

ANNUAL REPORT

2022



**100 Gay Men for a
Cause — Vancouver**

100gaymenforacause.com

Connect with us

social media



facebook.com/**100GayMenForACause**



instagram.com/**100GayMenForACause**



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other ways to reach us



admin@100gaymenforacause.com



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Contents

Ken's Welcome	4
About Us	6
vision, mission, values	6
founding members	7
leadership team	8
Membership	9
enhanced giving	10
frequently asked questions	11
how to join	14
Charities	16
this year's recipients	20
Photo Memories	24
Operations and Finance	28
financial statement	29
partners	30
2021–2022 Strategic Plan	34
Unique Value	38

Ken's Welcome

What a year this has been! Thank you!

We continue to grow.
We continue to leverage our impact.
We continue to get better!

All thanks to you, our members.

Our overall goal this year was stability.



To that end...

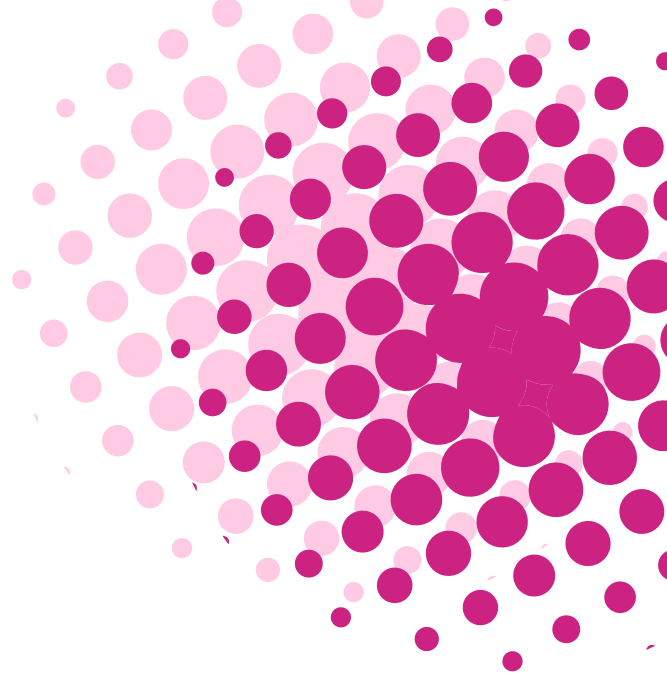
We have stabilized at 100+ members, fluctuating from 105-120 regular contributors.

We have stabilized our giving, with \$10,000 to each of our four primary recipients and increasing to \$2,000 to our eight secondary recipients. Our total giving for 2022 increased to \$53,400.

We have stabilized our partnerships – with the exceptional businesses highlighted here covering our basic operating expenses.

We have stabilized our Leadership Team, with three strong and committed members – Chris in Communications and Technology and Mark in the Member Experience, with support from me.

And we keep getting better...



Our members give more. Most give at the contributing level of \$35/month, with some giving \$50/month (the Rainbow Circle) and some at \$100+/month (the Founders' Circle).

Our level of overall giving reached \$53,400 this year and is on track to reach \$60,000 next year. We know that we are having impact on our community through charities serving the gay/queer community in the Lower Mainland and verified by the Vancouver Foundation.

Gay men giving and caring – what could be more appropriate?

And meeting each other and networking each quarter – what could be more fun? (well, let's not go there...)

It is an honour and pleasure to work with each of you, and to present this annual report to our membership, partners and broader community.

See you at our next event!

Ken Haycock
Founder and Catalyst

our vision

A happy, healthy, and engaged community of gay men in the Lower Mainland

our mission

A network of philanthropic gay men that comes together as a community to select a charity that enables us to leverage our donations for greater impact.

our values

Inclusion and engagement

Welcome, positive, and networked

Knowledge

Bringing our charities to the fore

Commitment

To our members and our philanthropy

Flexibility

Simple, easy, and straightforward

Impact

Making a difference

Community

Building a network

Transparency

Open and clear

our 2019 founding members

Our Founding Members are the men who donated a minimum of \$1,000 each to establish the endowment with the Vancouver Foundation.

