



HEALTH INITIATIVE FOR MEN

STRENGTHENING THE HEALTH & WELL-BEING GBQ MEN AND GENDER DIVERSE PEOPLE

ANNUAL REPORT

APRIL 1ST, 2024 – MARCH 31ST, 2025




Strengthening Connection

HIM's Big Goal for 2024-2025

Letter from Leadership NOT ALONE

Nothing we do, we do alone. Every milestone reflected in these pages was made possible through the creativity, resilience, and care of our communities. Together, we've continued to show that health is built not only in clinics and counselling rooms, but in every space where people feel seen, supported, and empowered to thrive.

Across British Columbia, more people than ever are accessing HIM services. In 2024-2025, our Health Centres delivered over 18,000 appointments (an 11% increase from the previous year) while expanding testing, vaccination, and outreach across the province. Initiatives like PLUS! and Chupa con HIM deepened access for Indigenous, newcomer, and Latinx communities, reminding us that culturally informed care is essential to inclusion and trust.

At the same time, our mental health and harm reduction programs helped people connect, heal, and reduce isolation. From one-on-one counselling to peer-led spaces like Afterparty, PnP & Me, and Pride in Grief, participants told us they left feeling, stronger, and less alone.

We also saw the power of dialogue and creativity in action. Our new HIMformation sessions brought health conversations into bars, sex shops, and bookstores where people could ask questions openly and without judgment. The HUSTLE Show put sex workers center stage as artists, educators, and leaders, using performance art to dismantle stigma and build solidarity. Our Neighbours with HIM program celebrated the local businesses that keep these connections alive, showing that health is woven through our neighbourhoods as much as our programs.

Behind the scenes, HIM's systems continued to evolve. The launch of our new website has made it easier for people to find care and information, while this Annual Report reflects our commitment to transparency and accountability. Each detail, quote, story, and data point is part of a bigger truth: we are growing, learning, and adapting, and we are always guided by our community.

As we look ahead, we carry forward a simple promise: to keep meeting people where they are so that we can build a future where health and belonging are within everyone's reach. Our gratitude goes to the staff, volunteers, partners, and community members who make this work possible. Together, we continue to build healthier lives - one connection at a time.

AARON PURDIE
EXECUTIVE DIRECTOR

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PROGRAMS ADVISORY
GROUP

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GROUP

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DIRECTOR, HEALTH SERVICES

MARK SUTHERLAND, CHAIR,
HEALTH ADVISORY GROUP



Staff Pulse Check

Each year, HIM's Programs Advisory Group of the Board, led this year by Chair Jesse Harink, conducts a Pulse Check which is a survey designed to listen closely to HIM staff and learn from their experiences, and identify where HIM is thriving and where more care and attention are needed.

This year, the Committee introduced a new survey format centered on engagement: how staff connect with HIM's mission, their colleagues and managers, and the communities we serve. The responses were robust, candid, and insightful. For this report, we've divided some of the important results them into three categories that help guide our organizational growth and help us stay accountable to our community:



Good

Things we're doing well and should maintain or expand.



Work in Progress

Areas that are developing positively but still need time or support.



Focus Area

Issues that require concentrated attention or change in the short term.



As we look ahead, we carry forward a simple promise: to keep meeting people where they are so that we can build a future where health and belonging are within everyone's reach. Our gratitude goes to the staff, volunteers, partners, and community members who make this work possible. In particular, the high engagement and commitment of the HIM team not only drives our progress but also ensures a culture where individuals thrive in their careers while powerfully supporting our community. Together, we continue to build healthier lives - one connection at a time.

Jesse Harink, Chair - Programs Advisory Group



Theme / Summary	Next Step / What We'll Do
<i>Staff clearly understand HIM's mission and purpose.</i>	▶ Continue communicating strategy and reinforcing how each role connects to our broader impact.
<i>Managers genuinely care about staff wellbeing.</i>	▶ Maintain supportive supervision and wellness-centered leadership practices.
<i>Managers act as positive role models.</i>	▶ Continue investing in leadership development and mentoring for new managers.
<i>Staff are proud to work for HIM.</i>	▶ Celebrate collective achievements and highlight community impact throughout the year.



Theme / Summary	Next Step / What We'll Do
<i>Staff feel content in their work but note that satisfaction can fluctuate.</i>	▶ Build in recognition moments and wellness initiatives to sustain morale.
<i>Most understand what's expected of them.</i>	▶ Strengthen role clarity through regular goal setting and feedback.
<i>Staff know their focus areas for development but want more guidance.</i>	▶ Expand access to professional development and mentorship.
<i>Compensation feels fair to some but could better reflect comparable roles elsewhere.</i>	▶ Continue compensation reviews and advocate for wage equity in the non-profit sector.
<i>Managers show they value diversity on their teams.</i>	▶ Maintain inclusive leadership training and ensure hiring practices reflect our values.
<i>Leadership keeps people informed about organizational updates.</i>	▶ Strengthen transparency through consistent internal communications and all-staff briefings.



Theme / Summary	Next Step / What We'll Do
<i>Staff want more meaningful career development discussions.</i>	▶ Ensure every staff member receives structured check-ins on growth and career pathways.
<i>Workloads could be more evenly distributed.</i>	▶ Review workloads regularly and explore team-based scheduling or workload balancing.
<i>Accountability expectations vary between teams.</i>	▶ Develop clearer performance expectations and a transparent accountability framework.

STAFF
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ABOUT HEALTH INITIATIVE FOR MEN

Health Initiative for Men (HIM) is a non profit society that aims to strengthen the health and well-being of gay, bi and queer (GBQ) men and gender diverse people. We offer the full spectrum of GBQ and gender diverse people's sexual health testing, as well as professional counselling, sexual health education, and an engaging mix of social and volunteer opportunities. HIM takes an integrated approach to GBQ health, focussing on determinants of overall health: physical, sexual, social, and mental.

Find us on the Internet:
www.checkhimout.ca
www.x.com/HIMtweets
www.instagram.com/instahim
www.linkedin.com/checkhimout
www.facebook.com/HealthInitiativeforMen

OUR MISSION
 Strengthening the Health and Well-being of gay, bi and queer (GBQ) men and gender diverse people.

OUR VISION
 Gay, bi and queer (GBQ) men and gender diverse people building healthy lives together.

OUR VALUES
 We value GBQ men and gender diverse people's ability to make informed decisions. We value the role of our communities. We value scientific research. We value a non-judgmental, sex-positive, and strengths-based philosophy. We value a comprehensive approach to healthy living. We value capacity building and collaboration.

KEY FACTS

Legal Name:
 H.I.M. – Health Initiative for Men Society
 Founded: November 2007
Sites of Operations:
 Office, 310 – 1033 Davie Street
Health Centres:
 HIM on Davie, 416 – 1033 Davie Street
 HIM on The Drive, 1145 Commercial Drive
 HIM in Surrey, 220–10362 King George Blvd.
 HIM in Abbotsford, 108-32883 S. Fraser Way



Our Logic Model

Last year, we introduced HIM's organizational logic model. Now in its second year, the model continues to guide how we measure, adapt, and demonstrate the impact of our work.

The model was custom-designed to reflect HIM's holistic, community-driven approach to health. Traditional HIV prevention often emphasizes medication, testing, or risk reduction alone. Our model instead draws on a syndemic framework that recognizes that HIV is intertwined with mental health, substance use, social isolation, and stigma. For one person, prevention may mean easy access to testing; for another, it may be counselling, community connection, or simply feeling accepted and supported.

