1985	02
Safekeeping	03
Workplace Safety	05
Supportive Housing	07
Positive Living	09
A Crowd Louder than Stigma	11
Reducing Risks of Hepatitis C	13
Sex Workers' Health and Safety	14
Valued Volunteers	14
Defeating Stigma at the Dinner Table	15
Building a Better World	17
Supporting Health and Stopping Harm	19
Speaking Up for Harm Reduction	20
Enhancing Safety and Security	20
Advancing Equity and Anti-Racism	21
Committing to Cultural Safety	21
Expanding Our Circle of Care	23
Safer Queer Spaces	24
Peer Supports	25
Studies in Wellness	27
Strengthening Systems	28
Financials	29
Thank You	31

# SAFETY IN NUMBERS



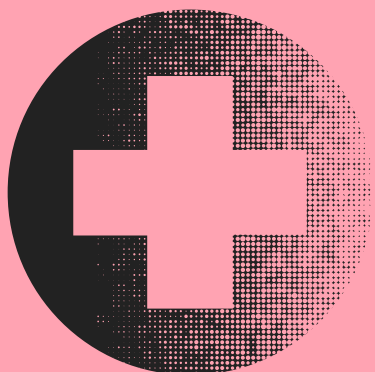
**5,672**

safer sex resources, including  
condoms, distributed.



**265**

overdoses treated by  
harm reduction staff.



**4,888**

naloxone kits distributed  
to prevent overdose deaths.

All activities and figures reported are estimated from the  
fiscal year between April 1, 2024—March 31, 2025.

# SAFER TOGETHER SINCE 1985



The safety pin: In the 1980s, it was a staple in Punk fashion and a statement of Queer style. Years later, it's still used to hold together the most cherished items. In recent history, wearing a safety pin or paperclip has even been a symbol of resistance, safety, and solidarity in the face of oppression.

Since 1991, safety pins have been used to put countless ribbons together for AIDS awareness. Every World AIDS Day, a safety pin secures those ribbons over the hearts of individuals showing their support for people living with HIV/AIDS.

Today, safety pins are still keeping things together. A lot has changed over the years, but it turns out that safety never goes out of style. Since 1985, Regional HIV/AIDS Connection (RHAC) has been providing safer spaces and supportive programs to people affected by HIV/AIDS. Our lasting legacy as an organization is owed to the community members who have equally supported us. Communities continue to count on RHAC, because their longstanding trust and support make it possible. We look out for one another, and we work towards a better future.

For this year's Annual Report, the safety pin made perfect sense as a symbol of how coming together can keep us safer. Safety-pinned to your copy of this report is a red ribbon: We invite you to wear it with pride.

# SAFEKEEPING

Safety seems an impossible promise to make. Especially in times of uncertainty. This year, program closures and funding limitations undermined harm reduction and HIV services around the world and close to home. In response to these challenges, our commitment to the communities we serve remained steadfast. As RHAC strengthened our services to meet community needs, we continued to safeguard the same mission and values that founded our organization 40 years ago.

Since 1985, RHAC has helped to advance the care and supports that make it possible to live, and thrive, with HIV. Throughout the decades, RHAC has remained at the frontline of a local response to some of the most urgent epidemics and health emergencies, including a toxic drug crisis. Despite the progress being made, lives are still being lost. This year, RHAC continued to grieve the deaths of community members affected by HIV/AIDS, hepatitis C, and the opioid crisis. Every loss painfully emphasizes the critical efforts of our staff and programs to protect the lives and wellbeing of the people we support.

We have learned from our history that the grief we feel is how compassion carries on. It is a lasting consequence of the care and support we extend to everyone we serve. In honour and memory of those lost, we keep caring for the lives at stake and the people who count on us.

This year, our services opened countless pathways for community

members to improve their health, connect to care, and seek support without stigma. I am proud to say that an increasing number of services were delivered by peers through programs for African, Caribbean, and Black communities, Queer community members, people engaged in sex work, and individuals in-hospital. At RHAC, we have always valued the lived experiences of people who are often stigmatized, marginalized, and underserved. By sharing their own life experiences to support others, peers are proof of the power each of us has to find common ground, make a meaningful difference in our community, and look after one another.

Safety often falls short of being a guarantee. But safer communities and outcomes are made possible whenever we come together. RHAC united with our partners to continue protecting the health and wellness of people who depend on us for the care they deserve. I am deeply grateful to our Board, staff, volunteers, and community partners. Your support and solidarity have made our community a healthier and safer place for people affected by and at risk for HIV and hepatitis C. Thank you to our residents, clients, and program participants for trusting us with the safe-keeping of your care.