- Sacha Fabry
- Bruce Forster
- Christopher Girodat
- Ken Gracie
- David Hoe
- Stanley Moore
- Pierre Soucy
- Pat Stephenson
- Philip Waddell
- Ken Haycock • founder and catalyst



Leadership Team

our 2022 leadership team

100 Gay Men for a Cause — Vancouver is run by volunteers. Our leadership team establishes direction for the organization and ensures appropriate maintenance and growth. It also selects the nominated and verified charities that are proposed for each meeting.



Chris Girodat
Director,
Communications



Ken Haycock
Founder & Catalyst



Mark Rayter
Director, Membership
Experience



John Horodyski
Director, Charities and
Donations

(to Sept. 2022)



Kyle Demes
Director, Operations and
Partnerships

(to Sept. 2022)

Membership

last year

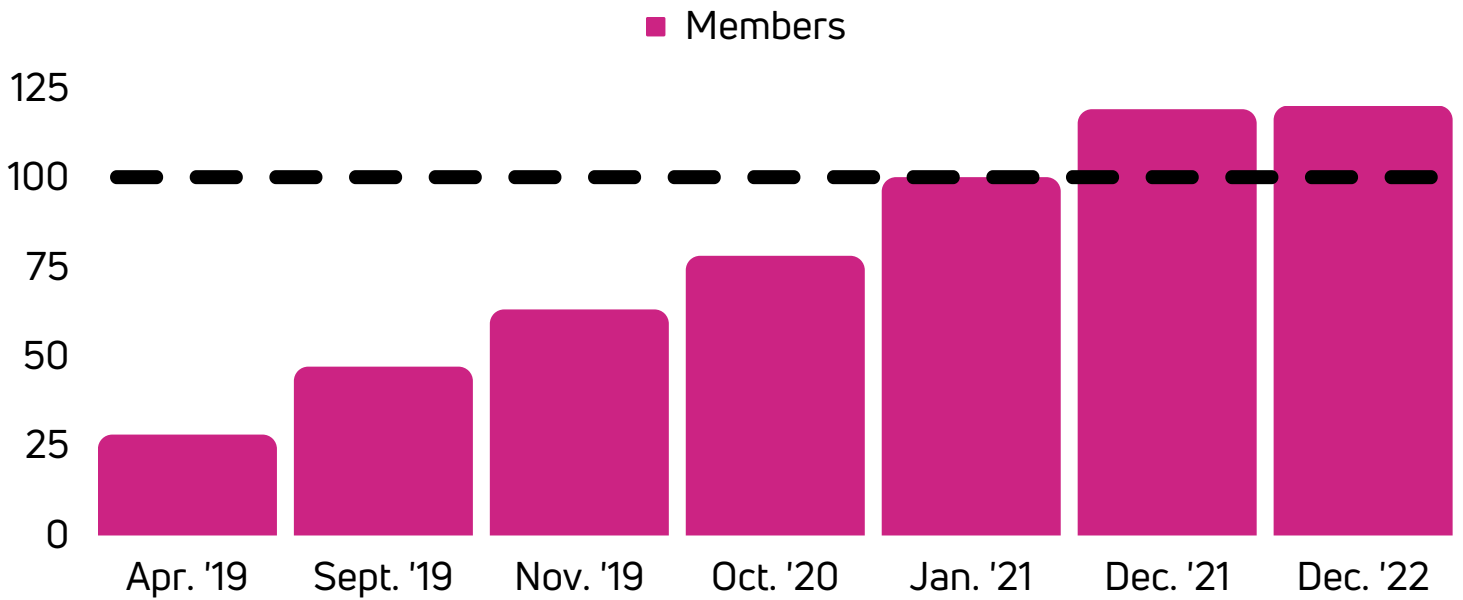
119

members
(Dec. 2021)

this year

120

members
(Dec. 2022)



by the numbers

individuals

18 (+4)

funds/organizations

4

founders' circle

\$100 per month (or equivalent)