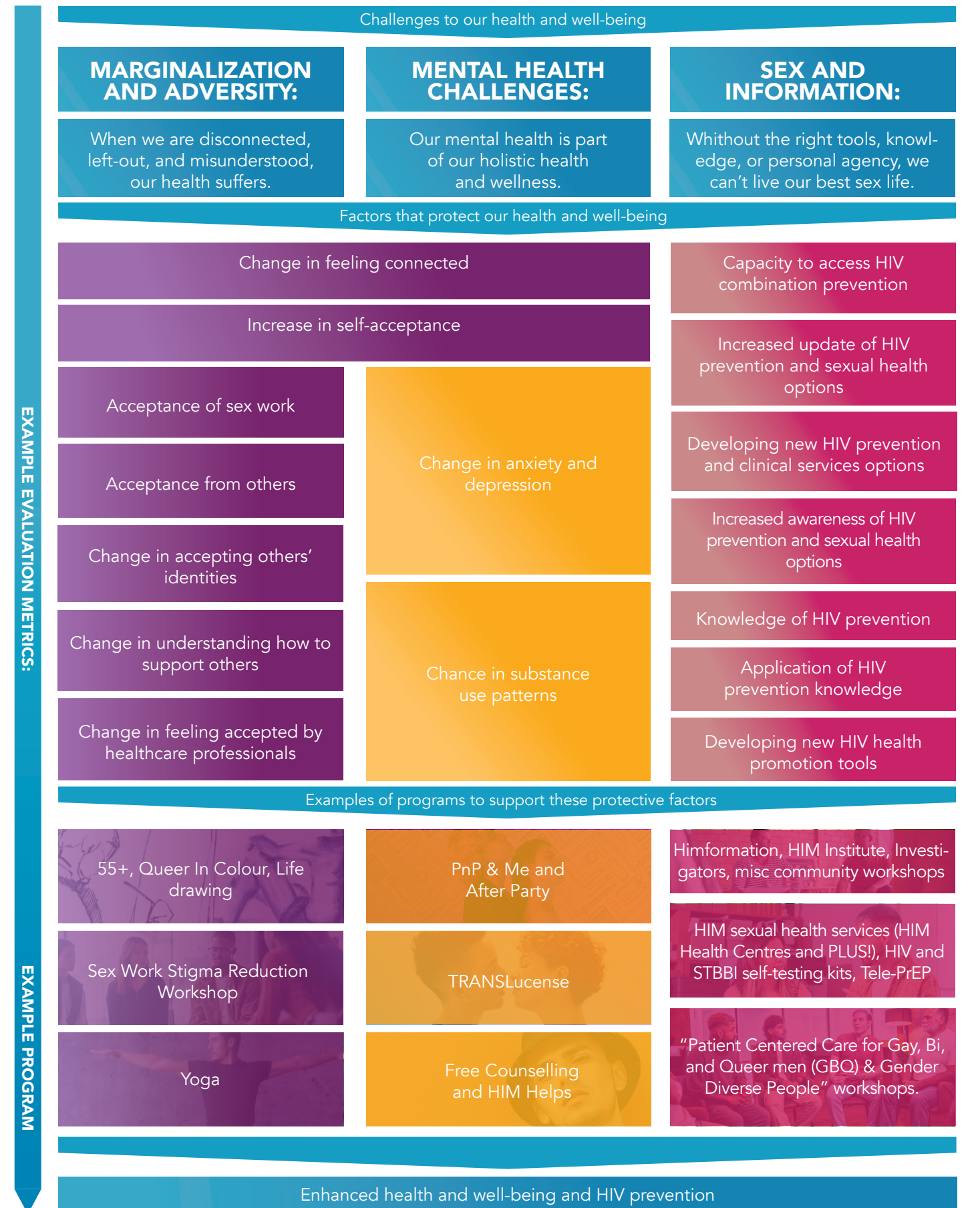
By linking our programs to 20 protective factors, the model makes these outcomes visible and measurable. These factors include changes in connection, well-being, comfort with identity, mental health, substance use, knowledge of HIV prevention, and experiences with healthcare. Each factor reflects a way in which HIM strengthens resilience and uplifts community health.

The logic model is our way to report back to you about how our work is going and if we are making an impact. It shows how HIM's programs build protective factors that reduce harm, foster belonging, and improve overall health outcomes. By tracking these shifts, we ensure that our work is grounded in evidence, rooted in community, and always moving forward.

<p>On Challenging Marginalization and Adversity:</p> <ul style="list-style-type: none"> • Change in feeling connected. • Increase in self-acceptance. • Overall well-being. • Acceptance of sex work. • Acceptance from others. • Change in accepting others' identities. • Change in understanding how to support others. • Change in feeling accepted by healthcare professionals. 	<ul style="list-style-type: none"> • Developing new HIV prevention and clinical services options. • Knowledge of HIV prevention. • Application of HIV prevention knowledge. • Developing new HIV prevention health promotion tools.
<p>On Building Healthier Sex Lives, Together:</p> <ul style="list-style-type: none"> • Capacity to access HIV combination prevention. • Increased awareness of HIV prevention and other sexual health options. • Increased uptake of HIV prevention and sexual health options 	<p>On Challenging Depression, Anxiety, and Substance Use:</p> <ul style="list-style-type: none"> • Change in feeling connected. • Increase in self-acceptance. • Change in anxiety and depression. • Change in substance use patterns. • Increase in self-acceptance.

These factors are directed towards various audiences, including gay, bi, queer men, and gender-diverse people, as well as healthcare providers, social workers, and outreach workers in community settings. Our logic model enables us to evaluate how well we're addressing these diverse needs and making a lasting impact on the communities we serve.

At the end of this report there is a KPI index on page 32.





On Challenging Marginalization and Adversity

Many people in our communities face real struggles like racism, poverty, or being judged for who they are or who they love. These challenges can make it harder to stay healthy and get the care or support they need, especially when it comes to sexual health and HIV prevention. On top of that, stigma and shame can push people way from spaces that are supposed to help.

That's why it's so important to create welcoming options for everyone, like clinics that don't judge, peer-led groups where people feel seen, and spaces to learn and connect without fear. When people have access to care that feels safe and supportive, they are more likely to get tested, ask questions, and take care of themselves and each other.

- Colouring In (Social Group)
- Life Drawing with HIM
- HIM Institute Trainings
- English Conversation Group
- Yoga with HIM
- In-Call (Sexworker Group)
- Condom Packing Party
- Men 55+ (Social Group)
- Death Café (Sexworker Group)
- Destigmatizing Sex Work (Workshop)
- Cha Cha Dance (Program)
- Collab (Sexworker Group)

No data was collected on the following Protective Factors in 2024-2025: Change in feeling accepted by others, Change in understanding how to support others, and Change in feeling accepted by health care professionals. The are undergoing evaluation as part of the 2025-2026 Annual Report.

See the reporting below on the relevant Protective Factors for Marginalization and Adversity across HIM programs and services in 2024 – 2025 fiscal year:

★★★★★

1. Feeling Connected in One's Community:

95% of participants in social programs like Yoga and Condom Packing, told us they felt more connected with their communities.

“

Being new in town this makes me feel certainly more connected to my new community. Love this event!

- Condom Packing Party Participant

”



★★★★☆

2. Overall Wellbeing:

90% of participants told us they felt better about their health and well-being by participating in programs or volunteering with HIM.

“

Much needed after a long work/life week. Life isn't easy nowadays. Thanks to HIM for offering this!

- HIM Volunteer

”

★★★★☆

3. Acceptance of Sex Work Status:

90% of Healthcare Providers who participated in these workshops told us they felt more able to provide safe and non-judgmental care to Sex Workers.

“

Yes, I feel more informed and confident in how to reduce feelings of stigma and improve safe, quality care

- Destigmatizing Sex Work Curriculum Participant.

”

★★★★☆

4. Self Acceptance:

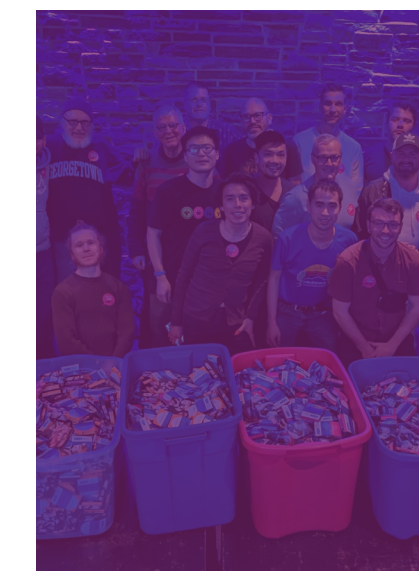
85% percent of people experienced an improved sense of comfort with their identity after groups like 55+ or Life Drawing.



★★★★☆

5. Support from Friends, Family, Partner(s), and Other Adults:

80% percent of attendees shared that they felt a positive change to their sense of being supported.



“

Everything is good and welcoming!

- English Conversation Club Participant

”



Celebrating Sex Workers through Art and Advocacy

By Spencer Johnston

The HUSTLE Show began as an inspired idea from a HIM staff member with roots in performance and sex work advocacy, who envisioned a space where sex workers could showcase their talents with empowerment, creativity, and pride.

The core goal of the show is to challenge stigma and address health disparities by centering sex workers as artists, educators, and performers. At its heart, HUSTLE is a platform for sex workers to tell their stories on their own terms and be seen as artists, neighbours, and community members. The audience is always a vibrant mix of sex workers, allies, community members, health care workers, and policy makers.

Built on partnerships with SWAN, PACE, Birdhouse, the Public Health Agency of Canada, and the City of Vancouver, the show reflects values of harm reduction, equity, and empowerment. An all-sex worker cast brings the stage alive with drag, burlesque, pole, storytelling, and more—art forms deeply connected to sex work culture and history. The result is a joyful and diverse celebration that doubles as resistance, advocacy, and community-building.

Behind the scenes, sex workers shape the lineup, ensuring representation and investing in artists often excluded from mainstream spaces. Rehearsals and collaboration keep each act strong, while Birdhouse provides an affirming venue. Outreach, education, and referrals are woven into the event by HIM staff and volunteers, making the show both entertaining and impactful.

The response has been overwhelmingly positive. Sex workers have shared how affirming it feels to be celebrated, while audiences leave entertained, informed, and more connected. One performer said: “It’s not often that we, as sex workers, get to just have fun and be celebrated. This space means the world to us.” Of surveyed attendees, 90% reported learning new tools or concepts to help remove obstacles for sex workers.

By placing sex workers center stage, the HUSTLE Show dismantles stigma, sparks dialogue, and builds community through art, joy, and unapologetic visibility.