**Martin McIntosh**  
Executive Director



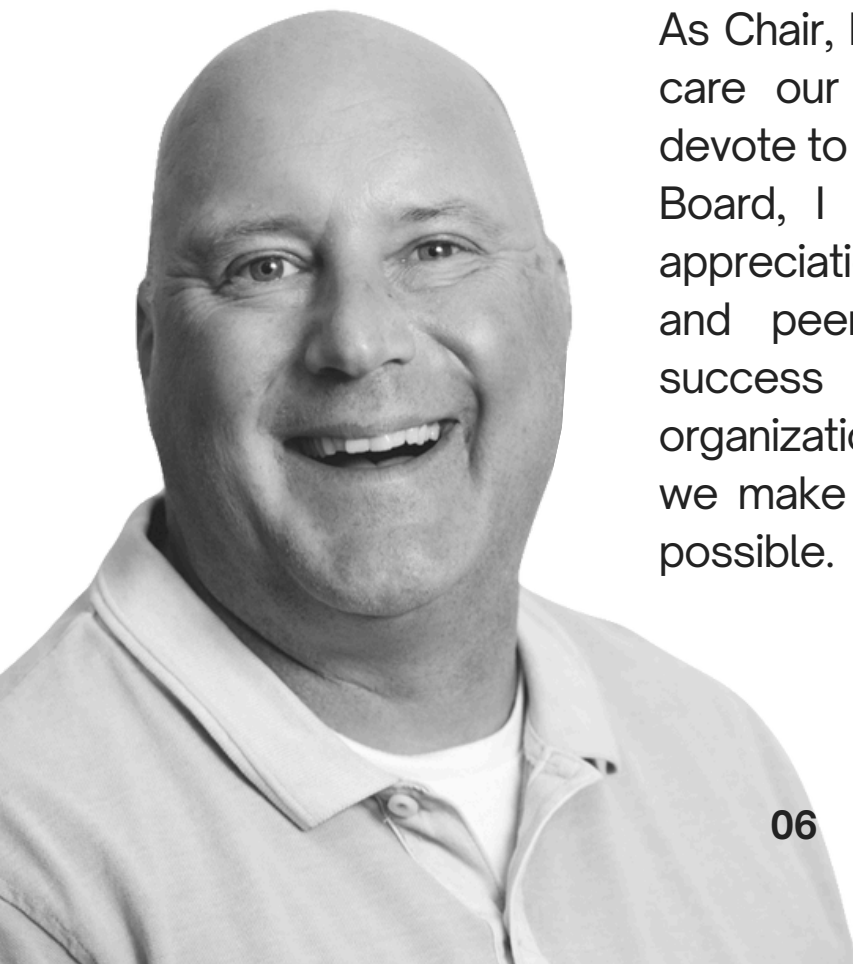
# WORKPLACE SAFETY

Better health happens at RHAC. It starts with a well-supported team who feel empowered to make a positive difference in our community. As the Board of Directors, we are responsible for the overall health of the organization. We have the distinct privilege of setting RHAC's goals and the responsibility of providing governance that supports the organization's staff as they work tirelessly to fulfill our mission, even in very challenging times.

At the heart of any healthy organization is a safe and supported workforce. As of March 31, 2025, RHAC employed 79 staff members. Their health, safety, and dignity are essential to RHAC's service delivery and to sustaining our culture of care, courage, and compassion. When it comes to fostering the wellness of this agency, our Board begins with its people.

A safer workplace is one that not only identifies hazards and risks, but also makes a meaningful commitment to the care, culture, and wellbeing of its team. This year, the Board oversaw an organizational risk assessment and the first steps towards implementing RHAC's latest Strategic Directions. Informed by careholders with lived experience and Ontario's HIV Action Plan to 2030, the new plan focuses on priority populations and strengthening partnerships. A key goal of the strategy is to build organizational resilience while fostering a culture of wellness through comprehensive compensation, wellness, and staff development programs.

Supporting RHAC's team and mission also means standing up for the values we share. In 2024, the provincial government announced legislation restricting supervised consumption services in Ontario. While RHAC's Carepoint program was permitted to remain open, several others were closed or replaced by Homelessness and Addiction Recovery and Treatment (HART) Hubs. In response, our Board updated RHAC's position statement on Harm Reduction and Supervised Consumption Services and released an open letter advocating for harm reduction programs. As stated in that letter: "While Carepoint is fortunate to continue operating, the proposed closures and prohibition of other CTS sites raise significant public health and safety concerns for affected communities. We stand in solidarity with the vulnerable community members and frontline workers affected by these proposals...RHAC stands firm in our support of harm reduction. Alongside prevention, treatment, and enforcement, it remains crucial to a comprehensive response to the risks associated with substance use."



As Chair, I am grateful for the time and care our dedicated Board members devote to RHAC. On behalf of the entire Board, I want to express our deep appreciation to the staff, volunteers, and peers who contribute to the success and wellness of this organization at every level. Together, we make safer, stronger communities possible.

**Matt Brown**  
Board Chair

# SUPPORTIVE HOUSING

A caring home can make all the difference. Our John Gordon Home (JGH) program supports the health and housing of people managing chronic conditions related to HIV and hepatitis C.

This year, JGH was home to 11 residents. Since opening as an AIDS hospice in 1992, we continue to deliver quality end-of-life care. Thanks to today's effective treatments, JGH is where most residents are improving their health with the goal of living well and leaving one home for another.

This year, we worked with Indwell to transition a JGH resident into Indwell's supportive housing program while accepting a former Indwell participant into our palliative care program. Our team supported each resident, 24/7, at every stage of their stay: From connecting two residents to chemotherapy appointments at the Verspeeten Family Cancer Centre, to supporting the applications of three residents to the Canada Ontario Housing Benefit—making their move from JGH more affordable.

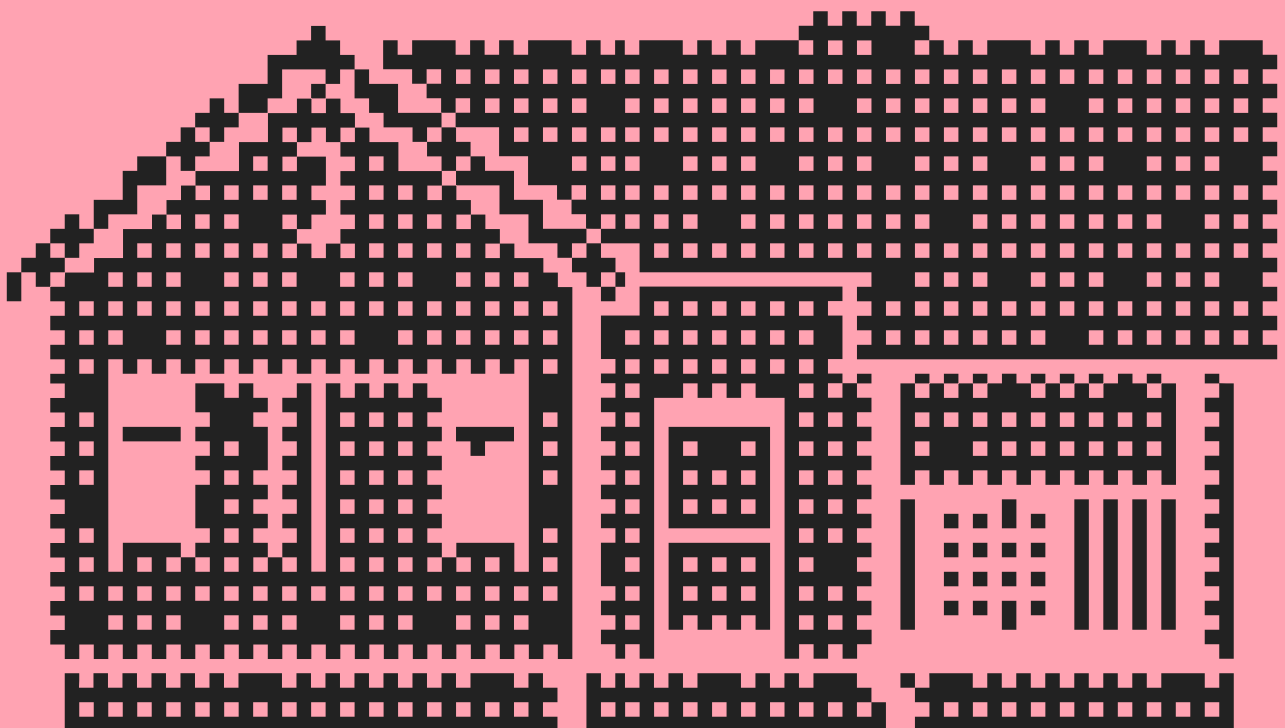
To ensure we can offer residents a safe and comfortable living environment for years to come, JGH made important upgrades to our home. In 2024, we successfully applied to receive \$256,945 in funding from the Canada-Ontario Community Housing Initiative, allowing JGH to make energy-efficient upgrades and update our electrical, HVAC, and fire alarm systems.