- Bill Hodgson
- David Cousins
- David Salter
- John Horodyski
- Paul MacKenzie
- Scott Powell
- Percy Rosenberger
- Ken Haycock Foundation
- The Rainbow Fund
- Tom Parkinson Fund
- The Lounge Hair Studio

rainbow circle

\$50 per month (or equivalent)

- Chris Girodat
- Geoff Reid
- Greg Whalen
- Grant Hurrle
- Ken Haycock
- Mark Rayter
- Luke Shwart
- Michael Leclair
- Pat Stephenson
- Robert Adamson
- Stephen Williams
- Vincent Richer
- William Black
- Riley McMitchell
- Terry Schenkel

FAQs

Q: How do I become a member?

A. Easy: just complete the [join us](#) page on our website.

Q. How long do the meetings last?

A. The meeting itself lasts for no more than an hour, but there's also time before and after for drinks and socializing. Doors open at 5:30pm for the networking, and the formal meeting (one hour max) starts promptly at 6:15pm. When we wrap up, there's more time for socializing and chatting with representatives of the charities who presented during the meeting.

Q. What if I cannot attend a meeting?

A. We of course hope that everyone might be able to attend but that is not always possible. You still contribute your \$100 through the Vancouver Foundation and abide by the decision of the majority attending and voting.

Q. Can I pay by cheque?

A. You can pay by cheque or credit card. All donations are handled by the Vancouver Foundation, which provides tax receipts. Most members make automatic monthly payments by credit card.

Q. Can I still join if I live far away? How do I take part from a distance?

A. You can live anywhere and still be a member. You need only make your tax-deductible donation. Of course, attending meetings might be a challenge — but you will still feel great about making a difference!

More FAQs

Q: Can I just send the donation to the charity myself?

A. Of course, but we discourage it for two reasons. First, it does not count toward your membership. Second, the total of donations has a major direct impact, beyond what any one individual might contribute. We also track donations through the Vancouver Foundation to maintain our membership roster as only members in good standing can nominate, attend and vote.

Q: Is membership limited to 100 gay/queer men?

A. No, that would not be fair to the charities, would it? If we can make a big impact with 100 men, why not invite a friend and make an even bigger impact? Allies are also welcome. Remember, we're doing this for the charities and our community, not just for ourselves.

Q: Can I bring a friend to a quarterly meeting?

A. Yes. We are always seeking men who care. For us, caring means making a commitment. That means you can bring a prospective member to a quarterly meeting, but if they don't join, they don't vote.

Q: What do you do with my personal information?

A. We collect your name, email address, and phone number to stay in touch with you and to administer membership in 100 Gay Men For a Cause — Vancouver.

We will never sell or give out your personal information without your consent unless we are required to do so by law.

Note about photography: We do have a photographer at our quarterly events, and event photos are published to our website and social media. Members who wish to remain anonymous must identify themselves to our photographer at the event to make arrangements to stay out of photos.

Q: How do I nominate a charity?

A. There are three ways:

- Nominate up to three charities when you join or renew membership.
- Nominations forms are available to members at our meetings.
- Members can use the [nominate a charity](#) form on our website.

Q: How are the three presenting charities chosen?

A. Each nominated charity is verified by the Vancouver Foundation to ensure charitable status and at least one year of operations. The leadership team selects three charities by theme (such as arts, education, or health) in advance of each meeting. These charities are invited to give a five-minute presentation at the meeting. If a charity cannot attend or declines, another charity is selected instead. The charities are not revealed until the meeting..

Q: Can a charity nominate itself?

A. No, charities are nominated exclusively by the members. This is an opportunity for our members to learn more about the charities that are supporting LGBTQ2S+ communities in Metro Vancouver

Q: How much of my donation goes to the administration costs?

