



# **TEAM RAINBOW QLD ANNUAL REPORT 2023 – 2024**

This Annual Report summarises the  
financial and membership year to 30 June 2024  
and events up to the AGM (22 Sept 2024)

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<https://www.facebook.com/groups/teamrainbowqld> <https://www.instagram.com/teamrainbowqld/>

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## 1 Team Rainbow Qld Background

After extensive community discussions in 2016, the Manager of Plantation Resort took the initiative to host a public meeting on 16 March 2017, at his Café, for Rainbow Beach ('Rainbow', as the village is known, colloquially) interested residents, to create a group, to commit to working together.



*Rainbow's famous Coloured Sands  
(where Team Rainbow was founded)*

The group would be, but not limited to, helping with existing events and include (not exclude) members into the network.

A follow-up meeting was held at the same venue, on 12 April 2017, for those persons who completed an EOI Form as their commitment to formally join the new group. Attendees voted to form Team Rainbow.



*Michael, in Rainbow with customers  
Chris, Matt & families*

Just prior to this meeting, Team Rainbow had already convinced a Triathlon event to return to Rainbow on 2-3 September 2017, after vowing not to return, after their last experience of being treated poorly by several businesses in town. The change in culture energised residents, particularly those new to the area. The Double Tri became an annual event.



## 2 About Team Rainbow Queensland

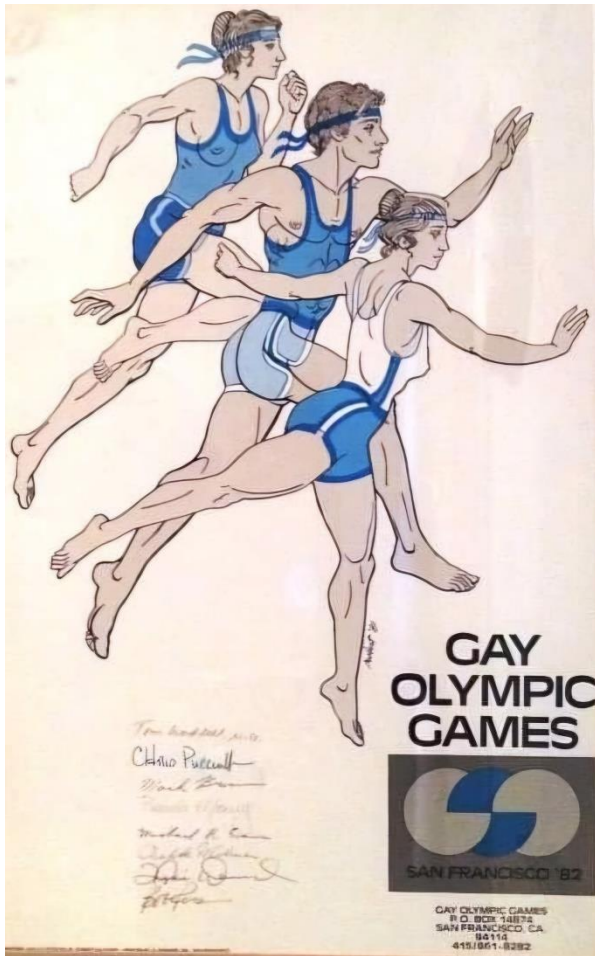
Founded in 2017, Team Rainbow Queensland promotes sport, fitness, and healthy lifestyles among Queensland's diverse community. We help connect and promote member organisations and individuals who are non-discriminatory and welcome the participation of all people. We support inclusion and diversity.

Team Rainbow was the first not-for-profit, community organisation to set about to unite towns/cities that are not large enough to have their own incorporated Group, Insurances, Website, Board, etc across Queensland.