# “John Gordon Home saved my life.”

— John Gordon Home resident

Meanwhile, nutrition remained a vital part of every resident’s care plan. This year, we served around 10,000 home-cooked meals! We even saved an estimated \$5,000 in annual food expenses thanks to Harvest Hands Canada: A non-profit food distribution centre that redirects surplus food to community organizations.

Our program provided valuable learning experiences to students who made important contributions to JGH. We employed six youth through the Canada Summer Jobs program and hosted seven service and support worker student placements. We also welcomed six residents from the Schulich School of Medicine & Dentistry.



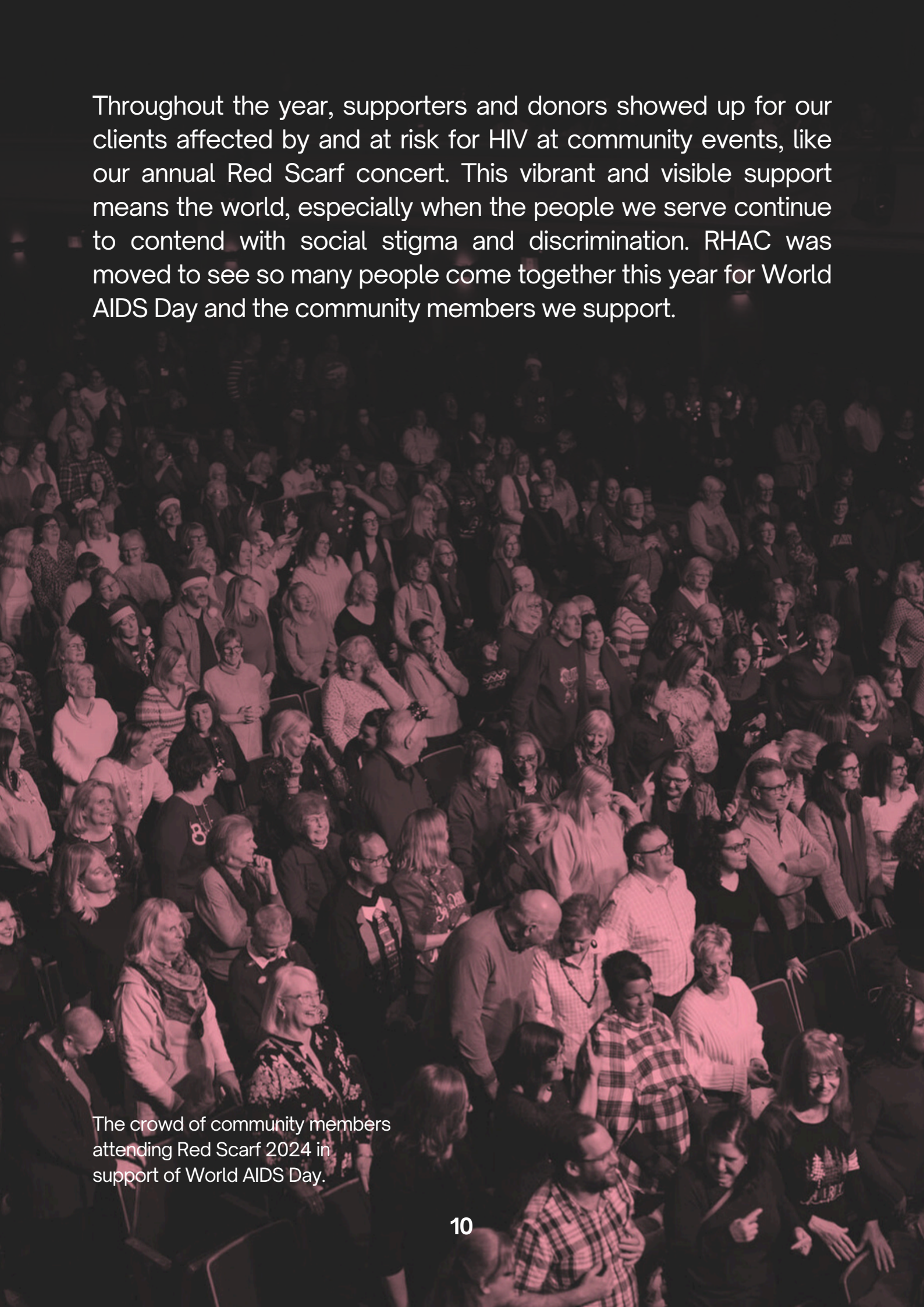
# POSITIVE LIVING

People can lead long, healthy lives with HIV. Our HIV Support Services team connects clients to the care, treatment, and supports that help them live well. With help from our partners, we break down barriers and ease burdens that make it difficult for people living with HIV to look after their health.

This year, our team supported 144 clients living with HIV. Working with London InterCommunity Health Centre (LIHC), Middlesex-London Health Unit (MLHU), and the Infectious Diseases Care Program (IDCP), we helped clients connect and adhere to support plans and made referrals to additional services. A total of 94 clients received transportation support, making it easier to get to medical appointments. Our monthly food pantry program was accessed by 74 clients to meet their nutritional needs, while 30 clients were supported by our Wellness Assistance Fund to assist with uninsured medical expenses, housing support, and financial needs. Clients were also connected to free tax clinics from Goodwill Industries to secure assistance, disability and housing benefits. By increasing healthcare access, food security, and financial assistance, our team makes healthier living possible.