The HUSTLE Show began as an inspired idea by a HIM staff member with a background in performance and sex work advocacy, who saw a powerful opportunity to bring those worlds together. They envisioned a space where sex workers could showcase their talents in a way that demonstrated empowerment, creativity, activism, and was unapologetically celebratory.

The core goal of the HUSTLE show is to challenge and address health disparities that are perpetuated through stigma. By centering sex workers as artists, educators, and performers, the show works to humanize and legitimize sex work in the eyes of broader audiences. At its heart, the show is a platform for sex workers to tell their stories on their own terms and be seen as themselves: artists, neighbours, and members of our communities. The event is for everyone, but especially sex workers. The audience is a vibrant mix of community members, allies, and even health care workers and policy makers!

The HUSTLE Show is built on partnerships, including collaborations with SWAN, PACE, Birdhouse, Public Health Agency of Canada and the City of Vancouver. These collaborations help ensure the show is inclusive, community-led, and deeply rooted in the values of harm reduction, equity, and empowerment.

What really makes it special is that the HUSTLE Show features an all-sex worker cast performing a range of acts including drag, burlesque, pole dancing, storytelling, and more. These are not only dynamic performance styles, but they are also art forms deeply connected to sex work culture and history. What makes the show truly unique is its diversity, with performers coming from a wide variety of backgrounds, identities, and experiences, creating a rich and inclusive celebration that resonates with all



who attend. It’s not just a show, it’s a space of joy, resistance, advocacy, and community. Behind the scenes, the HUSTLE Show is a labour of love and a tool for change. First, working with sex workers across the community to build a diverse and dynamic lineup. This step ensures not only representation, but it also actively invests in people who are often excluded from mainstream artistic spaces. Performance planning and rehearsal follows, ensuring each act can shine, while integrating connections, education, and collaboration. Working with the venue, Birdhouse, a long-standing ally to our communities allows a space that is not only safe and inclusive but deeply affirming. Promotion is handled with intention utilizing not only posters and social media, but word of mouth to help expand the conversation and normalize sex worker visibility in community events. On the night-of, HIM staff and volunteers provide a welcoming environment providing outreach, education, engaging in advocacy, and supporting referrals to other HIM and community resources.

The response to the HUSTLE Show has been overwhelmingly positive. Sex workers have expressed feeling seen, respected, and uplifted. Audience members whether connected to sex work or not, leave with a deeper appreciation for the performers and the stories they share. Many attendees report the experience as both entertaining and eye-opening, showing how this type of engagement can be a powerful tool for education, health, advocacy, and solidarity. As one performer said, “It’s not often that we, as sex workers, get to just have fun and be celebrated. This space means the world to us.” Of event participants who completed a brief survey, 90% reported back on learning new tools or concepts, or were given new ideas, which would help remove obstacles for sex workers!

By placing sex workers center stage, we challenge harmful narratives that often dominate public conversations. The show opens space to talk about sex work without shame, to celebrate resilience, and to acknowledge the social and health inequities sex workers face, such as barriers to healthcare, housing, and legal protection. The HUSTLE Show is a space where stigma is dismantled, health equity is advanced, and community is built through art, joy, and unapologetic visibility.



The Health Promotion team at HIM is responsible for ensuring our communities have access to health care information that is relevant and meaningful. This past year, in response to growing community requests for town hall-style health information sessions, HIM launched the HIMformation program.

HIMformation is a series of community dialogues that lowers barriers to health information by facilitating timely and important conversations between peer experts, researchers, and the communities we serve. These dialogues are intentionally held in traditionally queer spaces such as Little Sisters, Numbers Cabaret, Fountainhead, 1181, and the Pumpjack Pub.

The primary goal of HIMformation is to make health information approachable and accessible outside of traditional clinical settings. It creates opportunities for gay, bi, queer men and gender-diverse people to access reliable information while engaging in open dialogue with peers and experts alike.

One recent HIMformation session focused on mpox. Community members - many of whom were hesitant about the vaccine - were able to speak directly with a panel of peer support workers, health care providers, researchers, and experts. The panel also included a community member who openly shared their own mpox diagnosis and experience. This open exchange helped reduce fear, build confidence, and dispel myths about the vaccine. Participants left feeling informed, less alone, and ready to take steps toward vaccination.

"These panels are great and very informative and engaging - a great way to learn about health-related topics for our community."

"These panels are very informative and engaging - a great way to learn about health-related topics for our community."

Because these dialogues take place in community spaces, they provide a safer and more inclusive environment where people can learn without the fear or stigma sometimes associated with accessing health care. These spaces are essential for fostering open, honest discussion. We are especially grateful to our community partners for allowing us to host such timely and meaningful conversations in their venues. As one HIMformation participant shared:

"I really enjoyed it being at Little Sisters. It was so much easier to hear the presenters and participate."

Other topics covered this year included poppers policy and safety, mpox, and volunteerism. Across all these sessions, people told us they felt more informed, more empowered, and more connected. We saw vaccine hesitancy shift. We saw new volunteers step forward. We saw conversations that might never have happened in a clinic take root and grow.

HIMformation is not just another channel for delivering health information - it is about building trust, breaking down barriers, and ensuring our communities have the tools they need to take care of themselves and each other.



On Building Healthier Sex Lives, Together.

At HIM we work alongside our community members to build healthier sex lives that are rewarding, fun, bring pleasure, and connection. We accomplish this by collaborating with our community members, community-based organizations, and healthcare providers. Our work has a focus on sharing information about tools and strategies to prevent STI's, HIV, and other infections, as well as decreasing barriers to easily accessible HIV prevention methods. Another focus is providing healthcare services that promotes sexual health in a positive and open manner. All of this contributes to HIM helping people take charge of their sexual health and build healthier lives together.

Clinical Services and Initiatives:

- HIM Health Centres
- HIV Self-test Kits
- Hot Summer Cool Health
 - Mpox Vaccination Outreach Clinics
 - Wreck Beach STI Testing Outreach Clinics
- Condom and Lube Distribution
- PLUS! Testing Events

Health Promotions and Interventions:

- BC Provincial Syphilis Consultation
- Mpox Response Advisory group
- HIMformation
- Investigaytors Program
- Capacity Training and Best Practices workshops
- HIM Institute Volunteer Training
- Queer Peer Navigation Training
- CBRC Summit presentation

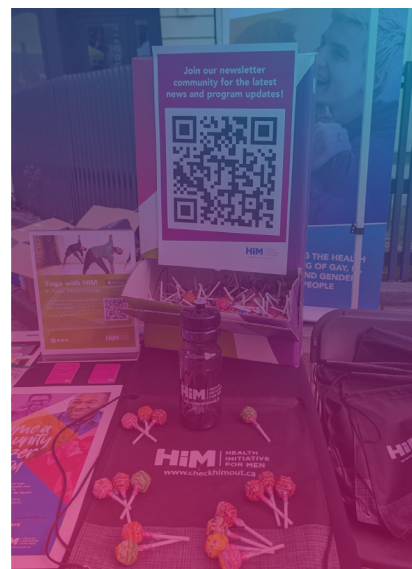
Our community, healthcare providers, and community-based organization have reported back on what they think about our efforts in 2024 – 2025 fiscal year:

1. Capacity to access HIV combination prevention

In 2024-25, 18,343 people accessed appointments at HIM Health Centres – a 11% increase from the previous year (16,520).

“HIM has always provided me with convenient and accessible sexual health options/advice every time I've needed help, without fail. In particular, being a sex worker I have accessed the services provided regularly and the team here has been nothing but kind, helpful, discreet and professional. Thank you!”

-Anonymous Client

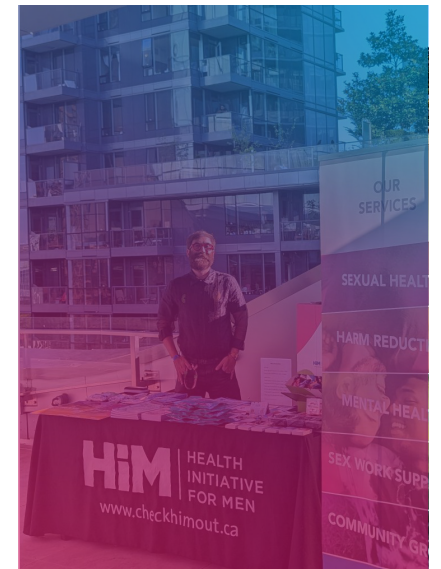


2. Increased awareness of HIV prevention and other sexual health options.

95% of community members and service providers told us their knowledge and awareness had increased after engaging with HIM services, workshops, or trainings.

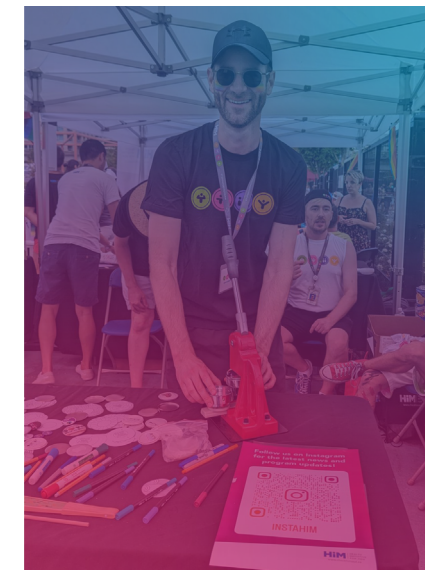
“Getting to know Doxy and PrEP through HIM was very important. Love all the services HIM provides to our community! Keep it up!”