*The original Gay Olympic Games 1 logo  
Daz with Sara Waddell Lewinstein  
(wife of Founder of Gay Games)*





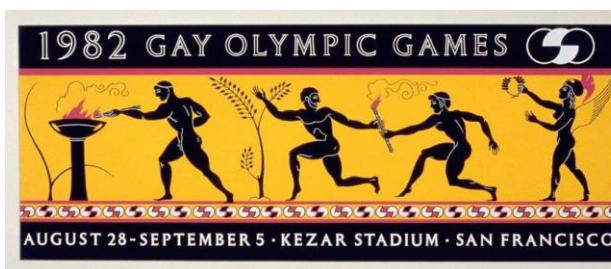
Team Rainbow serves as influencer and enabler for inclusive sport, to clubs and individuals, organisations, government, and the corporate sector.

Team Rainbow is a not-for-profit registered charity staffed by volunteers and is Queensland's only member of InterPride (Hosts WorldPride) and the Federation of Gay Games (Hosts Gay Games).

Team Rainbow represents its member organisations at regional and international, inclusive, sporting events, such as the long running, Gay Games – the World's largest Sporting and Cultural Event.



Tom Waddell, Gay Games Founder



Here is an overview of Queensland's representation on [Team Rainbow's website](#).

## 2.1 Mission Statement

We achieve this objective by hosting and promoting events and, welcoming and encouraging new members.

Team Rainbow would like to unite Queensland, to be a place of connectedness and inclusion for all people, through Sport and Pride events.

Here is a link to [Team Rainbow's Constitution](#).

## 2.2 Philosophy & Aims of Team Rainbow

Team Rainbow's intent is to unite Queensland as a Team and be inclusive in its practices.

The objects of the association are to support the health and wellbeing of, and to strengthen, Queensland's 'LGBTQIA+' community by:

- i. hosting, promoting, and enabling participation in inclusive sports and fitness events (both competitive and non-competitive) at all levels;
- ii. hosting and encouraging/promoting participation in inclusive, social events that provide members with opportunities for interaction (reducing isolation);
- iii. maintaining membership to organisations with similar objectives and advocating for the interests of members;
- iv. liaising, partnering with, and educating allies, businesses and organisations in inclusive practice; and
- v. building strong, positive and beneficial relationships between the LGBTQIA+ community and the wider community.



## 2.3 Type of Business Structure

Team Rainbow is Incorporated (IA57202) and not-for-profit with the Office of Fair Trading approval to fundraise, since 2017 and is an Australian Registered Charity (90308632498) with the Australian Charities and Not-for-Profits Commission, since 2023.



## 2.4 Competitive Strengths Analysis

- Personalised style of service to members
- Friendlier environment for members and new-comers to Queensland to be assisted with community orientation and support
- No parochial disposition



*This is the sort of welcome sign that should greet visitors*

## 2.5 Team Rainbow Board Members

The following Officers were re-elected at the 2023 Team Rainbow AGM (Annual General Meeting):

- Mrs Ann-Marie Lavers-Grimm: President
- Dr Darryl Gauld OAM: Secretary
- Mr Phill Horne: Treasurer
- Ms Tracey Huxtable: Public Officer



Other Officers remain in their respective role:

- Ms Toni Bowley Facebook
- Mr Gareth De Bruyn Instagram
- Websicle (Terry) Web Manager
- Dr Darryl (Daz) Gauld FGG Delegate 1
- Mr Phillip Horne FGG Delegate 2
- Mr Numan Salik InterPride Delegate
- Vacant Events Manager

## 2.6 Membership



In 2024, we continue to welcome new members to Team Rainbow. Club and members' fantastic achievements and celebrations are regularly uploaded to our website, [Facebook](#) and [Instagram](#).

This link lists some of the [Team Rainbow Membership Benefits](#).

## 3 President's 2024 Report

**Ms Ann-Marie Lavers-Grimm**



When I was first elected as Team Rainbow's President, I immediately thought about what I could contribute.

It was important to welcome back to Rainbow, the **Double Triathlon** event from the previous year, because TR had promoted that participants would be warmly welcomed to Rainbow.