Isolation, stigma, and housing insecurity are some of the stressors people living with HIV continue to face during the holidays. In December, we hosted 30 clients and their loved ones at our annual holiday dinner, complete with a home-cooked meal, gifts, and festivities at Byron Community Church. This heartwarming tradition is one that clients can depend on for joyful and meaningful connections during the holiday season.

Throughout the year, supporters and donors showed up for our clients affected by and at risk for HIV at community events, like our annual Red Scarf concert. This vibrant and visible support means the world, especially when the people we serve continue to contend with social stigma and discrimination. RHAC was moved to see so many people come together this year for World AIDS Day and the community members we support.



The crowd of community members attending Red Scarf 2024 in support of World AIDS Day.

# A CROWD LOUDER THAN STIGMA

In 2024, RHAC's Red Scarf campaign brought community back together for World AIDS Day. Kicking off with our annual concert, the campaign called on community to raise their voice against stigma and show support for people living with HIV. The concert featured CHOIR! CHOIR! CHOIR! at Centennial Hall, where the audience donned red scarves as symbols of support and solidarity. Together, we raised \$93,190 for client programs and services.





Audience posing for our annual  
Red Scarf selfie with emcee Reta Ismail.

# REDUCING RISKS OF HEPATITIS C

The Hepatitis C Care Team is a partnership between RHAC and LIHC. We support community members at increased risk for hepatitis C to improve access to testing, care, and prevention. This year, the Hepatitis C Care Team supported more than 3,000 service interactions.

Collaborating with community partners and cutting-edge technology, our services closed gaps that can make hepatitis care and treatment inaccessible to many. In February, we conducted a liver scan clinic, using non-invasive imaging to assess liver health. Our team was able to assist in connecting clients from the clinic to treatment. Staff also trained on the use of new technology to expedite the diagnosis of hepatitis C and connect clients more quickly to care and treatment supports.

Throughout the year, we enhanced outreach among priority populations. Our team attended more Indigenous-focused organizations and drop-in spaces and, in March 2025, the London Black Health and Wellness Fair, where participants could connect to health supports in a culturally affirming space. Our team also oversaw the distribution of educational resources in additional languages to make information about hepatitis C accessible to more communities. With peer contributors, we launched a community magazine called “Liver Lovers” to provide educational resources and serve as a creative outlet for clients to exhibit their artwork.

# SEX WORKERS' HEALTH AND SAFETY

RHAC stands unequivocally for the health and human rights of sex workers. Our collaborative Sex Worker Initiative for Safety and Health (SWISH) serves individuals engaged in sex work to connect them with health and wellness supports. Through the Public Health Agency of Canada, RHAC previously launched this initiative in partnership with Street Level Women at Risk (hosted by CMHA Thames Valley Addiction and Mental Health Services) and SafeSpace London.

This year, SWISH supported 122 unique individuals engaged in sex work across 600 outreach interactions. Our team was able to provide and make connections to much-needed supports, including food and clothing, crisis intervention, transportation and medical supports, as well as advocacy.

# VALUED VOLUNTEERS

Every volunteer makes a difference. A total of 166 volunteers served RHAC's mission this year, donating 4,670 hours of their time to weekly volunteer sessions, events, student volunteer opportunities, and our Board. Throughout the year, RHAC hosted two Volunteer Appreciation events and an award ceremony to show our deep appreciation for individuals whose dedication and generosity kept our mission moving.



# DEFEATING STIGMA AT THE DINNER TABLE

A Taste for Life is when our local community dines to make a difference. This year marked the 22nd anniversary of A Taste for Life at London-area restaurants.

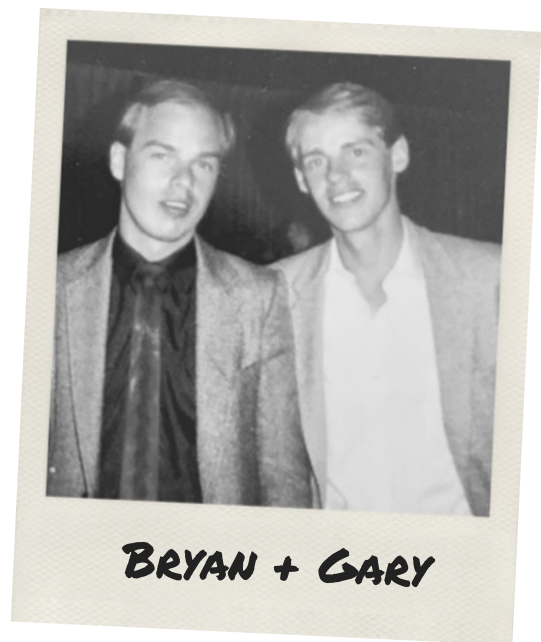
In 2024, 15 local restaurants pledged to support RHAC's client programs and services by donating 25% of proceeds from one day of dining. This annual event showcased the generosity of local businesses, as well as their proud support of people living with and affected by HIV/AIDS. A Taste for Life 2024 raised \$34,912 in support of RHAC's programs and services!

This year's event was supported by returning Presenting Sponsor TD Bank Group, and Supporting Sponsor Kim Mullan Broker, Sutton Group Select Realty Inc., Brokerage.

# “And here we are 20 years later, still grieving and remembering him.”

— Bryan Lavery, Blackfriars Bistro & Catering

Thanks to the continued support of businesses like Blackfriars Bistro & Catering, A Taste for Life (ATFL) has been able to raise critical funds for RHAC’s client services for over two decades. In 2024, Blackfriars returned as a participating restaurant for the 22<sup>nd</sup> year in a row. The decision to host the annual event is personal for Blackfriars’ Bryan Lavery. The anniversary of ATFL also marked 20 years since Bryan lost his younger brother, Gary, to AIDS-related illness. In loving memory of Gary, Bryan and Blackfriars once again opened their doors to show support for people living with HIV/AIDS. “With labour shortages, food prices increasing, and restaurants still recovering from the impact of COVID-19 on our business and staff,” says Bryan, “restaurateurs can only justify hosting fundraisers like A Taste for Life if they genuinely impact the broader community by making a meaningful difference. There remains a significant need in support of vulnerable community members and families living with HIV/AIDS.”