-Anonymous Client



3. Increased uptake of HIV prevention and sexual health options.

93% of community members and service providers told us they had learned about and were using HIV/STI prevention tools, including combination strategies after accessing HIM services, workshops, or trainings.



4. Developing new HIV prevention and clinical services options

Between April 1, 2024, and March 31, 2025, HIM partnered with other organizations and VCH to develop new ways to deliver HIV and clinical service opportunities, including:

- HIV Self Testing Kits
- Hot Summer Cool Health
- PLUS! Pop-up Testing



4.1 HIV Self Testing Kits

HIM distributed over 2300 HIV Self Test Kits across BC between April 1 2024 and March 31, 2025. Accessing these kits decreases barriers increasing HIV testing opportunities. People picked up the kits at HIM outreach events, at HIM health centres and by ordering them through the HIM website and having them mailed to them.



4.2 Hot Summer Cool Health

HIM successfully hosted 17 outreach Mpox vaccination clinics and 23 HIV/STI testing events between April 1 2024 and March 31 2025. These events provided an additional 405 vaccinations and testing for our community, along with HIV prevention and clinical service resources, provided to over 1500 people.

5. Knowledge of HIV prevention

97% of community partners and 100% of health care providers reported being able to better provide care and services to our communities after participating in a HIM workshop or collaborating with HIM staff.

6. Application of Knowledge

HIM's Capacity Building Training workshops are developed and tailored specifically for each Health Service Provider and Community Partner. These trainings have nuanced learning outcomes and are designed to give practical skills to be utilized in their day to day work serving our communities.



6.1 Application of Knowledge (Health Service Providers)

98% of health care providers told us they were able to provide improved care to our communities after participating in a HIM workshop, training, or presentation.

4.3 PLUS Testing Events

Eight PLUS! testing events were held in partnership with community organizations and health authorities, offering testing and vaccine access to Two-Spirit, Indigenous, Spanish-speaking, Black, African, and Caribbean communities. 66 people received testing and vaccines, and 450 more were engaged with educational resources.



Volunteering with HIM in 2024 was a fun and valuable experience for me. I was able to receive great training and support from the HIM team, and work alongside some fantastic healthcare professionals from VCH. Connecting with the community in this low-barrier setting was a fulfilling experience which I contribute to my current employment in community mental healthcare with VCH. Thank you HIM for all of the great work you do to provide low-barrier health services to the queer community.

- Jyoti, Hot Summer Cool Health Volunteer



6.2 Application of Knowledge (Community Partners)

81% of community partners reported implementing a policy or practice change where they work to better serve our communities after participating in HIM learnings and collaborations.



Getting vaccinated against HPV is our first line of defense against HPV related cancers. Tell the BC government to fund the HPV vaccine to include all gay, bi, and queer (GBQ) men.

7. Developing New HIV Prevention Health Promotion Tools

HIM worked with community members in developing relevant and timely health promotion tools including:

- GetGarded Campaign
- Mpox Integration into regular HIM services



I came out as bi last year and felt it was finally prudent to get better educated on sexual STI prevention since I was immersing myself more into the gay community. HIM was offered as an outlet to talk to legitimate health professionals who were predominantly gay, which made me feel like I was already in a safe container to ask vulnerable questions. Every time I walk into the HIM clinics, I've always felt welcomed by all the staff despite their very busy time schedules. HIM has given me the piece of mind that I have support along my journey of sexual identity.

-Anonymous Client



7.1 GetGarded Campaign

GetGarded is a health campaign raising awareness among BC's gay, bi, queer, and gender-diverse communities about Gardasil, the HPV-preventing vaccine. It also encourages advocacy to expand provincial coverage to include older and gender-diverse people.

7.2 Mpox Integration

Since its global outbreak in 2022, we as community leaders have recognized that mpox will continue impacting our communities. This means our services will continue to treat this virus as part of our standard and regular sexual health care practices, alongside our efforts to treat and prevent STI's.

HOT SUMMER, COOL HEALTH



By Kartik Arora (he/him)

And just like that, another summer arrives in Vancouver. Whether you're stripping down at the beach or cooling off with a frozen treat, Vancouver summers are the perfect showcase of West Coast living. From biking the seawall and catching sunsets at English Bay to cruising the trails at Wreck Beach—the days are hot, and the connections are even hotter.

Since the World Health Organization declared a global outbreak of mpox (formerly known as monkeypox) in 2022, rates of mpox and other STIs have often risen during the summer months. Beach days, parties, Pride celebrations, and travel all bring excitement, but also highlight the importance of keeping ourselves and our communities safe.

Since opening its doors in 2008, HIM has built a foundation of trust, rapport, and safety within our communities. During the rollout of the mpox vaccine, HIM became an instrumental partner in ensuring vaccines, resources, and information were delivered safely and effectively. Together with Vancouver Coastal Health (VCH) and the BC Centre for Disease Control (BCCDC), HIM launched Hot Summer Cool Health.

Hot Summer Cool Health is a sexual health outreach program that brings pop-up mpox and STI testing clinics directly to the places our communities gather most—from the sandy trails of Wreck Beach to the bustling energy of Jim Deva Plaza in the heart of Davie Village. The goal: to make sexual health care accessible, inclusive, and visible to everyone—residents and visitors alike—and to help folks feel hot, confident, and cool about their health all summer long.

Throughout the season, HIM volunteers and VCH nurses hosted vaccination and STI pop-up clinics across Vancouver. The response was overwhelmingly positive: people expressed gratitude for receiving services in spaces they didn't expect, and visitors appreciated that services were not limited to residents. Alongside testing and vaccines, our teams shared vital knowledge about HIM's broader sexual health services, STIs, and mpox prevention.

Hot Summer Cool Health bridges the essential sexual health services our communities need with the spaces where they gather, creating opportunities for care, connection, and confidence all summer long.



checkhimout.ca/hotandcool



PLUS!

Testing for People Like Us

By Darren Ho (he/him)

As our name suggests, HIM has long been known for serving communities of men. Over the years, however, we have expanded the scope of some of our services to include people of all genders. One program that highlights this shift is our PLUS! initiative. PLUS! is an all-genders, peer-led initiative designed to increase access to HIV and HCV testing and prevention services for sexual and gender minorities (2SLGBTQIA+) across British Columbia.

By partnering with health care agencies, peer groups, and local communities, PLUS! aims to bridge gaps in service availability—particularly in rural, small-urban, and Indigenous communities, as well as in major urban centers where resources remain limited and communities are disproportionately impacted by HIV.

The goals of PLUS! are to expand access to HIV and HCV testing options across the province, and to increase both the capacity of health care providers and the knowledge of community members on HIV and HCV care.

In its first year, with support from the health authorities, we partnered with the following organizations and teams to run pop-up testing events: CBRC's Two-Spirit Program, Van Vogue Jam, Rainbow Refugee, DUDES Club and Kilala Lelum, and Purpose Society. These partnerships were not random. They were intentional collaborations with groups doing vital work in Two-Spirit, Indigenous, immigrant and refugee, and Black, African, and Caribbean communities. Together, we delivered community-tailored testing options with culturally competent service providers. From these events, we re-emphasized a lesson we already know well: peers must be involved in every stage of planning and running testing events. It's no secret that folks respond best when services are developed and delivered by People Like Us!

Success Story: Chupa con HIM

A very special event under the PLUS! program was Chupa con HIM, created to provide STI testing services specifically for queer Spanish-speaking and Latinx folks - many of whom are newcomers, immigrants, or refugees to BC. Experiences from our frontline work, community engagement, and data from the BC CDC all point to the same truth: this community is disproportionately impacted by HIV and HCV, while cultural and language barriers continue to limit access to sexual health services and resources.

Informed by our latinx staff and volunteers, Chupa con HIM was fiesta first, testing second. The event was a party for Latinx folks and Spanish-speakers to come together, celebrate culture, and find a safe space to ask sexual health questions. When it came time for testing, we offered in-person Spanish-language interpreters in clinic rooms for every client. Local Latina drag queens performed while folks waited for their turn.

By directly addressing cultural and language barriers, Chupa con HIM affirmed that these services are for them and for us. The result was more than an STI testing program - it was a celebration of belonging, trust in our services, and empowerment for folks to take agency over their sexual health.

Nos vemos en el 2025!





On Challenging Depression, Anxiety, and Substance Use

Mental health and harm reduction are deeply connected to HIV prevention. When people have access to supportive care, accurate information, and sterile supplies, they are better able to protect their health and well-being. Compassionate mental health care and harm reduction services help reduce the risks associated with substance use, injury, and HIV transmission.