We went on to host Australia's first Pride House, a Chess Comp, a Light & Sound Exhibition, as well as our regular annual events.

Team Rainbow's commitment to participation in the Mardi Gras Parade came to fruition when our Application to the Mardi Gras Board was approved to participate in the 45<sup>th</sup> Anniversary of the Mardi Gras Parade on 25 February 2023, that was combined with Australia's first WorldPride.



### [Team Rainbow Queensland Float in Mardi Gras Parade Video](#)

Team Rainbow Queensland voted (the only vote from a Queensland Member Organisation) for Sydney to Host WorldPride.

The Board has maintained sufficient Officers to fulfil its events throughout the year.

To avoid some Directors fulfilling multiple roles, new Board members are always welcome and invited to nominate their interest, so that Team Rainbow can continue to maintain its support, to promoting a healthy lifestyle, to our inclusive community, in whatever way feasible.

On 24 August 2024, Team Rainbow marked its 7<sup>th</sup> anniversary since its incorporated formation. Our continued presence on the Rainbow scene is only due to the support from our sponsors, volunteers, and members.

On 23 July 2023, Team Rainbow was approved as a Registered Charity by the Australian Charities and Not-for-Profits Commission.

To all the volunteers who have helped to make this year such a great success, my sincere thanks, on behalf of the Board. Your participation is a strong indication of your

support to ensure that Team Rainbow remains a united force, eg at international events. This kind of enthusiasm and participation from volunteers is essential, to promote our member Clubs and new residents who relocate to Queensland, daily.

I apologise, in advance, if anyone has been inadvertently omitted throughout this Annual Report. Thank you, to a variety of members who have provided a summary of some events that they have organised and promoted, in this Report.



Other highlights of the past year will be reviewed with details provided in their respective Sections, below. I have thoroughly enjoyed my five years as President!

#### 4. Treasurer's Report – Phill Horne



#### 4.1 Financial Position

Available funds are used to provide insurance (Public Liability \$20m and Voluntary Workers) and support for our core activities that depend upon member contributions.

Team Rainbow formally maintained its confirmation from the Office of Fair Trading to fundraise that was approved, in writing.

Financial Statements are available upon request.

#### 4.2 Sponsorship

As always, we thank our previous sponsors (Section 11) and invite new sponsors, eg to support inclusive pride and sport events.

With the ongoing help, Team Rainbow has been able to meet its financial commitments throughout the year. This year, in addition to Slazenger Australia:



...and Ocean Breeze Seafoods:



and Tennis Warehouse Australia (thanks to Peter Thwaites):



...we welcomed Community Underwriting (insuring not for profits):



Other community organisations provide financial, media and in-kind support to both Team Rainbow and its member organisations, eg Tennis Queensland. Thank you, sincerely, for allowing us the opportunity to foster inclusive sport and other pride events.

## 5. Marketing Tools – Websicle

### 5.1 Website, Facebook, Instagram

A website is often a potential member's first port of call and will influence any decisions when deciding to join an organisation. Team Rainbow's website is friendly, welcoming, and comprehensive with a large amount of information – Thank you, to Websicle and Terry who dedicated countless hours to revamping the entire website, which attracts a high volume of visitors from around the World.

WordPress has enabled a striking look to our website, complete with background images. WordPress has also enabled us to use various plug-ins for membership registration, contact forms and other links, eg to: [Team Rainbow Qld Instagram](#).

All coming events and other items of general interest are notified to our membership through [Team Rainbow Qld Facebook](#) that is also receiving record views and 'Likes' from

around Queensland, Australia and the World and, of course, our [Team Rainbow website](#).

Our Administrators Ann-Marie, Numan, Toni, Daz, and Matthew have done an excellent job, by interactively keeping members informed via Facebook.

Improvements to our website made it easier to keep members informed, renew memberships, etc. Please ensure that you share your next event with us, to add to the growing interest in sport and other events, throughout Queensland.

