

2023 ANNUAL REPORT



INSTITUTE FOR THE NEW MAN



Friends of Man[®]
The 100% Charity

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2023 ANNUAL REPORT

INSTITUTE FOR THE NEW MAN
d/b/a FRIENDS OF MAN
d/b/a CENTER FOR INNER INITIATIVE

MISSION STATEMENT

The Institute for the New Man was founded in 1982 as a 501(c)(3) public charity with a double mission: **Charitable** and **Educational**. The Institute is funded through donations from the founding volunteers who pay all the costs and expenses of running the organization. There are no salaries.

I. Charitable: The mission of **Friends of Man**, the charitable arm of the Institute for the New Man, is to give help to people who find themselves in a situation where they have nowhere else to turn. It may be an elderly person on a fixed income, a working family whose child is struck by severe illness, an accident victim, a disabled person, or a schoolchild whose family can't afford basic needs.

The kind of help given by Friends of Man depends on the need. Our flexibility in this respect is unusual and allows us to be able to help where other resources can't because of narrower guidelines.

Friends of Man gives the donor the opportunity to really help others because every donation is used **100%** to help people. No money is taken out for anything else.

There are **no salaries**. Directors, officers, and more than 20 volunteers give their time and skill without receiving a salary. The volunteers also pay all the costs and expenses (capital and administrative) of running the organization. Friends of Man is thus enabled to use every donation **100%** for its charitable purpose of **Friends of Man**.

II. Educational: The mission of **The Center for Inner Initiative**, the educational arm of the Institute, is to provide classes and publications concerning the underlying philosophy that brought Friends of Man into existence. Focusing on the role of the individual in society, the Center assists those who are interested in increasing insight into themselves, resulting in inner growth and development, as well as outer relationships that are beneficial to others.

No one is paid for teaching classes, and tuition income is used to support the double mission of the Institute.

IMPORTANT NOTE: The Institute, Friends of Man, and the Center for Inner Initiative are organized and operated separately. Income as well as all finances are strictly segregated and used for the mission of each entity.

INSTITUTE BOARD AND OFFICERS

Stuart A. Witkin, Director and President

Arthur A. Belefonte, Vice President

Marlon R. Neely, D.V.M., Vice President

Ellen Witkin, Vice President

Amy Overland, Secretary

Katrina Shanks, Treasurer

Samuel Feld

Betsy Kirschbaum

Katharine Mead

Maurene Neely

FROM THE PRESIDENT

Overview of 2023 at Friends of Man

Friends of Man experienced 2023 as a year of continuing recovery from the economic devastation resulting from the pandemic. Unfortunately, the problems and difficulties continued, which were particularly hard on low-income families who had lost employment and/or did not receive government assistance.

Rising food and gasoline prices took their toll even on working families. Our Basic Needs Program helped to relieve some of the stress for many Friends of Man applicants.

Our General Program helped with Mobility Needs, Dentures, Hearing Aids, Prescriptions, Medical needs, and more. And the Friends of Man Single Parents Empowered Program helped many a family on the brink of losing self-sufficiency when they faced a medical crisis or other unexpected disruption to a carefully planned but 'just barely enough' budget.

I also want to tell you about some of the things that your donations did NOT pay for in 2023 or at any other time – and never will! The volunteers, through their donations to the Institute for the New Man, pay for all the costs and expenses operating Friends of Man. However, in addition to the usual expenses, such as telephone, internet, printing, utilities, etc., there are

1. Our 2023 annual audit and accounting bill was \$10,992 even though our dedicated volunteer Treasurer has done all the in-house bookkeeping since 1996. Paid by the volunteers through the Institute.
2. Insurance: \$4,674. Paid by the volunteers through the Institute.
3. Computer support is on-going these days, and the \$5,341 we paid to *Business Network Consulting* for technology maintenance and necessary upgrades is relatively low because of the in-house contribution of our talented volunteer whose profession is information technology (IT). The inevitable replacement of computers, printers, software updates, etc., adds considerably to the annual cost. All paid by the volunteers through the Institute.
4. The expense for salaries, which exists in every other business or charitable organization that we know about, would have come out of donations, but it **does not exist** for Friends of Man.

Friends of Man donations did NOT pay for salaries or any compensation or benefits to volunteers, including the President and all the Officers and every person in the office who screens cases, processes bills, makes calls, - and all other activities vital to the functioning of Friends of Man. If we were to calculate the cost of salaries and benefits over the 41-year history of Friends of Man, even with conservative rates, and add it to the cumulative costs and expenses that the volunteers pay through the Institute, including purchase and upkeep of our building, the amount would be staggering.

Here is an approximation of the salaries and benefits NOT paid for:

CEO @ \$100,000 x 40 years

Director of Development @ \$50,000 x 40 years

Volunteer Staff @ \$25 per hour. Approximately 10,000 hours x 40 years

Pro Bono: Attorney

Volunteer Consulting Audiologist (for screening cases)
Volunteer Consulting Physician (for screening cases)
Website Development and Maintenance
Office Operation

- Phone
- Billing
- Data Entry for:
 - Applications
 - Banking
 - Donations
 - Vendors
 - Referring Agencies
 - Donors
- Marketing
- Building Management
- Screening Applications
- Bookkeeping
- Banking

To ensure that our policy of using Friends of Man donations only for charitable assistance will continue, all donations are put into the **Friends of Man Fund**, which is legally restricted in our Bylaws so that at no time in the future can Friends of Man donations be used to pay for the costs and expenses of operating the charity. The Fund provides payment for current year charitable expenditures, as well as serving as an endowment for the continued operation of Friends of Man.