At HIM, everyone is met where they are. Our programs include one-on-one counselling, peer-based mental health groups, and substance-use supports such as contingency management programming. Our growing safer-use kit distribution ensures access to condoms, clean needles, and other supplies across the province. By addressing mental health, substance use, identity, and connection together, HIM helps sustain the overall health and vibrancy of our communities.

HIM programs and services aimed at addressing anxiety, depression, substance use, and identity in 2024 – 2025 fiscal year included:

- Counselling (One-on-One)
- After Party (Drop-in harm reduction social group)
- Professionals (Drop-in group for counsellors)
- Re-Wired (Sexual health anxiety group)
- Colouring In Community Group
- Colouring In (Mental health group for queer POC)
- Side By Side (Chem sex mental health group)
- Pride in Grief (Grief mental health group)
- PnP & Me (Drop-in chem sex mental health group)

See the reporting below on the relevant Protective Factors for Marginalization and Adversity across HIM programs and services in 2024 – 2025 fiscal year:

★★★★☆

1. Anxiety & Depression:

77% of counselling program clients told us that their feelings of anxiety or depression decreased after 6-8 sessions with one of our counsellors or in our mental health programs.

“
(The counsellor) helped navigate my problems, which allowed me to focus on one problem at a time... I appreciate the service so much. There was a lot to discuss and felt heard the entire time.
 ”

- Individual Counselling Client

★★★★★

2. Substance Use

86% of participants in PnP & Me and Side By Side programs told us that they reduced their use of substances like meth.

★★★★★

2.1 New Kit Additions

Consulting with community led us to develop and add new kits to our distribution service, including the release of our booty bump kit.

“
It was great to hear about other professionals in the community and their breadth of experience on the topic of cultural competence/cultural humility.
 ”

- Professionals Participant

★★★★★

2.2 Safer Usage Kits Mailed Out

This year we had a total of 686 safer usage kits distributed in British Columbia, helping prevent HIV and Hep C in our communities.

“
Helped me to realize that you are not alone and that you can learn harm reduction.
 ”

-PnP & Me Participant

★★★★★

3. Self-Acceptance

86% percent of community members told us that they had a greater sense of Self-Acceptance after attending groups like Translucence, and Every Body.

“
As an older, queer, post-op transgender woman, who is sex and body positive I am used to being hated and misunderstood, but here I was safe. I felt seen and heard and respected as a person. There are too few spaces where I feel able to be myself in a supportive and reflective way.
 ”

- Individual Counselling Client

★★★★★

4. Feeling Connected to Community

100% of participants in mental health groups like Colouring In, PnP & Me, Afterparty, and Side By Side told us that they now feel more connected to their communities.

“
Just talking about my issues opened a window that allowed me to process some topics and be introspective. It helped me past my blockade that was impeding my relationships with others.
 ”

- Translucent Participant

“
Great resource, it can be difficult to find HRT supplies in some cities given not all pharmacy's[sic] carry them.
 ”

- Ordered HRT needles



Reaching and Engaging Our Communities

At the Health Initiative for Men (HIM), our in-house Communications team is dedicated to managing our channels while constantly exploring new and creative ways to engage the diverse communities we serve across British Columbia.

The 2024–25 fiscal year was one of our most ambitious yet, bringing both new opportunities and unique challenges. We undertook our largest website restructure and redesign to date, reimagined our annual report with a focus on transparency and impact storytelling, and launched new partnerships - all while maintaining a strong online presence. We're proud to report that it was a resounding success.

See the report card below for key highlights from the year:

New HIM Website Live!

After much anticipation and a lot of collaboration, HIM's new website was successfully launched in October 2024. The website launch went seamlessly without any disruption. The new website has numerous new upgrades and features which we hope would make the experience our community members have with our website and all the information and resources it features more seamless and enjoyable.

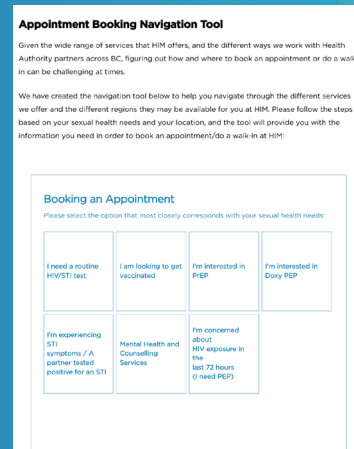


New Tools for Appointment-Booking More Intuitive Than Ever

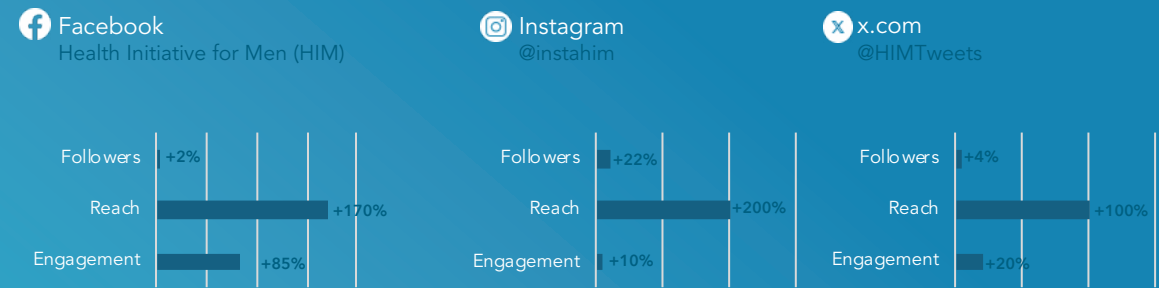
We have long recognized the challenge that our community members face when trying to figure out the best way to access clinical services and book appointments at HIM.

This issue became even more challenges as we started to offer different variations of those services across the region. Our website features a new booking tool which will help website visitors accessing different service offerings we have across the region.

Aside from the refreshed streamlined design which we hope would improve the over all navigation of the website, we also completely overhauled the website content structure to make the browsing experience as intuitive and easy to follow as possible.



Followers, Reach, and Engagement Across Social Media Channels:



Celebrating our Neighbours

“Neighbours with HIM” is a partnership initiative that celebrates the vibrant, meaningful connections we share with local businesses in and around Davie Village. These Neighbours are queer-owned and queer-oriented businesses that don’t just talk the talk - they actively show their care and commitment to Vancouver’s 2SLGBTQIA+ communities. Whether by hosting HIM condom dispensers and print materials, or offering space for HIM groups and programs, these businesses have built strong, supportive ties with HIM and the communities we serve.

To recognize these partnerships, participating businesses proudly display “Neighbours with HIM” stickers on their windows and doors. These stickers signal to the community that HIM resources are available in these welcoming, inclusive spaces. Learn more at: checkhimout.ca/neighbours



A Revamped Annual Report for Greater Impact

Over the past several years, HIM has worked to strengthen internal structures and systems to improve governance, transparency, quality assurance, and impact measurement. A key part of this effort has been the complete redesign of the HIM Annual Report, with a stronger focus on clearly communicating our impact in the communities we serve.

In November 2024, the revamped Annual Report was released and shared with our Board, partners, and the public via the HIM website. It featured new report cards aligned with HIM's updated Organizational Logic Model, providing a more strategic and transparent overview of our outcomes. Our Annual Report will continue to evolve to reflect the transparency and accountability our communities expect.



Hello Neighbour!

Celebrating the launch of our “Neighbours with HIM” partnership program.

By Zaid Elbitar (he/him)

Since the establishment of Health Initiative for Men and the opening of the HIM on Davie Health Centre in 2008 and 2009 respectively, we have developed organic and mutually beneficial relationships with businesses and organizations in the Davie Village. These relationships have been rooted in shared values and a shared commitment to supporting our communities’ health and wellbeing.

Over time, these collaborative relationships have evolved and grown, each developing into a unique format that suits the business’ space and the patrons they serve in the community. Some were a natural fit to host HIM harm reduction supplies or display printed health promotion materials and resources. Others became wonderful hosts for HIM’s community programs, events, and fundraisers - and some did all this and more.

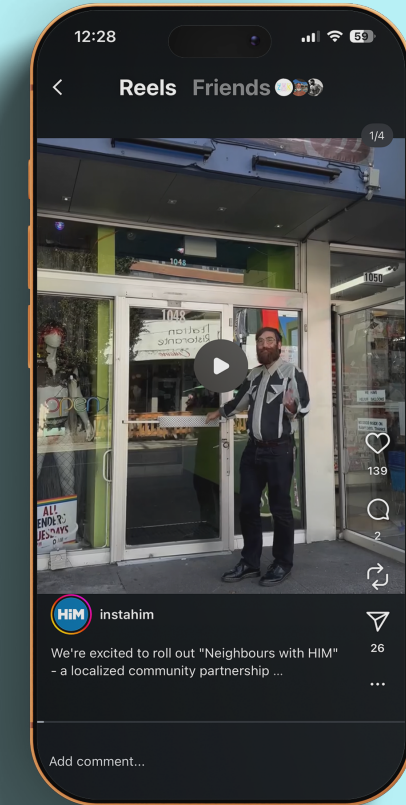
At HIM, we have always regarded these relationships as some of the deepest and most impactful in how we connect with our communities in Vancouver. So, when we began developing our partnership frameworks for the next phase of our organizational growth, we knew we had to recognize these partnerships in a way that captured their uniqueness and importance.