# BUILDING A BETTER WORLD

We play a local role in the global response to HIV and hepatitis C. On occasions like International Overdose Awareness Day and World AIDS Day, we are reminded each year of the worldwide community driving positive change. In December, we held our World AIDS Day Vigil at Innovation Works with performances from community members and moments of quiet reflection for those we have lost.

In July, RHAC hosted our second annual World Hepatitis Day Wellness Fair in collaboration with LIHC. The event welcomed more than 200 people to learn more about preventing, treating, and testing for hepatitis C. Hosted outdoors on the lawns of our Queens Avenue location, the Wellness Fair brought several service providers together, including: Atlohsa Family Healing Services, Family Service Thames Valley, London Cares Homeless Response Services, LIHC's Options Clinic and Youth Outreach Workers, MLHU, OAHAS, SafeSpace London, and SWISH.

In 2024, RHAC's Executive Director also had the honour of attending the 25<sup>th</sup> International AIDS Conference in Munich, Germany. Welcoming more than 10,000 participants from 169 countries, the conference was an opportunity to learn from and participate in the world's largest gathering on HIV/AIDS as communities work to address stigma, advance research, and treat HIV without leaving anyone behind.



Team members assembled on the lawn of RHAC's 602 Queens Avenue Location for World Hepatitis Day 2024.

# SUPPORTING HEALTH AND STOPPING HARM

Harm reduction keeps communities safer. The supports provided through our Carepoint and Counterpoint programs are delivered by trained staff to reduce harms and prevent risks related to drug use, including overdose and HIV or hepatitis C transmission.

In 2025, Carepoint celebrated the second anniversary at our permanent location at 446 York Street. We invited neighbours to a community conversation to provide feedback and learn more about the work we do. This year, Carepoint welcomed a total of 15,909 visits, averaging 1,325 visits per month. We responded to a monthly average of 22 overdoses. Our Harm Reduction Services have also been an important access point for participants to engage other health and treatment options. We directed 66 participants to HIV and HCV testing and addressed 400 instances of wound care. Many of these interactions included referrals to additional follow-up care.

Throughout the year, Counterpoint delivered a growing number of educational presentations about harm reduction to various partners and post-secondary programs. Carepoint also provided 18 tours to a total of 115 community partner members. In 2025, we released a virtual walkthrough of Carepoint's facility to give even more community members a closer look at the services provided to participants, as well as our state-of-the-art drug checking technology from SCATR Inc. that can screen drugs for unexpected and potentially lethal contents.

# **SPEAKING UP FOR HARM REDUCTION**

In 2024, the province announced restrictions and closures affecting several supervised consumption services. London's supervised consumption service, Carepoint, was not included among the closures. Our ability to continue offering harm reduction services is part of our community's comprehensive response to HIV, hepatitis C, and a national toxic drug crisis. Alongside more than 70 organizations, RHAC signed an open letter calling on the provincial government to reverse its decision to restrict harm reduction programs in Ontario. RHAC's Board also released an open letter advocating for harm reduction as part of a holistic response to substance use.

# **ENHANCING SAFETY AND SECURITY**

Carepoint is committed to strengthening our services as a trusted health and safety resource in the community. In compliance with the changes legislated by the province, our Carepoint program implemented new measures for safety, security, community engagement, and reporting. Starting in 2024, we updated protocols related to on-site loitering, the reporting of serious incidents, and our complaint and resolution procedures.

# **ADVANCING EQUITY AND ANTI-RACISM**

RHAC fosters a culture rooted in social justice and anti-racism. This year, we continued reviewing our policies and procedures to incorporate over 30 recommendations from a previous Diversity, Equity, and Inclusion (DEI) audit. In 2024, staff were engaged in meaningful opportunities across multi-day DEI and Decolonization training and National Day for Truth and Reconciliation programming, including an event at Carepoint in partnership with OAHAS and Chippewa of the Thames. In 2025, our International Women's Day event focused on enhancing equitable access to health and wellness options for African, Caribbean, and Black women through art, culture, and community.

# **COMMITTING TO CULTURAL SAFETY**

RHAC remains committed to ensuring our programs are culturally responsive and relevant. For the fourth year in a row, RHAC participated in a Multicultural Health Fair led by Type Diabeat-It. Our Education Team also had the opportunity to offer culturally affirming info sessions about HIV to newcomers. Thanks to cost-saving supports from Harvest Hands Canada, and fundraised contributions, we were able to consistently stock our monthly food pantry with culturally relevant and familiar food items.



In collaboration with OAHAS, RHAC introduced the Community Mural and Fire Ceremonies Project to our shared services space at 602 Queens Avenue. Funded by Community Foundations of Canada, this project reflects the commitment of our services to the wellness and belonging of Indigenous communities. Led by Sean Couchie, a local artist and member of the Nipissing Band of Ojibways, with assistance from his daughters and the engagement of Indigenous community members, the resulting artwork transformed empty walls into symbols of community, culture, and care. This project also supported the inclusion of a portable fire pit and traditional medicines during Indigenous-led drop-in groups.

# EXPANDING OUR CIRCLE OF CARE

RHAC serves six counties. Our mobile services help us go the distance. The Health Outreach Mobile Engagement (H.O.M.E) program provides primary care, basic needs, and harm reduction supports from a converted city bus to under-housed individuals. This year, the program received annualized funding which allowed RHAC to hire a dedicated staff member to this collaboration. Enhanced support ensures the program can operate consistently and meet participants around London, including Carepoint. Our mobile Harm Reduction services continued to extend supports across Elgin, Middlesex, and Oxford counties. We also took important steps to integrate and provide primary healthcare from ‘The Commons,’ our shared services space at 602 Queens Avenue. Thames Valley Family Health Team officially joined the space in December 2024 and began delivering on-site clinical care during the new year. IDCP also began delivering weekly services on-site for people living with HIV to access some of their clinical care.

RHAC’s care and compassion equally extends to our staff. As our team continued to experience the tragic loss of community members, we engaged the AIDS Bereavement and Resiliency Program of Ontario to provide staff with grief supports. An in-person session was delivered to 18 of our staff members, creating safer opportunities to process grief as a team. By caring for staff, we ensure they are supported to share that same standard of care with communities we serve.