A. **Absolutely zero!** Donations are handled by the Vancouver Foundation. We are organized and operated entirely by unpaid volunteers, and we do not charge members any fees to cover room rentals, staff, or supplies. Any direct expenses are approved by the leadership team, and paid out of operating funds provided by our [partners](#). An annual financial overview is provided to members at one of our quarterly meetings.

Join Us!

how it works



Set up a \$100/quarter (or \$35/month) donation through our friends at the Vancouver Foundation.



Once you've set up your recurring donation, sign up on our website so that we can keep in touch about upcoming events.



Join us for our next quarterly event so that you can hear from our presenting charities and help us decide how to direct our funds!

Under 30 years old?

For prospective members under the age of 30, you are eligible to become a member for \$60 per quarter (or \$20 per month), made possible by our **Founders' Circle and Rainbow Circle**. Just check off the "under 30" option when submitting your application.

By submitting an application for membership, you agree to a few rules:

1

You agree, as a member, to make your donation each month through the **Vancouver Foundation**, which issues tax receipts and forwards the donation. These pooled donations are awarded, once per quarter, to the charities selected by members who attend and vote at our quarterly meeting. **You agree to make your donation even if you cannot attend the quarterly meeting.**

2

You agree that 100 Gay Men for a Cause YVR can collect your contact information (only your name, telephone number, and email address) to administer your membership. We will never share your information with external parties — promise.

3

A photographer attends our quarterly events, and photos may be posted to social media and used in 100 Gay Men for a Cause YVR promotional materials. If you prefer to remain anonymous at our meetings, **please contact an organizer.**

verified charities

Only charities that have been nominated by members and verified by the Vancouver Foundation are eligible to be selected to present at one of our quarterly meetings. Here's the list of charities that have been nominated and verified:

Urban Native Youth Association (2-Spirit Collective program)
A Loving Spoonful
B.C. Society for Male Survivors of Sexual Abuse
Community-Based Research Centre for Men's Health (CBRC)
BCCDC Foundation (Conversation Therapy Survivor Stories program)
Dr. Peter Foundation
the frank theatre company
Fraser Valley Youth Society
Health Initiative for Men (HIM)
Heart of Richmond AIDS Society
Last Door Recovery Society (Clean Sober Proud program)
Loud Foundation (Gay and Lesbian Business Association of B.C.)
McLaren Housing Society of B.C.
Out on Screen (Out in Schools program)

eligible charities

31 (+1)

Pflag Canada (B.C. chapter)

Pride in Art Society

Qmunity

Out on Screen (Queer Film Festival program)

Rainbow Foundation of Hope

Rainbow Refugee Society

Saige Community Food Bank

Sher Vancouver

Arc Foundation (SOGI 123 program)

University of British Columbia (BC CampOUT! program)

Vancouver AIDS Society

Vancouver Friends for Life

Vancouver Men's Chorus

Vancouver Sisters of Perpetual Indulgence

Vancouver Association for Survivors of Torture (VAST)

YouthCO HIV & Hep C Society

Zee Zee Theatre

the essentials

For a charity to be considered at all, a charity must:

- be nominated by one of our members
- be a registered charity (not just a non-profit)
- have been operating for at least one year

A charity needs to focus on issues of particular concern to gay, bi, and queer men, and be located in Metro Vancouver.

- National or international organizations may be considered if the request is for a specific project being delivered in Metro Vancouver.
- Donations must be spent in Metro Vancouver.

If selected to present at one of our quarterly meetings, a charity must keep its participation confidential until the meeting begins.

the process

1

Members nominate charities at any time; Vancouver Foundation verifies the charities

2

Leadership team selects presenting charities one month prior to the meeting

3

The charities present and our members vote!
After, charities may share information and network

4

The primary recipient is asked to present at the next meeting on our donation's impact

5

The primary recipient is ineligible to present again for one year; the others are still eligible

Note: Eligibility criteria and rules may change at any time without consultation with nominated charities

Quarterly events!

total impact

2019	2020	2021
\$14,000	\$27,500	\$48,000



2022
\$53,400



4
events



200+
attendees



80+
photo memories

Quarterly events!