That’s why we launched our “Neighbours with HIM” program in the summer of 2024 to celebrate and promote these neighbourly bonds. A “Neighbours with HIM” sticker was placed in the storefront of each participating business to symbolize their support for HIM and the broader community. A social media campaign highlighted how each business supports HIM’s work and mission, and a dedicated webpage was launched to tell the story of each partnership and invite new Neighbours to join this special program.

A huge Thank-you to all our Neighbours and partners who make the work we do possible with their allyship and support!

 checkhimout.ca/neighbours



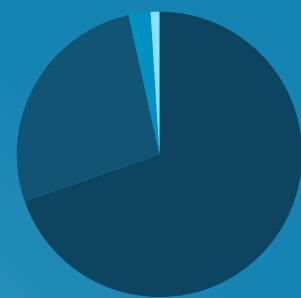


Fundraising and Rallying Support Behind HIM's Mission

As a registered charity, HIM faces the common operational challenges encountered by many organizations in our sector, such as adapting to evolving community needs and navigating complex funding landscapes. We are fortunate to have strong partnerships with our Health Authority allies, who share our commitment to our mission and invest in our work. We are also deeply grateful for the support of our communities - individuals, groups, and queer establishments - whose generous donations and contributions sustain our efforts. We appreciate the trust placed in us as a charity and a partner of choice.

As our communities face unique challenges that may sometimes be overlooked by funders, there is a pressing need for grassroots, community-led initiatives to address these issues. HIM is dedicated to being an active partner, ready to step in wherever possible. The generosity of our communities is essential, enabling us to fund crucial supports for sex workers and provide vital interventions for survivors of conversion "therapy" and beyond. Their contributions empower us to continue this important work.

HIM Revenue Mix



Contracts and Grants remain to be the largest revenue sources. Donations grew by 10% compared to last fiscal year, and corporate sponsorships and donations are showing great promise for the future. Non-grant/ contract revenues over all grew by 7% over 2023/2024.

Pitching Higher Than Ever! – WESA Pageant Breaks Fundraising Records in Support of HIM

For the second year in a row, the West End Slo-Pitch Association named HIM as the beneficiary of its annual Drag Pageant Fundraiser in June 2024.

After raising \$11,170 in 2023 to support HIM's mission, WESA broke records in 2024 by raising 13,825! These funds were crucial to support HIM programs such as our Survivors program for community members who survived conversion "therapy".



The folks at WESA really wanted to see their donations go toward a project that would make a difference. With the donation from WESA from the Miss WESA Pageant, we were able to launch our new expanded clinic - and that is the definition of true community love!

Aaron Purdie
Executive Director, HIM



Oink! Look Out for Our Penny Pigs!

We launched Penny Pigs – a fun and engaging fundraising initiative through which community members adopt piggy banks for a year and use them to raise funds to support HIM.

Piggies were provided through a generous donation from our friend Kevin Clarke. www.checkhimout.ca/pigs



I chose to make this contribution because I wanted to do something meaningful—something that reflected who I am and what I care about.

The work HIM does matters deeply. They stand for connection, inclusivity, and care values that I also strive to live by.

Kevin Clarke
Donor



Did You "Give HIM a Tap" This Year?

As part of our annual Give HIM a Hand fundraising campaign during Vancouver Pride, we rolled out wireless Point of Sale (POS) machines to collect donations. With the help of our sexy models, we were able to collect nearly 200 donations throughout the year.

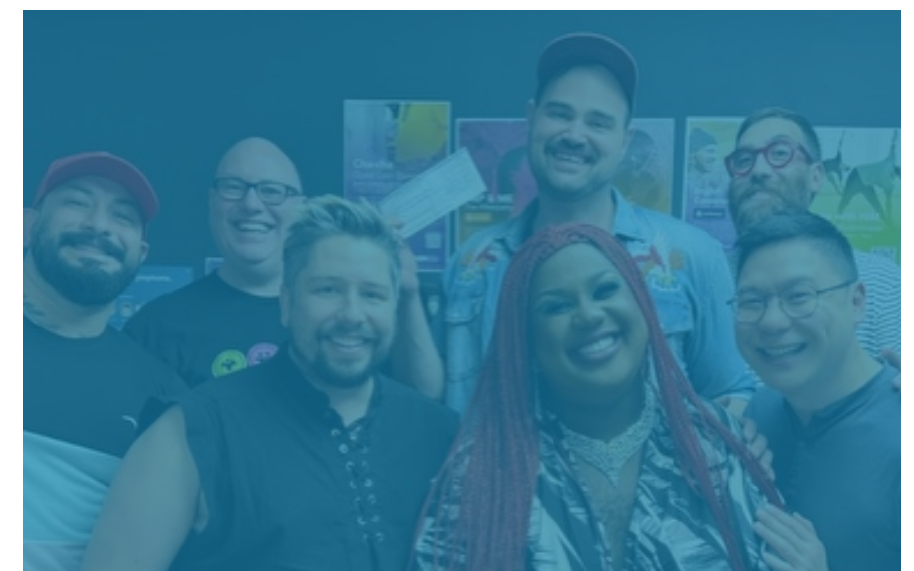
A Mindful Approach to Engaging with Corporate Donors/Sponsors

With guidance from our Board, we have been working on policies and frameworks that engage corporate partners in a way that protects our communities from pink-washing practices. This has enabled us to open the door mindful collaborations with new corporate donors and sponsors in 2024.



Dogwood Monarch Society (DMS) Continues Generous Support for HIM's Mission!

In June 2024, HIM was honored to receive a \$10,762 Dogwood Monarch Society – long time generous supporters of Health Initiative for Men (HIM) and phenomenal mobilizers for philanthropic and charitable work in the community!



Key Performance Indicators (KPI) Index:

On Challenging Marginalization and Adversity

KPI	Program(s)	# of participants	% of participants surveyed	Average Score (out of 5)
Change in feeling or being connected	Colouring In (Social Group); English Conversation Group; Yoga with HIM (New West, Vancouver, Chilliwack); Cha Cha Dance Program; Condom Packing (NW, Van)	1,944	10.5%	4.75
Change in understanding of and/or comfort with identities	Life Drawing (Social group)	144	8%	4.25
Sense of overall well-being	Volunteer Program Annual Survey	64	9%	4.5
Change in feeling accepted by others	Volunteer Program Annual Survey	64	9%	4.5
Change in feeling accepting of others' identities	No programs in 2024-2025	No Data	No Data	No Data
Change in feeling supported	55+ (Social Group)	132	17%	4.0
Change in understanding how to support others	No programs in 2024-2025	No Data	No Data	No Data
Change in feeling accepted by health care professionals	No programs in 2024-2025	No Data	No Data	No Data
Change in feeling stigma towards sex workers	Sex Work Stigma Reduction Training	152	12.5%	4.5
Change in feeling stigma towards sex workers	Sex Work Stigma Reduction Training	85	22%	4.75