# SAFER QUEER SPACES

Our programs are proudly Queer-affirmative, 365 days a year. In 2024, RHAC received a one-year Community Vitality grant of \$67,000 from London Community Foundation to support a new project called MAGICAL: Multicultural Accessible Gatherings Improving 2SLGBTQIA+ Community Affirmation in London. In collaboration with community groups and leaders, MAGICAL delivered several events to connect 2SLGBTQIA+ community members to social and wellness supports. This Pride season, RHAC's theme, "Room for Pride," collaborated with partners to create safer and celebratory spaces to express Pride through community events, including a film screening and voguing workshop. We also continued to show up for Pride across the regions we serve with resource booths in Sarnia, Stratford, and Wortley Village. Meanwhile, our Open Closet program for 2SLGBTQIA+ youth engaged 39 new members.

# PEER SUPPORTS

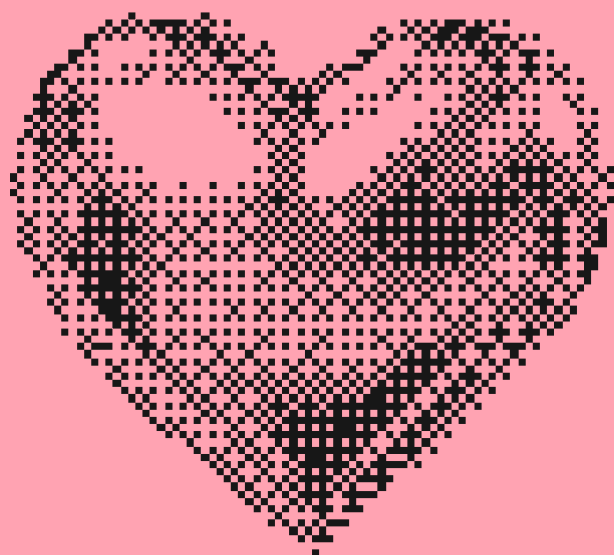
Peers are a powerful source of support to the people we serve. They have strengthened our service delivery by building deep and trusted relationships with diverse populations who share some of their lived experiences. Peers are important members of our HIV and Hepatitis C Support teams, harm reduction programs, and Education department.

Funded by Public Health Agency of Canada, our Peer Pathways project continued to address health inequities impacting African, Caribbean, and Black (ACB) and Two-Spirit, Gay, Bisexual, Trans, Queer, and Intersex (2SGBTQI+) communities. The peer-led training program aims to enhance equitable community access to supports, services, and resources related to HIV/HCV and other sexually transmitted and blood-borne infections. In the summer of 2024, the project reached an important milestone and onboarded two part-time Peer Connectors to our Education team.

In 2024, peers from our harm reduction programs were empowered to clean up local streets and keep neighbourhoods safer. Thanks to London Community Foundation's Woodman Disaster Relief Fund, participants with experience using our services were engaged and trained as paid peers. Participants conducted sweeps of the area and safely recovered over 3,000 syringes and several bags of litter. Empowered to make a positive impact and paid for their time, peers were valued for their contributions. Participants reported neighbourhood passers-by thanking them for their hard work. The project exemplified the positive impact peers can make to our local community.

**WE TAKE**

**CARE**



**OF EACH**

**OTHER**

# STUDIES IN WELLNESS

We are always learning from our community partners. Collaborating with research and educational communities enables RHAC to translate the best available evidence into action and turn community learning into real-world health outcomes.

This past year, RHAC participated as a Community Collaborator in the Acceptance and Commitment to Empowerment (ACE) initiative: A research project with collaborators in Ontario and Alberta focused on wellness interventions aimed at reducing HIV stigma and promoting community resilience.

In April, London hosted the 33rd Canadian Conference on HIV/AIDS Research (CAHR), providing RHAC opportunities to participate on the Scientific Committee and take part in the opening and plenary sessions. Spotighting the latest advances in HIV research, the event welcomed over 600 participants to celebrate the theme of Breaking Barriers, Building Bridges: Research to Action in HIV. CAHR also presented its annual Red Ribbon Award to our former Director of Harm Reduction Services, Sonja Burke, recognizing outstanding contributions to the cause of research and the quality of life for people living with HIV.

Schulich Medicine & Dentistry students continued to make valuable contributions to RHAC, from fundraising to healthcare delivery. In March 2025, students presented their annual charity musical Tachycardia, raising funds for client programs and services. This year, Dentistry students also helped to deliver dental screening clinics for clients, connecting those with underserved oral health needs to cleanings and emergency care.