February 2022

at Steamworks Brew Pub



\$10,000
Rainbow Refugee



\$1,200
Health Initiative for Men (HiM)



\$1,200
Community-based Research Centre (CBRC)

May 2022

at Steamworks Brew Pub



\$10,000
the frank theatre company



\$1,500
Dr. Peter Centre (Art for Life)



\$1,500
Pride in Art Society

August 2022

at Steamworks Brew Pub



\$10,000
Qmunity



\$2,000
Pflag Vancouver



\$2,000
LOUD Foundation

Note: LOUD Foundation did not respond to our repeated communications about the donation, and so ultimately it was forfeit.

November 2022

at Steamworks Brew Pub



\$10,000
University of British Columbia (UBC CampOUT)



\$2,000
Out on Screen (Out in Schools)



\$2,000
YouthCO

Memories





48

400TM

47

100
100 GAY MEN
FOR A CAUSE
YVR

400TM

49

41

TRA 400

TRA 400

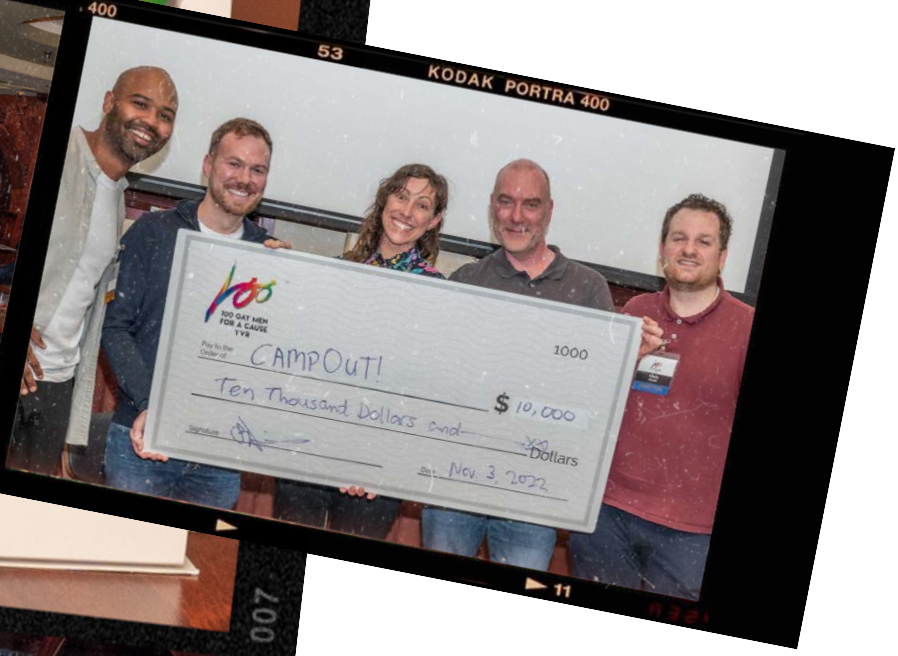
John

TRA 400

TRA 400

More Memories





Operating Costs

While every dollar of our members' monthly giving goes straight to the charities that we vote to support each quarter, there are some operating expenses involved with running our activities. Thank you to our members and partners who made direct financial gifts to support our operations during the 2021 calendar year.

Operating funds are only used to reimburse our volunteers for the direct expenses that they incur carrying out organizing the activities of 100 Gay Men for a Cause — Vancouver, and are entirely separate from our donations held by the Vancouver Foundation.



Internal Controls: All expenses paid out of our operating fund, held by TD Bank Group, must be approved by our leadership team. Our current bank signatories are Ken Haycock (executive director) and Christopher Girodat (director, communications and technology).