### 5.2 Uniforms, Badges, Banners

Thanks again, to Christie Wagenknecht, [Soda Graphics](#) for beautifully designing Team Rainbow's logo, especially for local and international events:



...and for also designing TR's badges that have now been widely distributed, locally and shared around the World:





We also thank Australian-based, [Rainbow Roo](#) :



...for their generous support in providing custom-ordered polo and t-shirts (two different styles), online:



Thank you also to [Easy Signs](#) for designing TR's banners:



## 6 Team Rainbow Stairway to the Beach

Sponsorship from the Queensland Government, The Star and PwC enabled a Pride House, legacy plaque that was agreed and formally approved, in writing, to be positioned at the entrance, to the Team Rainbow Stairway to the Beach:

<https://teamrainbow.org.au/pride-house/> at Rainbow Beach, the founding home of Team Rainbow Inc who hosted Australia's first Pride House.



Rainbow Beach Stairs  
Donated by Team Rainbow  
Legacy for Pride House  
Commonwealth Games 2018  
#rainbowbeach



Filmmaker and Journalist Caroline Layt was selected to screen her film: ["Is this Queensland in the 20s?"](#) in the 'Our Stories' selection at the Heart of Gold International Short Film Festival in Gympie that achieved 19 Selections and won Best Editor Award, Best LGBT Film, Best Original Score + [other Awards:](#)



...views of surrounding islands, the Glass House Mountains, local harbours, and recent building developments. The ride concluded where the group started at 11:30 am, followed by a complimentary BBQ.

## 7 Events Report

### 7.1 Tour de Scarborough – 10 Sept 2023

This cycle was a 20-km easy-level route, suitable for all bikes, of which more than 80% was on flat bike paths and greenways.



### 7.2 Ten Pin Bowling – 14 Oct 2023

The cycle began at 9:00 am from the Scarborough Beach Foreshore, immediately opposite 65 Landsborough Avenue in Scarborough. Heading north along the Redcliffe Peninsula, then west towards Newport. Cyclists took in the sights unique to Scarborough, such as the original home of the Bee Gees:



Team Rainbow hosted a well-supported Ten Pin Bowling event at Aspley with a demand for more such follow-up sessions:





**7.4 Mackay: Women's AFL Pride Game – 3 Nov 2023 @ Great Barrier Reef Arena**



**7.5 Townsville Queer Candy – 10 Feb 2024**



**7.3 Cairns Pride Festival – 15 Oct 2023**



**Townsville United for one Night with a Full House @ its Cruise Terminal:**







**7.6 Townsville Ten Pin Bowling**  
17 Feb 2024 -- organised by Numan Salik



**7.7 Mardi Gras Martial Arts Tournament**  
25 Feb 2024

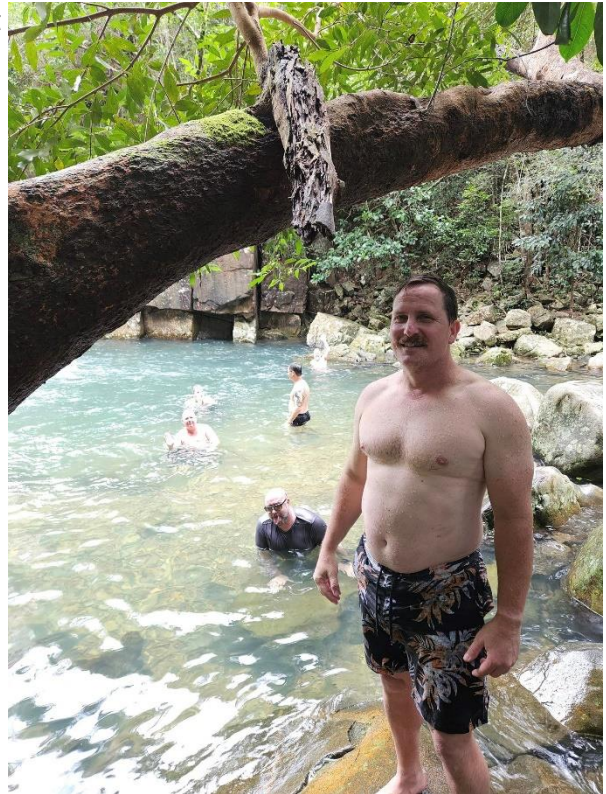
**7.8 Gay Skate – 24 Mar 2024**



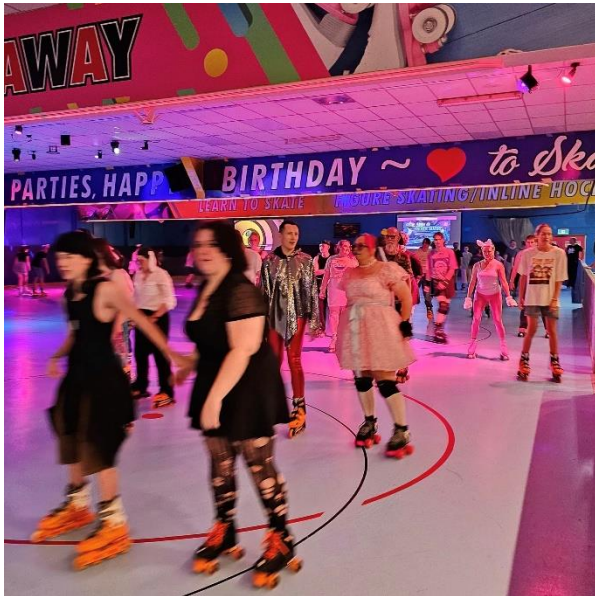
The Mardi Gras Martial Arts Championships were organised by Penny Gulliver



Jasmine Williams organises Gay Skate at prominent venues across Queensland:



and....The Strand:



### 7.9 Townsville Picnic @ Crystal Creek – 6 Apr 2024

Numan and Team took their regular picnics from The Strand, to an even more scenic and private location:





**7.11 Tiny Towns Tennis Tournament  
@ Tin Can Bay: 3-4 Aug 2024**



Team Rainbow hosted another fantastic Tournament, where all participating Teams were warmly welcomed at the Tin Can Bay Tennis Club (our Co-host).

**7.10 Rainbow Trail Festival -- 28 July 2024**



Team Rainbow volunteers were proud to welcome visitors for another energetic day of fitness: <https://www.runqld.com.au/rainbow-beach/>



Tournament Director, Phill Morton kept Teams on schedule with the Tournament spread over two days.





## 8 Community Engagements

### 8.1 Pride in Sport Australia



Celebrating the results of the Pride in Sport Index:

Peter Thwaites, again, ensured that the local media recorded an accurate summary of the day's events:



....including listing the Winning Teams: Yes, it was a clean sweep, by Team Tin Can Bay!!!





## 8.2 Change The Game Australia



<https://www.facebook.com/groups/ChangeTheGameAus>



## 8.3 Townsville Pride Festival



## 8.4 BBQs, Dinners, and Pool Parties



Members attended many BBQs throughout Regional Queensland. Here are a few memories:





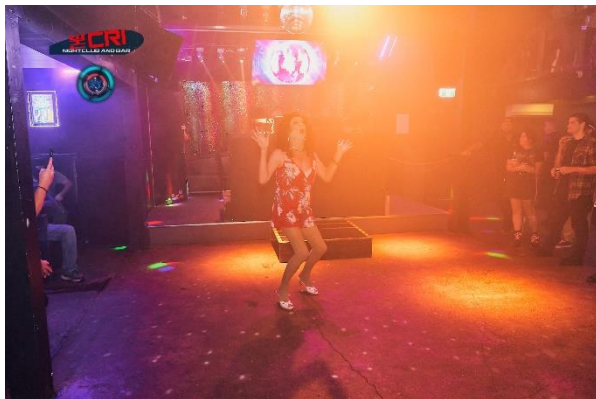


## 8.5 Dance Parties





Team Rainbow members attend and support many Dance Parties throughout Queensland, eg Diversity, Maryborough:



**XS, in Cairns:**



**8.6 Bush Walks**



## 9 International Sporting Events

There are fantastic opportunities ahead for Team Rainbow Clubs and members to participate, volunteer and/or compete in international events.