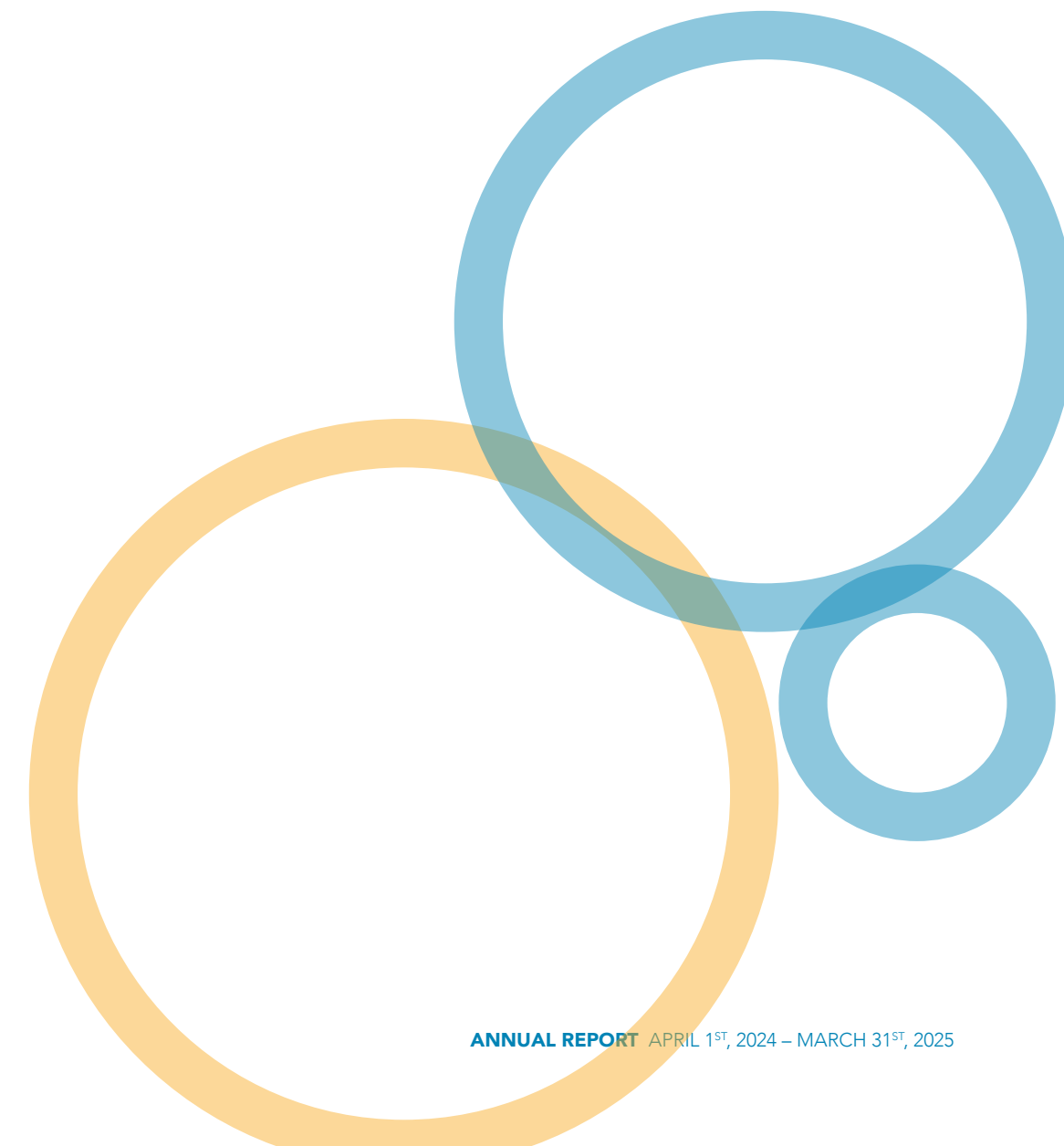
No data was collected on the following Protective Factors in 2024-2025: Change in feeling accepted by others, Change in understanding how to support others, and Change in feeling accepted by health care professionals. The are undergoing evaluation as part of the 2025-2026 Annual Report.

On Challenging Depression, Anxiety, and Substance Use

KPI	Program(s)	# of participants	% of participants surveyed	Average Score (out of 5)
Change in anxiety or depression	Counselling (Individual)	57	39%	4.0
Change in anxiety or depression	Re-Wired: Mental health group (June)	5	40%	4.0
Change in anxiety or depression	Re-Wired: Mental health group (August)	5	40%	3.5
Change in feeling or being connected	Professional therapists group	6	66%	4.7
Change in feeling or being connected	After Party (Substance use support)	5	63%	4.0
Change in feeling or being connected	PnP & Me (Substance use support)	6	100%	4.4
Change in understanding of and/or comfort with identities	Every Body: Mental health group (May)	4	100%	5.0
Change in understanding of and/or comfort with identities	Pride in Grief: Mental health group (August)	5	100%	4.2
Change in understanding of and/or comfort with identities	Pride in Grief: Mental health group (October)	4	80%	3.75
Change in substance use patterns	Side by Side / PnP (substance use support)	18	100%	4.3

On Building Healthier Sex Lives, Together

KPI	Program(s)	# of participants	% Surveyed	Average Score (out of 5)
GBQ participants reporting increased knowledge	PLUS! (all-genders testing)	174	47%	4.5
GBQ participants reporting increased knowledge	HIMformation (Community dialogues)	65	26%	4.8
GBQ participants reporting increased knowledge	Hot Summer, Cool Health (outdoor clinics and health promotion)	177	27%	4.03
GBQ participants reporting increased knowledge	Kelowna Social Groups	10	60%	4.8
GBQ participants reporting increased knowledge	Health Centre Survey	994	25%	4.03
GBQ participants reporting improved access to services	PLUS! (all-genders testing)	174	47%	4.2
GBQ participants reporting improved access to services	HIMformation (Community dialogues)	65	26%	4.8
GBQ participants reporting improved access to services	Investigaytors (Research skills and knowledge translation program)	12	100%	4.8
Healthcare professionals staff reporting an increase in capacity	Working with GBQ and GD for Health Care Providers Training/ Understanding GBQ Hookup Culture Training (post training survey)	205	97%	4.8
Healthcare professionals staff reporting an increase in capacity	Working with GBQ and GD for Health Care Providers Training/ Understanding GBQ Hookup Culture Training (6-month post training follow up)	8	100%	4.8
HCP staff reporting a policy or practice change	Working with GBQ and GD for Health Care Providers Training (post training survey)	9	67%	3.4
CBO staff reporting a policy or practice change	Working with GBQ and GD for Community-Based Organizations Training	19	95%	4.8
CBO staff reporting an increase in capacity	Working with GBQ and GD for Community-Based Organizations Training (6-month post training follow up)	3	100%	5.0



FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

INDEPENDENT AUDITORS' REPORT

To the Members of H.I.M. Health Initiative for Men Society
Report on the Audit of the Financial Statements

QUALIFIED OPINION

We have audited the financial statements of H.I.M. - Health Initiative for Men Society (the "Society"), which comprise the statement of financial position as at March 31, 2025, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR QUALIFIED OPINION

In common with many charitable organizations, the Society derives revenue from donations, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of donation revenue was limited to the amounts recorded in the records of the Society and we were not able to determine whether any adjustments might be necessary to donations revenue, excess (deficiency) of revenues over expenses, and cash flows from operations for the years ended March 31, 2025 and 2024, total assets as at March 31, 2025 and 2024, and net assets at the beginning and end of March 31, 2025 and 2024. Our audit opinion on the financial statements for the year ended March 31, 2024 was modified accordingly because of the possible effects of this limitation of scope. We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the Society in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

RESPONSIBILITIES OF MANAGEMENT AND THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty

exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Society to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

Manning Elliott LLP

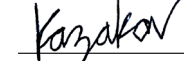

Chartered Professional Accountants
Vancouver, British Columbia
July 4, 2025

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2025

	2025	2024
Assets		
Current		
Cash	\$ 557,012	\$ 555,056
Accounts receivable	19,754	270
Government remittances recoverable	4,968	9,075
Prepaid expenses	33,101	34,716
	614,835	599,117
Capital assets (Note 4)	98,632	104,775
Intangible assets (Note 5)	17,084	34,167
	\$ 730,551	\$ 738,059
Liabilities		
Current		
Accounts payable & accrued liabilities	\$ 49,758	\$ 127,391
Government remittances payable	17,630	19,572
Deferred revenue (Note 6)	429,004	420,780
Demand loan	-	13,261
	496,392	581,004
Net Assets		
Invested in capital assets & intangible assets	\$ 115,716	\$ 125,681
Unrestricted	118,443	31,374
	234,159	157,055
	\$ 730,551	\$ 738,059

ECONOMIC DEPENDENCE (Note 8)
LEASE COMMITMENTS (Note 10)

On behalf of the Board:

 Ben Kazakov, Board Secretary
 Kevin Truong, Board Treasurer

STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2025

	Invested in Capital and Intangible Assets	Unrestricted	Balance
2025			
Net assets, beginning of year	\$ 125,681	\$ 31,374	\$ 157,055
(Deficiency) Excess of revenues over expenses for the year	(48,179)	125,283	77,104
Purchase of capital assets	24,953	(24,953)	-
Repayment of demand loan	13,261	(13,261)	-
Net assets, end of year	\$ 125,681	\$ 31,374	\$ 157,055
2024			
Net assets, beginning of year	\$ 144,167	\$ 22,167	\$ 166,334
Excess (deficiency) of revenue over expenses for the year	(76,986)	67,707	(9,279)
Purchase of capital assets	33,549	(33,549)	-
Repayment of captial lease	9,349	(9,349)	-
Repayment of demand loan	15,602	(15,602)	-
Net assets, end of year	\$ 125,681	\$ 31,374	\$ 157,055

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2025

	2025	2024
REVENUE		
Grants (Note 12)	\$ 2,530,992	\$ 2,478,098
Donations, fundraising, registration and other	77,170	67,041
Interest and investment income	14,295	15,738
	\$ 2,622,457	\$ 2,560,877
EXPENSES		
Advertising and promotion	\$ 8,931	\$ 82,972
Amortization of capital assets	31,096	56,072
Amortization of intangible assets	17,083	20,907
Board and meeting	3,091	2,350
Insurance	6,683	6,291
Interest and bank charges	2,610	4,360
Interest on demand loan	110	2,855
Office and miscellaneous	60,503	40,493
Professional development	8,838	8,450
Professional fees	39,872	37,877
Project supplies and services	164,513	175,268
Rent	294,423	269,719
Subcontracts	108,671	113,284
Telephone	66,957	66,355
Travel	29,275	27,343
Wages and benefits (Note 7)	1,698,763	1,650,857
Website maintenance	3,934	4,696
	\$ 2,545,353	\$ 2,570,156
(Deficiency) Excess of revenue over expenses for the year	\$ 77,104	\$ (9,279)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2025

	2025	2024
Operating activities		
(Deficiency) excess of revenues over expenses for the year	\$ 77,104	\$ (9,279)
Items not affecting cash:		
Amortization of capital assets	31,096	56,079
Amortization of intangible assets	17,083	20,907
	125,283	67,707
Changes in non-cash working capital:		
Accounts receivable	(19,484)	45,588
Government remittances recoverable	4,107	
Prepaid expenses	1,615	(8,784)
Accounts payable and accrued liabilities	(77,633)	110,308
Government remittances payable	(1,942)	(505)
Deferred revenue	8,224	(86,520)
	(85,113)	60,547
	\$ 40,170	\$ 128,254
Investing activities		
Purchase of capital assets	(24,953)	(33,549)
Purchase of intangible assets	-	-
	(33,549)	(33,549)
Financing activities		
Repayments of demand loan	(13,261)	(15,602)
Repayment of capital lease	-	(9,349)
	(13,261)	(24,951)
Increase in cash during the year	1,956	69,754
Cash, beginning of year	555,056	485,302
Cash, end of year	\$ 557,012	\$ 555,056

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

1. PURPOSE OF THE SOCIETY

The Health Initiative for Men Society (the "Society") is a non-profit organization incorporated under the Societies Act of British Columbia effective December 5, 2007. As a registered charity, the Society is not subject to income taxes under section 149(1)(f) of the Income Tax Act (Canada).