Finances

statement of operations

revenues ----- **\$6,746**

Our revenues include individual contributions specifically to our operating funds, our 50/50 draws, merchandise sales, and contributions from our generous financial partners

expenses ----- **\$6,128**

Expenses include infrastructure, website, social media, and branded merchandise

surplus/deficit ----- **\$579**

balance sheet

starting balance ----- **\$1,725**

at December 31, 2020

surplus from activities --- **\$618**

excess of expenses over revenue

ending balance ----- **\$2,343**

at December 31, 2022 (*difference due to rounding)

Premier Partners

Our premier partners have provided significant funds, services, and support to 100 Gay Men for a Cause – Vancouver, and deserve special recognition for how instrumental they've been in our success.



Ken Haycock & Associates Inc. funded the early days of 100 Gay Men for a Cause until partnerships began to cover operational expenses. They continue to make payments on behalf of the organization.

Steamworks Brew Pub generously provides 100 Gay Men for a Cause YVR with the use of their beautiful Über Lounge for our quarterly events — we really couldn't do this without them. Steamworks Brew Pub is located just a few steps from Waterfront Station, at the foot of historic Gastown.



vancouver foundation

The Vancouver Foundation provides the financial infrastructure for our giving, and it would be impossible for us to do this as effectively as we do without their support. The Vancouver Foundation is a community organization that manages endowments to provide perpetual support to thousands of charities.



CorporateIT has provided technological support since the planning stages, from email setup to CRM design to website advice, all pro bono — there's a lot of "behind the scenes" technology stuff that makes our work possible. Based in West Vancouver, they bring enterprise-style solutions to smaller organizations like ours.

Our financial institution, **TD Bank Group**, starting off as an in-kind partner (generously providing us with our community banking account) quickly became one of our premier partners with a significant donation to our capital campaign in November 2020.



Financial Partners

Our financial partners generously provide operating funding to help cover a part of our day-to-day expenses. We're grateful to each of our financial partners for supporting our operations so that our members' donations go directly, without exception, to the charities for whom they vote at each of our quarterly events.



702 Plava Bonita Condominium, 115 Almendro, Puerto Vallarta



In-kind Supporters

In addition to our premier and financial partners, there are a number of organizations and individuals who have supported us by providing their expertise, time, products, and other non-financial resources to support 100 Gay Men for a Cause — Vancouver. These generous supporters help create the vibrant and engaging experience that you see at every one of our quarterly meetings.



Strategic Plan

Our strategic plan guides the work of the leadership team.

This section of our annual report provides a high-level overview of the seven strategic objectives we've set for this year (which includes 45 specific action items!).

1

Ensure continuity in leadership and responsibility.

2

Lift up local charities uniquely supportingGBTQ2S+ men.

3

Create a memorable membership experience.

4

Develop our membership base to well exceed 100 people.

5

Enhance and diversify our revenue streams.

6

Inform and engage our members online.

7

Maintain and enhance critical infrastructure.




45

**S.M.A.R.T. goals in 2021–
2022 strategic plan**

Objective 1

Ensure continuity in leadership and responsibility.

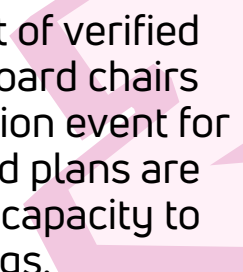
One of the leadership team's focuses this year has been succession planning for each of our leadership team positions so that 100 Gay Men for a Cause – Vancouver can thrive for years to come.



Objective 2

Lift up local charities uniquely supportingGBTQ2S+ men.

Last year we crossed the 30-charity threshold for our list of verified charities, we deepened our relationships with charities' board chairs and executive directors, we held our first annual recognition event for partners and members of our enhanced giving circles, and plans are underway for further capital campaigns to enhanced our capacity to support our secondary recipients at our quarterly meetings.



Objective 3

Create a memorable membership experience.

We worked on ways to strengthen the membership experience in and out of our quarterly meetings, including improving the on-boarding process for new members, and making sure that members understand the role that they play in advancing our group's larger purpose.

Objective 4

Develop our membership base to well exceed 100 people.