### 9.1 Federation of Gay Games



Team Rainbow remains as a full member of the Federation of Gay Games with two voting rights, promoting in the Mardi Gras Parade:



Team Rainbow supports this membership, for the benefit of all sportspeople, in Queensland.

### 9.2 Federation of Gay Games AGA

**(Annual General Assembly) 25-28 Oct 2024**

Team Rainbow is represented, annually, at this Assembly.

[FGG Board Members](#)

### 9.3 Gay Games XI:

**Hong Kong/Guadalajara: 3-11 Nov 2023**

For the first time in the history of the Gay Games, the event was Co-hosted in both Hong Kong and Guadalajara.



**Summary of GGXI by Roger Bringham:**

If you read the superficial news reports and commentaries published in the final days leading up to the Gay Games events held in Hong Kong and Guadalajara, Mexico, you would have expected sparsely attended tournaments populated by athletes ducking bullets fired by Mexican cartels or constantly looking over their shoulders expecting to be kidnapped by communist party security officers.



If you participated in the events, you would have found what is always present at the Gay Games: athletes and artists having the most joyous times of their lives overcoming obstacles and critics while transforming those around them for the better.



In many ways, these may have been the most revolutionary and impactful Gay Games since the inaugural Gay Games four decades ago in San Francisco. That may sound unbelievable to the journalism hacks who pooh-pooed the Games before they even happened, but then they weren't competing or volunteering. They missed the magic.



Leading up to Gay Games XI, which was delayed by one year and divided between two locales for the first time ever because of the onset of COVID-19 and Hong Kong's imposition of severe travel restrictions, many news media focused on the unique challenges facing the Gay Games. They implied failure was inevitable. They ignored the unique opportunities and the extraordinary work that went into capitalising on those opportunities.





Political opponents in Hong Kong accused the Gay Games of trying to instil "Western values" for full acceptance of LGBTQ rights such as marriage equality and anti-discrimination protections for housing and jobs. Guilty! If the Gay Games didn't stand by such values, there wouldn't be much need for their existence.



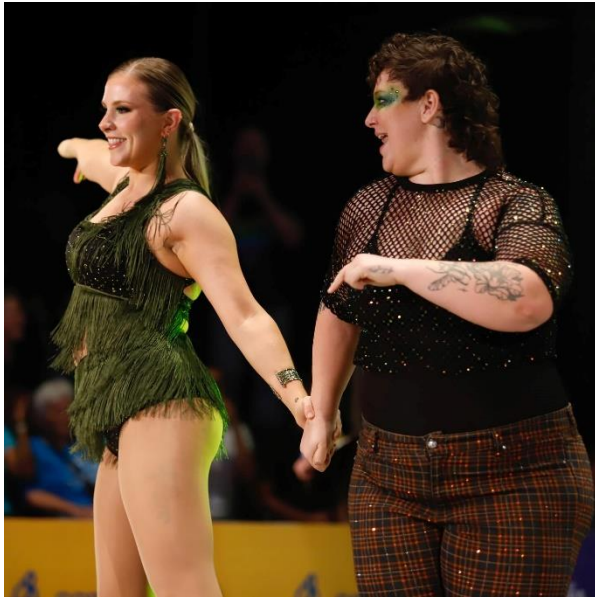
I saw athletes competing with the same fervour they always have. I saw coaches coaching, teammates partying and dining out together, and everyone rejoicing at the opportunity we had to compete with each other again. (By the way: best food ever for a host city and unbelievably inexpensive.)

