



**Variety - the Children's Charity  
Special General Meeting  
October 30, 2020  
Information Package**

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# Building on Success



## Fundraising

We are happy to report that despite an adverse economic climate, we raised close to \$7.5 million in Fiscal 2020. This is the highest dollar amount raised in more than 10 years.

## Reduced Costs

F21 expense budget that is the lowest in more than 15 years.

## Public Interest

Since the beginning of the pandemic we have seen more than 12,000 donors support Variety including new corporate and individual donors. As a Children's Charity coming to the rescue of children, Variety is in the public eye.

## Board Interest

Because of our current high profile in the community, there is expressed interest not only from people looking to support us as we help kids across BC but also from those who are interested in the board and how we are structured and operate.

# Moving to Contemporary A Charity

## Why Now?



2015

In 2015, Variety's Board transitioned to a governance board to support the Charity's mission of raising funds to help kids with special needs. At the time, the strategic plan called for a governance review so that we could become a contemporary mission-focused charity.



2018

In 2018, the Board of Directors pushed forward with a new strategic direction which, among other items, called for the governance review that would ensure we have a best in class governance, not for profit structure. In fact, our existing key corporate partners have been expressing a desire to see Variety move in this direction. A key component of the 2018 Strategic Plan was that the Board would complete a governance review by September 2019, more than one year ago.



2020

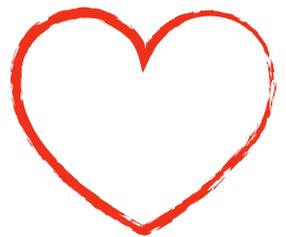
In 2020, the governance review was concluded adopting a new policy package that includes simplified bylaws. This make them more transparent and easier to use while aligning us with the Societies Act and current best practices in the Charitable Sector.

## The Future is Bright

These bylaws will allow the Board to focus on its core business like recruiting board members in order to better respond to the changing needs in the community, raising money to help kids and setting strategic priorities for the charity. This would also allow the board to have more time to monitor outcomes of the CEO.

With membership numbers at an all-time low, these changes would move Variety – the Children's Charity to the same structure as other leading charitable organizations.

With these changes, we are now entering a new era where there is a clear path forward that will allow the charity the flexibility to remain robust with an ability to quickly adapt to economic and social changes. There has been concern from our key stakeholders, who are essential in generating over 60% of our revenue, and who are looking to the Board to engage in good governance. These changes will help us do exactly that.



# Highlights of the Board Approved Bylaw Changes

Some of the key changes, as cited by Board members, are listed below.

[Click here for the complete bylaws.](#)

The new bylaws that follow were approved by the board on September 29, 2020 to ensure the continued growth and success of Variety - the Children's Charity:

**The proposed new Variety bylaws reflect and adopt the rules in the Societies Act without needing to repeat them.**

**How will this help?** This shortens the bylaws and makes them easier to use. It also leaves less room for interpretation. What is not covered by the Variety - the Children's Charity Bylaws is covered by the Societies Act. This is best practice for contemporary not-for-profit bylaws.

**The new bylaws provide for a range of directors (8 to 16) rather than a fixed number so that the Board can adjust its recruitment and size to reflect current needs, skills, community leadership representation and other factors.**

**What does this mean?** The best way to describe this is it allows the Board flexibility in adding new Board Members. If there is a stellar business or community leader, this person can be added to the Board to help increase its stature and capabilities.

**Board Member terms can be extended for an extra year.**

**What does this mean?** We can all agree that it takes time to learn a new role and show results. This is especially true if you are in the role of an Officer on Variety - the Children's Charity Board. An example of an Officer is the Board President or a Board Committee Chair. It is being recommended that Officer terms be two years. If a Board Director becomes an Officer in their second year of a two year term their board term can be extended by a year. This ensures the Officer is able to learn the role and show results.

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The new bylaws that follow were approved by the Board on September 29, 2020 to ensure the continued growth and success of Variety - the Children's Charity:

**The maximum consecutive years of Board service has been set at six years, and ten years total, rather than 10 consecutive years.**

**This helps succession planning.** It is key to the success of the charity that Board activities are focused on identifying and developing skills and talents for the Board. This ensures fresh ideas and perspectives which increases the number of community and business leaders connected to the charity. What we are creating is bigger than one Board member or collective group of members, it is a charity that will exist in perpetuity to be there for the children of BC.

**Under the new bylaws, Board Members and Past Presidents are the voting members and all existing members will be moved into a lifetime Honourary Members category.**

**What does this mean?** All existing members will be moved into an honourary members category with no fees or voting rights. Being an Honourary Member of Variety respects the legacy and history of the charity. We will look to Honourary as well as volunteers and donors to continue to help fundraise and support activities and events in a post pandemic world. Honourary Lifetime Members may express interest to the Governance Committee to run for new board positions. The history and legacy of the organization is integral to the success of Variety - the Children's Charity.

# What We Need From You

- Vote in the Special General Meeting. You will receive your e-ballot in advance on Monday, October 19, 2020. Voting will be open until 5:30pm on the day of the SGM on October 30th.
- **Understand** why these changes are so important to the future of our charity by:
  - **Attending** an information session on **Wednesday, October 28** between **5pm and 7pm** live online via Zoom.  
Join Zoom Meeting: <http://bit.ly/VarietyMemberZoom>  
or by phone 778-907-2071  
Meeting ID: 878 098 0086  
Passcode: helpkids
  - **Attending** the Special General Meeting on **Friday, October 30, 2020 at 5pm**  
Join Zoom Meeting: <http://bit.ly/VarietyMemberZoom>  
or by phone 778-907-2071  
Meeting ID: 878 098 0086  
Passcode: helpkids

If you or someone you know is not able to attend an information session, or requires **a telephone voting number**, please reach out to Lauren Mickey, Executive Assistant by email at [lauren.mickey@variety.bc.ca](mailto:lauren.mickey@variety.bc.ca) or by telephone 604-268-4039 to arrange a personal call from a Variety Board Member

## Additional Resources

Visit the Member Portal on the Variety website here for more information and resources: <https://bit.ly/VarietyMembers2020>