# STRENGTHENING SYSTEMS

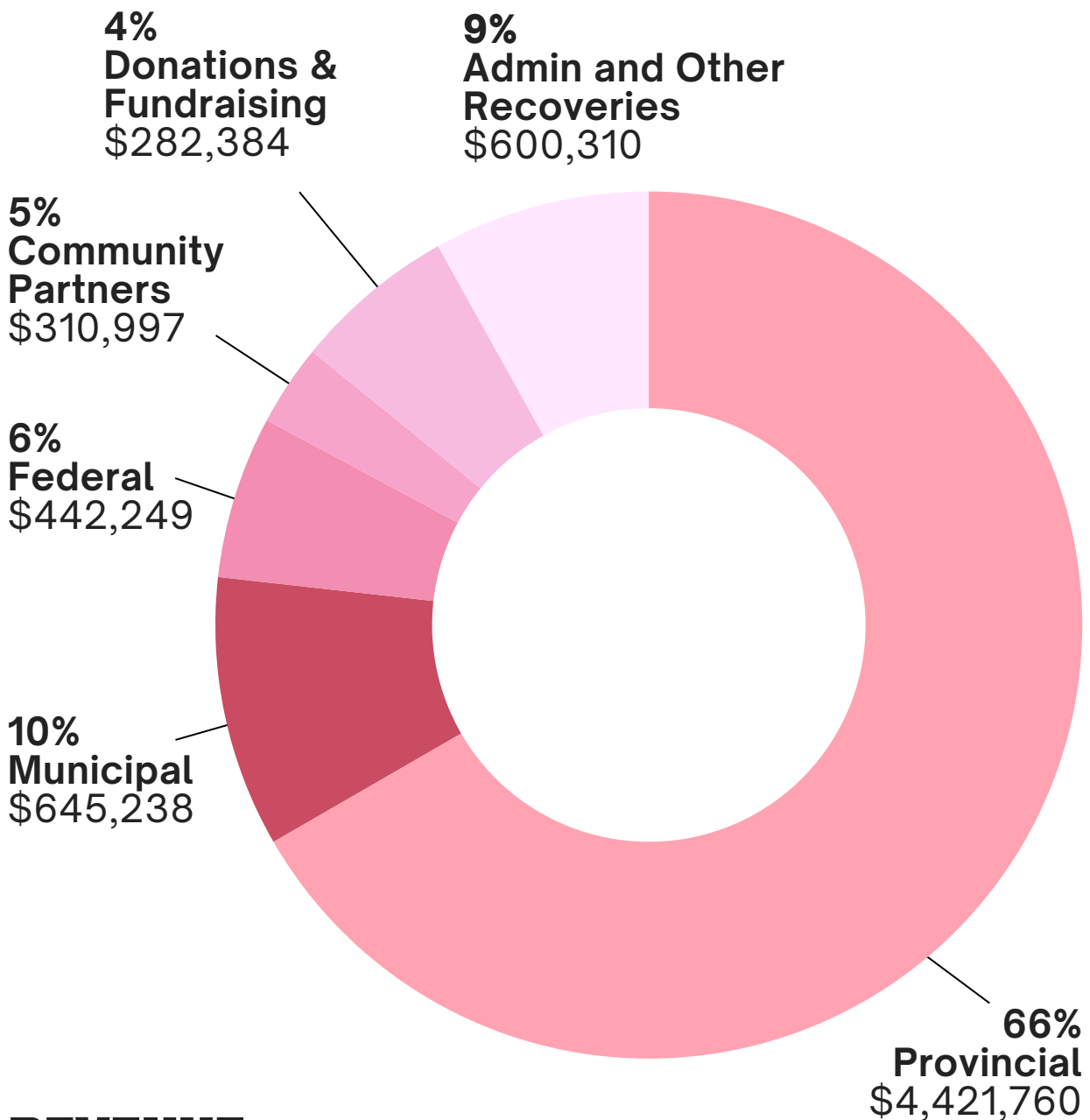
RHAC has made the systems behind our services even stronger. Enhancing organizational strength is a key component of our Strategic Directions. To improve service delivery and build our capacity for the future, we upgraded RHAC's information systems with investments from generous grantors.

In 2024, RHAC successfully applied for a year of Seed Grant funding from the Ontario Trillium Foundation. The \$35,000 grant has gone towards our website and brand system with the goal of building a public platform that is accessible, supportive, and culturally relevant. Our website is the first point-of-contact for many community members seeking services and programming. In collaboration with marketing agency sagecomm, we consulted careholders and began developing content that will connect, educate, and communicate with communities more effectively.

With funding support from London Community Foundation's Community Services Recovery Fund, we also committed \$35,000 to enhancing our Human Resources Information Systems. This empowers RHAC to strengthen staff engagement, training, and retention while ensuring the excellence and efficiency of our operations. As nonprofits continue to recover from the impacts of COVID-19, this Recovery Fund has been an important source of resilience for local organizations, like RHAC.

APRIL 1, 2024—MARCH 31, 2025

# FINANCIALS



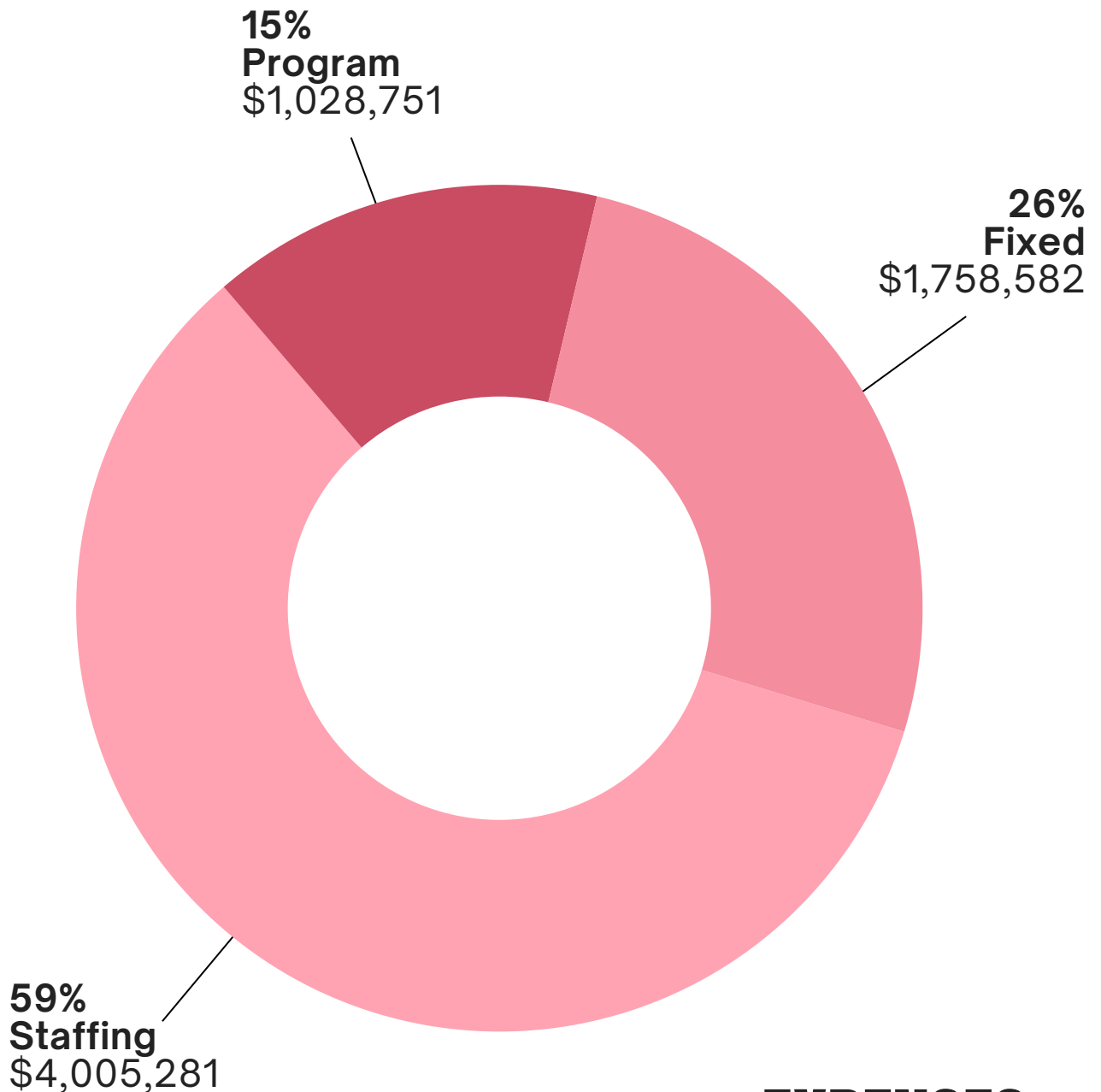
## REVENUE

# \$6,702,938

Totals do not include  
in-kind donated materials.