## Guadalajara, Mexico



I was honoured to receive the Federation of Gay Games highest Honour, the Tom Waddell Award, during the opening ceremonies. I was asked to give a brief speech accepting the award. I planned to talk about the importance of volunteering, and then give thanks at the end to Guadalajara.





to host in the future under more ideal circumstances. The inflated numbers by which mass media judged Gay Games didn't matter to them; helping to make the Gay Games possible for the athletes who needed it now did.

But as I sat in the stands waiting my turn at the microphone, I was enchanted by the sight of all of the volunteers scrambling backstage to make things happen. I saw joy and pride on anonymous faces, each expressing deep enjoyment at having the chance to make the event happen. I attended the first two Gay Games in San Francisco, and have participated in every Gay Games starting with the 2006 event in Chicago. Never have I seen such unfettered, spontaneous joy on the faces of the volunteers.



So, I changed my speech. I thanked them for stepping in on short notice to save the Gay Games during a deep existential crisis, much as Chicago had done decades ago. I told them no one could ever deny their role in history. I told them that for me, Guadalajara meant love.

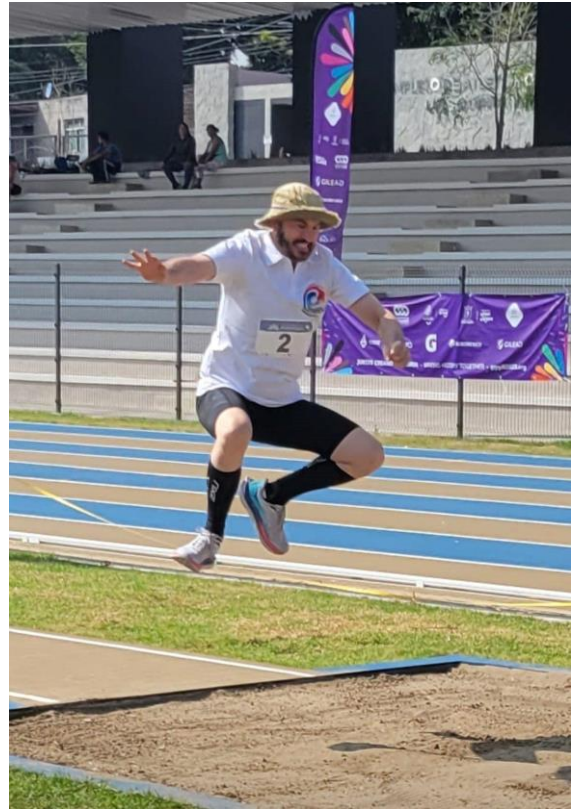


And then the impact we were having on the lives of these volunteers hit me. I realised that although Guadalajara in recent years had been slowly building a reputation as an LGBTQ-friendly tourist town, never had its queerfolk had this kind of opportunity to shine in the spotlight, to garner attention supportive rather than hostile or indifferent. I suddenly understood why they had been willing to step in at the last minute under less than ideal circumstances. They had to know that after having failed in two previous bid cycles, hosting now would cost them any real chance



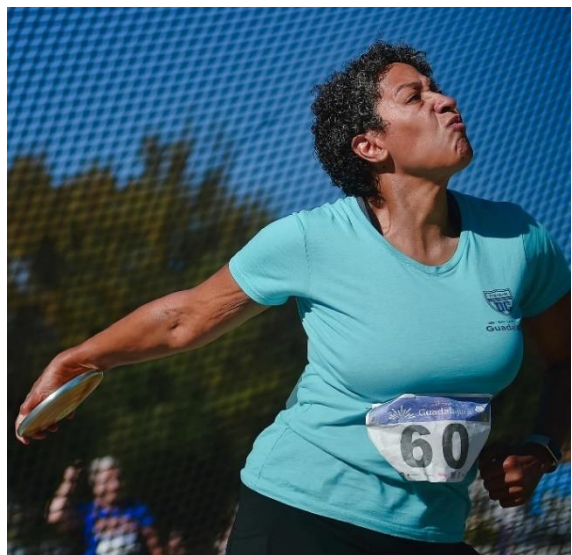
So yeah, attendance numbers overall were down. I don't think that had much to do with politics or the global economy or the alleged changing role of global events for LGBTQ sports.