We've been working on expanding our membership base. Upcoming plans include partnering with influential members of the GBTQ2S+ community online to get prospective members excited, and brainstorming ideas for an annual membership drive.

Objective 5

Enhance and diversify our revenue streams.

In order to diversify our non-donation revenue sources to build our capacity, we're doing things like building a partners and sponsorship guide for the website, recruiting new partners, thinking about new sponsorship opportunities for our quarterly events, and considering our fundraising options in addition to our groups's recurring donations, and stepping up how we recognize key partners and donors.

Objective 6

Inform and engage our members online.

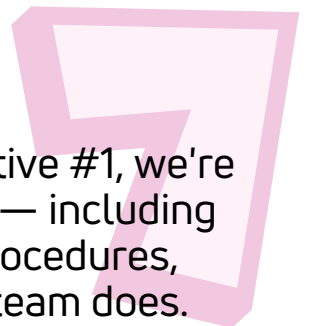
In order to improve engagement with our membership, we're working on creating a bigger volunteer communications team as well as engaging a paid intern for support; we're going to be updating our brand and style (including the logo!) with will come with a website refresh, and finding ways to use our newsletters to connect our partners, charities, and members more effectively.



Objective 7

Maintain and enhance critical infrastructure.

In order to support our succession planning work in objective #1, we're also spending time documenting how our group operates — including more checklists, and writing down some of the policies, procedures, and step-by-step guides for the work that the leadership team does.



Unique Value



We are proud to be part of the 100 Who Care Alliance, but we also have many unique characteristics.



Of more than 700 chapters, we are the only chapter specifically serving the unique needs of gay men.



Our partnership with the Vancouver Foundation is unique — it enables regular monthly giving by credit card, an active member roster, tax receipts, verification of charities' status, and no administrative charges — it's the envy of the Alliance.



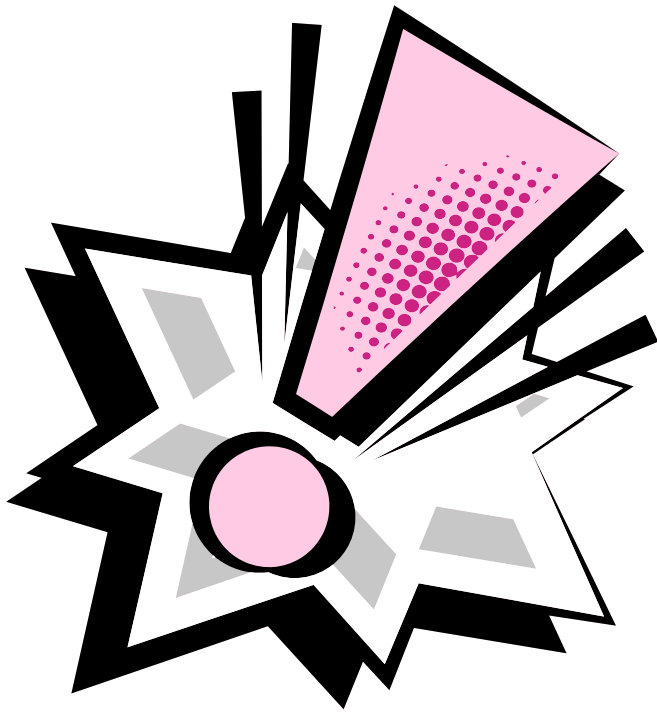
Recommended charities are clustered each quarter by theme (arts, culture, community support, health, etc.) for a more fair comparison and vote.



Each member gets to vote twice — either for two separate charities, or a two votes for a single charity.



Members select a primary recipient each quarter, but no charity leaves empty-handed (\$500 minimum in 2019; increasing to \$750, and then \$1,000 in 2020 — and it's continued climbing to \$2,000 by the end of 2022).



Join us!

It's so simple.

100 people x \$100 donation =



**four social
events each
year**

**\$10,000
every
quarter**

**direct
impact**

\$10,000 for a charity
in our community