APRIL 1, 2024—MARCH 31, 2025

# FINANCIALS



Totals do not include  
in-kind donated materials

**EXPENSES**  
**\$6,792,614**

# THANK YOU

## FUNDERS

City of London  
Employment and Social Development Canada  
London Health Sciences Centre  
London InterCommunity Health Centre  
Middlesex-London Health Unit  
Ontario Health West  
Ontario Ministry of Health and Long-Term Care  
Public Health Agency of Canada  
Southwestern Public Health

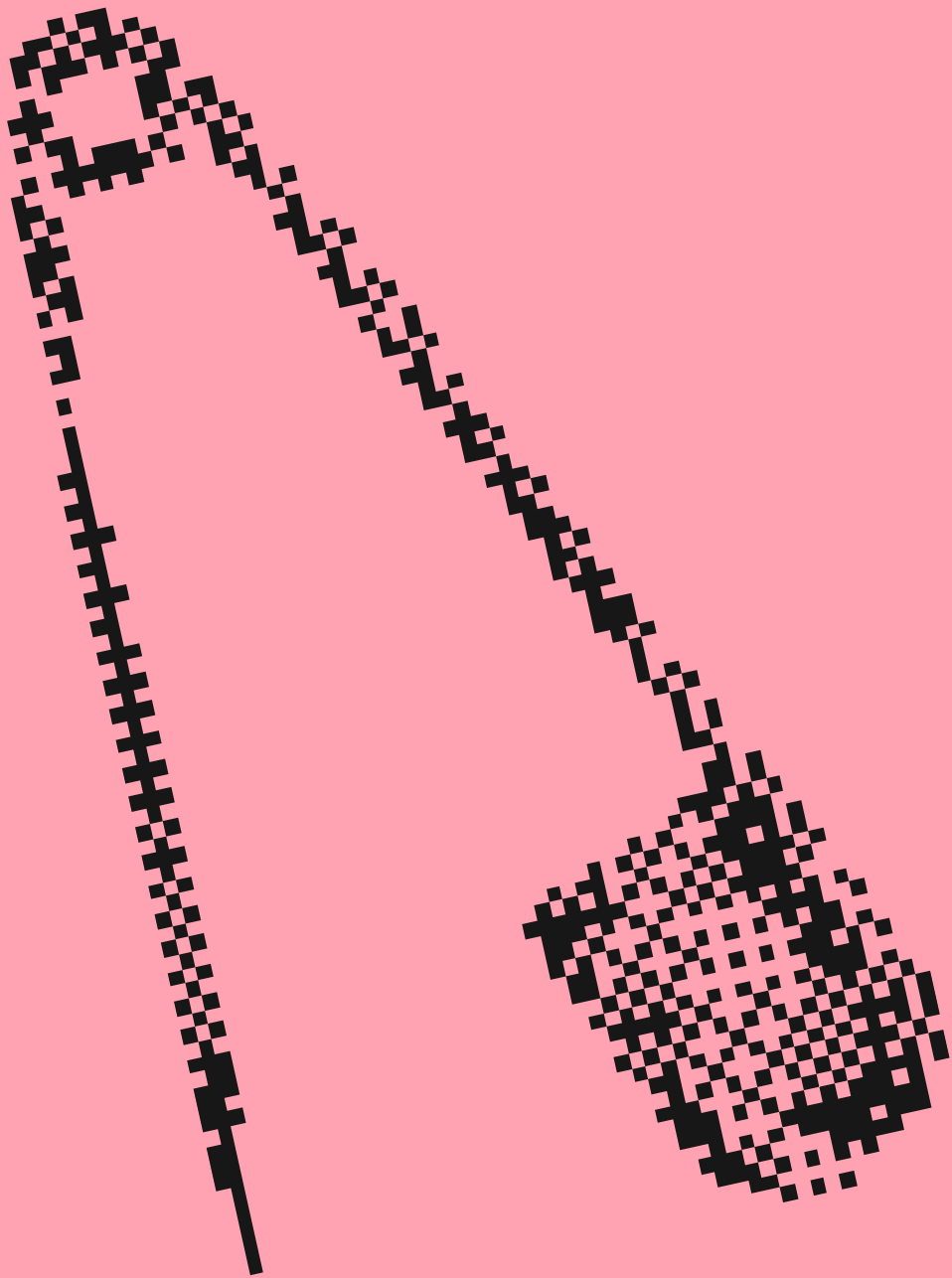
## GRANTORS

Community Foundations of Canada  
Congregation of the Sisters of St. Joseph in Canada  
Lawson Foundation  
London Community Foundation  
Ontario Trillium Foundation  
Toronto Metropolitan University  
Western University  
Westminster College Foundation

## 2024—25 BOARD

Matt Brown, Board Chair	Matt Gleeson
Lila Desjardine, Vice Chair	Justin Henry
Saleha Khan, Treasurer	Sydney Miller
Erica Lawson, Secretary	Raymond Sutherland
Alexa Duggan	Lily Yosieph

**A special thanks to the Bray Family  
and all of our third-party fundraisers.**



SERVING ELGIN, HURON, PERTH, LAMBTON,  
MIDDLESEX AND OXFORD COUNTIES

Regional HIV/AIDS Connection (RHAC) is dedicated to positively impacting the lives of individuals and diverse communities living with, at risk for, and affected by HIV/AIDS and hepatitis C.



Regional  
HIV/AIDS  
Connection