Remember the early days of COVID? Remember all the social behaviours, such as working in offices or gathering for parties or shopping in grocery stores, which came grinding to a halt? Remember how nearly every sports event was cancelled? Remember how when things started to normalise, a lot of people refused to return to offices and decided to change jobs, even careers?

A year or two ago, when many athletes normally would have been training for tournaments such as the Gay Games, they were not. They may have lost vacation time with job changes, or moved on to other more manageable interests.



A lot of LGBTQ sports clubs did not survive that disruption. Many folded; others took to Zoom training sessions. Some individuals trained on their own and lost connections with their teams.

So, participation levels were destined to be down this cycle regardless. These Gay Games were not numerical failures; they were successes built on shared values and commitments. They were testaments to the value and strength of the inclusive sports movement even in the face of overwhelming global challenges.





A mere five thousand willing to duke it out in Guadalajara and Hong Kong? That's great news for Valencia, host of Gay Games XII 2026, in Spain.



9.5 Rainbow Games, Auckland, NZ  
4-8 Apr 2024



<https://www.rainbowgames.co.nz/>

9.4 Sin City Classic 11-14 Jan 2024  
Las Vegas, USA

<https://www.gaytravel4u.com/event/sin-city-classic-las-vegas>





The Rainbow Games featured 650 competitors from 21 countries who participated in a friendly atmosphere of sporting celebration.







### 9.7 World Masters Games 17-30 May 2025

Taipei, Taiwan: 34 Sports



### 9.8 Gay Games XII 2026, Valencia Spain



### 9.6 EuroGames XXII 17-20 July 2024 Vienna, Austria

<https://www.eurogames2024.at/staging01/>



**Gay Games XII Valencia Spain June 2026**



Team Rainbow is also a financial member of InterPride that votes, decides, and hosts WorldPride, every two years. Team Rainbow's appointed delegate is: Numan Salik:



**9.9 Asia Pride Games 2-4 Aug 2024  
Ho Chi Minh City, Vietnam**



Diane Minnis was elected on the InterPride Board, as **Vice President of Global Outreach**; this means that the Board of InterPride includes representatives in Asia, Europe, North America, Oceania and South America, bringing together representatives from the following countries:

**2025 → Kuala Lumpur, Malaysia**

- Australia (1 member: Diane Minnis)
- Brazil (1 member: Welton Trindade)
- Canada (2 members: Kristie Matheson, Rick André)
- Denmark (1 member: Steve Taylor)
- El Salvador (1 member: Nicholas Rodriguez)
- Germany (1 member: Uwe Hörner)
- India (1 member: Rahul Upadhyay)
- Lebanon (1 member: Hadi Damien)
- USA (6 members: Alan Reiff, Eve Keller, Jen LaBarbera, Mark Liberson)

**10 InterPride**



## 10.1 InterPride World Conference

Numan will represent Team Rainbow at the Annual InterPride AGM and World Conference from 23-27 October 2024.

<https://www.interpride.org/conference/>

## 10.2 Oceania Pride Organisers

Team Rainbow is also a financial member of Oceania Pride Organisers, as recognised by the Global Advisory Council: *“Thanks to members of Trikone, Chillout, Newcastle Pride, Team Rainbow, Sydney Queer Irish and First Mardi Gras who worked on this constitution.”* We meet, monthly.





## 11 Our Sponsors & Volunteers

*We gratefully thank our sponsors and volunteers who help us promote sports and pride events within our inclusive communities*



*We also thank our volunteers and acknowledge the work being done by those in our member organisations and others who directly assist Team Rainbow*



**12 Financial Statements** (available upon request and presented at the AGM)