ANNUAL REPORT



100 Gay Men for a Cause — Vancouver

100gaymenforacause.com





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Ken's welcome

And here we are.

What a year this has been, as you will see from this report.

A few milestones:

We passed 100 members -

we are now (unofficially) 100+ Gay Men for a Cause...

We passed \$100,000 in charitable

giving – all due to our growing roster of active members...

We now give \$10,000 to each of our primary recipients (four

this year) and \$1,000 to each secondary recipient (eight this year) plus a few special contributions... almost \$50,000 this year alone, and growing...

And all in three short years! Just take a look at <u>our previous</u> <u>annual reports</u> for a quick glance at our development! And of course, you can see some of that captured in these pages.





Our Leadership Team is stable although we were searching for a new director for operations and partnerships (thank you for your service, David Salter!). And a new team member joined us in January – welcome to Kyle Demes.

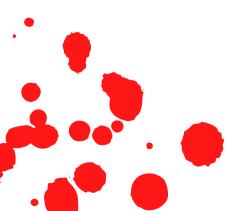
Our giving Circles (meaning increased donations) continue to grow. Our Partners (meaning revenue for operations) continue to renew.

Our strategic plan is robust and moves us forward. Our members are joining more and more as a result of posts on social media. And our Under 30 cohort is advancing, if slowly.

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





About us

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

Founding members

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 2021 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



John Horodyski Director, Charities and Donations



Mark Rayter Director, Membership Experience



David Salter Director, Operations and Partnerships

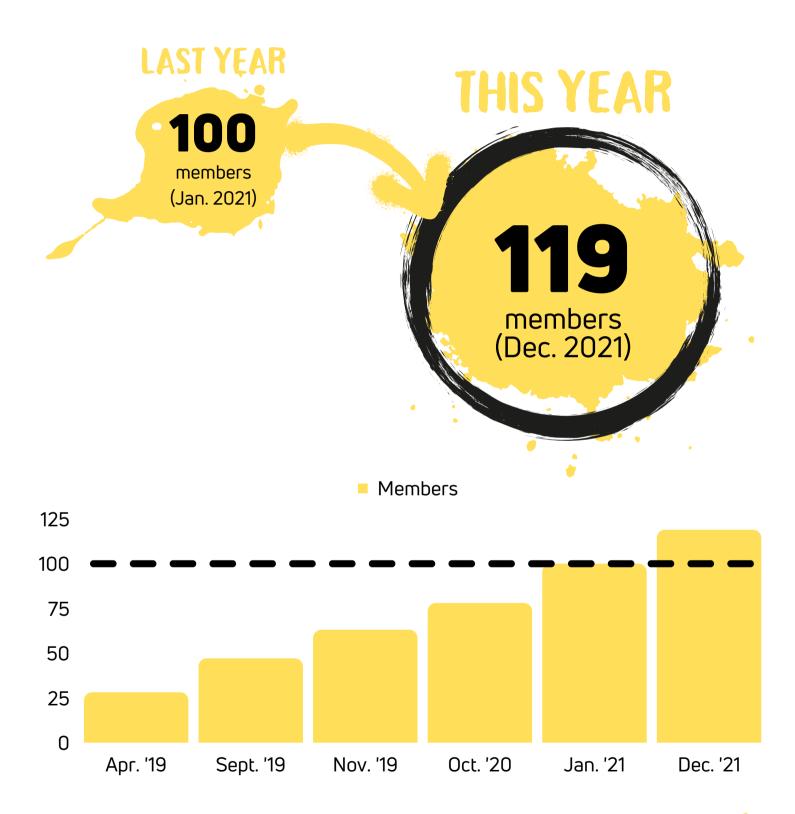
ta Dec. '21



Kyle Demes Director, Operations and Partnerships



Membership



9



Enhanced giving



founders' circle rainbow 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

\$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

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 or quarterly 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 taxdeductible 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 revelaed 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'** <u>Circle and Rainbow Circle</u>. Just check off the "under 30" option when submitting your application.



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



You agree, as a member, to make your donation each month through the <u>Vancouver Foundation</u>, 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.**



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.



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**.



Charities

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) 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)



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



Charity rules

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



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



The charities present and our members vote!

After, charities may share information and network



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



Leadership team selects presenting charities one month prior to the meeting



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

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





4 events

200+ attendees

80+ photo memories









\$10,000

B.C. Society for Male Survivors of Sexual Abuse



\$1,000

Vancouver Association for Survivors of Torture



\$1,000 Last Door Recovery Society





\$10,000 Zee Zee Theatre Company





\$1,000 Vancouver Men's Chorus





\$10,000

McLaren Housing Society of B.C.





friends **\$1,000** Vancouver Friends for Life Society



\$1,000

A Loving Spoonful

October 2021 at Steamworks Brew Pub



\$10,000

\$1,000

Sher Vancouver

Urban Native Youth Association (2-Spirit Collective)





\$1,000 ARC Foundation (SOGI 1-2-3)



Memories

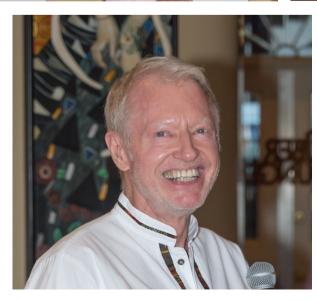






























More Memories





























Operations



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).



statement of operations

revenues

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

expenses

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

surplus/deficit

balance sheet

starting balance

at December 31, 2020

deficit from activities

excess of expenses over revenue

ending balance

at December 31, 2021 (*difference due to rounding)

\$1,555

\$2,134

\$2,304

(\$579)

\$1,728

Partners

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.



30



vancouver foundation

The Vancouver Foundation provides the financial infrastructure for our giving, and it would be impossible for us to do 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.





Partners

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





Dr. Brad McDougall | Dr. Dawn Reinders | Dr. Vanessa Flak | Dr. Cindy Wagner













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.



(forrod Me







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!).

Ensure continuity in leadership and responsibility. Lift up local charities uniquely supporting GBTQ2S+ men. Create a memorable membership experience. Develop our membership base to well exceed 100 people. Enhance and diversify our revenue streams. Inform and engage our members online. Maintain and enhance critical infrastructure.

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.



Lift up local charities uniquely supporting GBTQ2S+ 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.





Strategic Plan

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.



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 diversity 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.



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.



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.





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 or quarterly 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).

Join us

It's so simple.

100 people x \$100 donation =



every

quarter

\$10,000 for a charity in our community

<u>impact</u>

3