The Society's purpose is to strengthen gay men's health and well-being through trusted, tailored, targeted research-based health promotion services and by engaging the community through volunteer involvement, online access and events. The Society fosters mutually beneficial relationships among gay men and health professionals to ensure the best possible outcomes.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") under Part III of the CPA Handbook - Accounting. Financial statements prepared in accordance with ASNPO are also in accordance with Canadian generally accepted accounting principles ("GAAP").

These financial statements have, in management's opinion, been prepared within reasonable limits of materiality using the significant accounting policies noted below:

(a) Cash

Cash is defined as cash on hand and cash on deposit.

(b) Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a straight-line basis using the following methods:

Computer equipment	3 years
Leasehold improvements	Term of the lease
Furniture and equipment	5 years

The Society's policy is to record a write-down to a capital asset's fair value or replacement cost when conditions indicate that a capital asset is impaired. Such conditions include when the capital asset no longer contributes to the Society's ability to provide goods and services or when the value of future economic benefits or service potential associated with the capital asset is less than its net carrying amount. Write-downs are recognized in the statement of operations and are not reversed.

(c) Intangible assets

Intangible capital assets are recorded at cost and amortized on a straight-line basis over their estimated useful lives. The Society's intangible assets consist of its website, amortized over 3 years, and computer software, amortized over 5 years.

(d) Revenue recognition

The Society follows the deferral method of accounting for contributions. Restricted contributions are deferred and recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributions received in the current period that are related to programs and events of the subsequent period are deferred and recognized as revenue in the period in which the programs and events are provided and the related expenses are incurred.

Contributions restricted for the purchase of capital assets that will be amortized are deferred and recognized as revenue on the same basis as the amortization expense related to the acquired capital asset.

Interest and investment revenue are recognized in the period in which they are earned and collection is reasonably assured.

All other revenue is recorded when earned.

(e) Contributed services and materials

The Society benefits from contributed services in the form of volunteer time. The value of volunteer time is not recognized in these financial statements. Other contributed materials and services are recognized only when their fair values can be reasonably estimated and the materials and services are used in the normal course of operations and would have otherwise been purchased.

(f) Use of estimates

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions about future events that affect the reported amounts of assets, liabilities, revenues and expenses as at the end of or during the reporting period. Management believes that the estimates used are reasonable and prudent, however, actual results could differ from those estimates. Significant areas requiring the use of management estimates relate to the valuation of accounts receivable, the determination of the useful lives of capital and intangible assets used for calculating amortization, the measurement of deferred revenue, the amounts recorded as accrued

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

liabilities and disclosures about contingencies and commitments at the date of the financial statements.

(g) Financial instruments

Measurement

The Society's financial instruments consist of cash, accounts receivable, accounts payable and demand loan. The Society initially measures all of its financial assets and financial liabilities at fair value. The Society subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of any write-down that is determined is recognized in the statement of operations. A previously recognized impairment loss may be reversed to the extent of any improvement, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of operations in the period in which it is determined.

Transaction costs

Transaction costs are recognized in the statement of operations in the period incurred, except for financial instruments that will be subsequently measured at amortized cost. Transaction costs associated with financial instruments measured at amortized cost are capitalized and are included in the acquisition cost or deducted against proceeds on disposal.

3. FINANCIAL INSTRUMENTS RISKS

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as at March 31, 2025, which remain unchanged from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Society is exposed to this risk mainly in respect of its accounts receivable. The Society maintains, if deemed necessary, provision for potential credit losses, and any such losses to date have been within management's expectations, as the majority of receivables are from government sources. Management has determined

the Society's credit risk to be minimal and will continue to monitor receivables to mitigate any potential credit risk. As at March 31, 2025 and 2024, management has determined no allowance for doubtful accounts is not considered necessary.

Liquidity risk

Liquidity risk is the risk that the Society cannot repay its obligations as they become due. The Society is exposed to this risk mainly in respects to its accounts payable and demand loan. The Society reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due and monitors its cash balances and cash flows generated from operations against its anticipated, committed, and contemplated outflows. The Society has pro-actively works with its funders, vendors and creditors and anticipates that its cash reserves will adequately minimize liquidity risk.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

Currency risk

Currency risk is the risk to the Society's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. The Society is not exposed to foreign currency exchange risk, as all financial instruments are denominated in Canadian dollars.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Society is exposed to interest rate risk primarily through its interest rate on the demand loan and credit facilities. In seeking to minimize the risks from interest rate fluctuations, the Society manages exposure through its normal operating and financing activities.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Society is not exposed to other price risk.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

4. CAPITAL ASSETS

	Cost	Accumulated Amortization	2025 Net book value	2024 Net book value
Computer equipment	\$ 83,122	\$ 77,325	\$ 5,797	\$ 1,645
Furniture and equipment	65,019	62,528	2,491	2,857
Leasehold improvements	324,818	234,474	90,344	100,273
	\$ 472,959	\$ 374,327	\$ 98,632	\$ 104,775

5. INTANGIBLE ASSETS

	Cost	Accumulated Amortization	2025 Net book value	2024 Net book value
Computer software	\$ 14,104	\$ 14,104	\$ -	\$ -
Website	51,250	34,166	17,084	34,167
	\$ 65,354	\$ 48,270	\$ 17,084	\$ 34,167

6. DEFERRED REVENUE

Deferred contributions consist of contributions received for in advance for future programs and events and are recognized as revenue in the period in which the programs and events are provided and the related expenses are incurred, in accordance with the accounting policy in Note 2(d).

	2025	2024
Balance, beginning of year	\$ 420,780	\$ 507,300
Amounts received during the year	2,350,167	2,015,894
Amounts recognized as revenue during the year	(2,341,943)	(2,102,414)
Balance, end of year	\$ 429,004	\$ 420,780
Deferred revenue is comprised of the following:		
Vancouver Coastal Health Authority	\$ 336,903	404,715
Fraser Health Authority	70,768	16,065
Public Health Agency of Canada	16,333	-
Provincial Health Services Authority	5,000	-
	\$ 429,004	\$ 420,780

Deferred revenue in the amount of \$2,341,943 (2024 - \$2,102,414) has been recognized in grants revenue in the statement of operations.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2025

7. REMUNERATION OF DIRECTORS, EMPLOYEES AND CONTRACTORS

The B.C. Societies Act requires the Association to disclose the remuneration paid to directors during the year and the remuneration paid to all employees and contractors whose remuneration during the year was at least \$75,000.

In 2025, there were seven (7) employees and/or contractors whose annual remuneration met this criteria for a combined total of \$634,182 (2024 – seven (7) employees and/or contractor whose annual remuneration met this criteria for a combined total of \$592,030). No directors were remunerated in 2025 or 2024.

8. ECONOMIC DEPENDENCE

The Society receives a majority of its funding from Vancouver Coastal Health, Public Health Agency of Canada, and the Fraser Health Authority. These funders provide the Society with 81% its revenues (2024 - 87%).

9. LINE OF CREDIT

The Society has a line of credit of \$25,000 with TD Canada Trust bank. The terms are an annual interest rate of prime + 4.85%. As at March 31, 2025, the Society has not drawn from its line of credit (2024 - \$Nil).

10. LEASE COMMITMENTS

The Society has leased premises which will expire on July 31, 2027. The minimum payments under this agreement for the future years are anticipated to be as follows:

2026	\$ 156,370
2027	162,400
2028	54,133
	\$ 372,903

11. GRANTS REVENUE

Grants revenue is comprised of the following:

	2025	2024
Vancouver Coastal Health	\$ 1,571,960	\$ 1,590,253
Government of Canada	406,963	202,023
Fraser Health Authority	330,766	427,035
Other government grants	200,615	197,488
Non-government funding grants	20,688	61,299
	\$ 2,530,992	\$ 2,478,098

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