Friends of Man is a unique charity from many points of view, and it is thanks to our dedicated donors – quite a few have been contributing to Friends of Man for many years – that we are actively working to help people who are truly in need of the assistance that they request. We thank our donors for each check they send, and we thank them every day with our care and vigilance in screening the applications that are mailed and emailed to our office.

As we meet the new year, 2024, we see that the problems and tribulations brought about by Covid 19 have not come to an end. All of us at Friends of Man will continue our work!

FRIENDS OF MAN DAILY ACTIVITIES

- ***Applications for Assistance*** arrive daily by U.S. Mail and email from social service workers in Colorado and other states, hospital patient navigators, school counselors or nurses, agencies for helping seniors or handicapped people, community centers, etc. Volunteers begin screening the requests immediately, then call or write additional questions to the caseworker or the applicant.
- ***Bills*** are emailed, faxed or mailed to us from vendors for items or services they have rendered for our charitable assistance approvals (dental work, wheelchairs, tuition, daycare, prescriptions, etc.). Then volunteers check the amount of the bill, call the applicant to make sure that the help was received, and process the bill for immediate payment.
- ***Checks*** from donors are mailed to us following our Semi-Annual Updates, and also on an unsolicited, regular monthly basis by dedicated donors. Volunteers prepare the deposit, take it to the bank, and then begin the process of entering the data on our computer system so that we may acknowledge each gift individually – accompanied by –
- ***Thank you letters and photos*** come from people we've helped. These notes are often very moving, and we share them with the people who make it all possible – the Friends of Man donors.

Every Thursday evening of the year, the Disbursement Committees meet to hear screened applications presented. They ask further questions of the screeners, and then vote on whether the request is suitable for Friends of Man assistance, as well as how much money to approve. The Committee may have further questions or suggest a more economical approach to the request, or in some cases, may recommend finding out if we can do more in a particularly needy situation.

The Minutes of the Disbursement Meetings are reviewed by the Directors, and then letters are sent to the recipient, the referring professional, and the vendor, telling them of our approval of funds.

In cases where we receive full information on the application, the entire application process can take less than a week.

Friends of Man volunteers include people from many walks of life. Many retired men and women, as well as those who still work at their jobs, come to give of their skills and experience: A retired physician, a real estate broker, a retired veterinary surgeon, a bookkeeper, a computer specialist, businessmen, a pro bono attorney, teachers, housewives, and more. Twenty-five people give their time, skill, experience, and financial support to enable Friends of Man to function on a daily basis. The time donated in 2023 was approximately 8,500 hours for the year.

2023 FINANCIAL REPORT

INSTITUTE FOR THE NEW MAN

d/b/a FRIENDS OF MAN

d/b/a CENTER FOR INNER INITIATIVE

2023 INSTITUTE FOR THE NEW MAN FINANCIALS

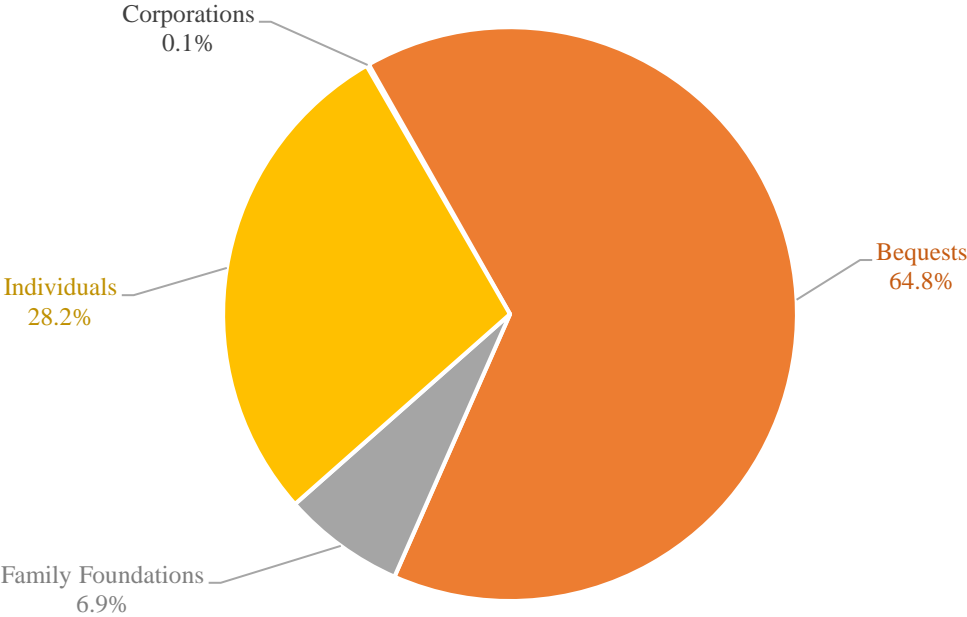
I. FRIENDS OF MAN

Every dollar that you contribute to Friends of Man goes 100% to help people in need

No money that you contribute to Friends of Man is ever used to pay for the administrative costs and expenses for operating the charity. All of these costs and expenses are paid for by the core group of volunteers through their donations to the Institute for the New Man (see below). No one in the organization receives a salary or compensation of any kind.

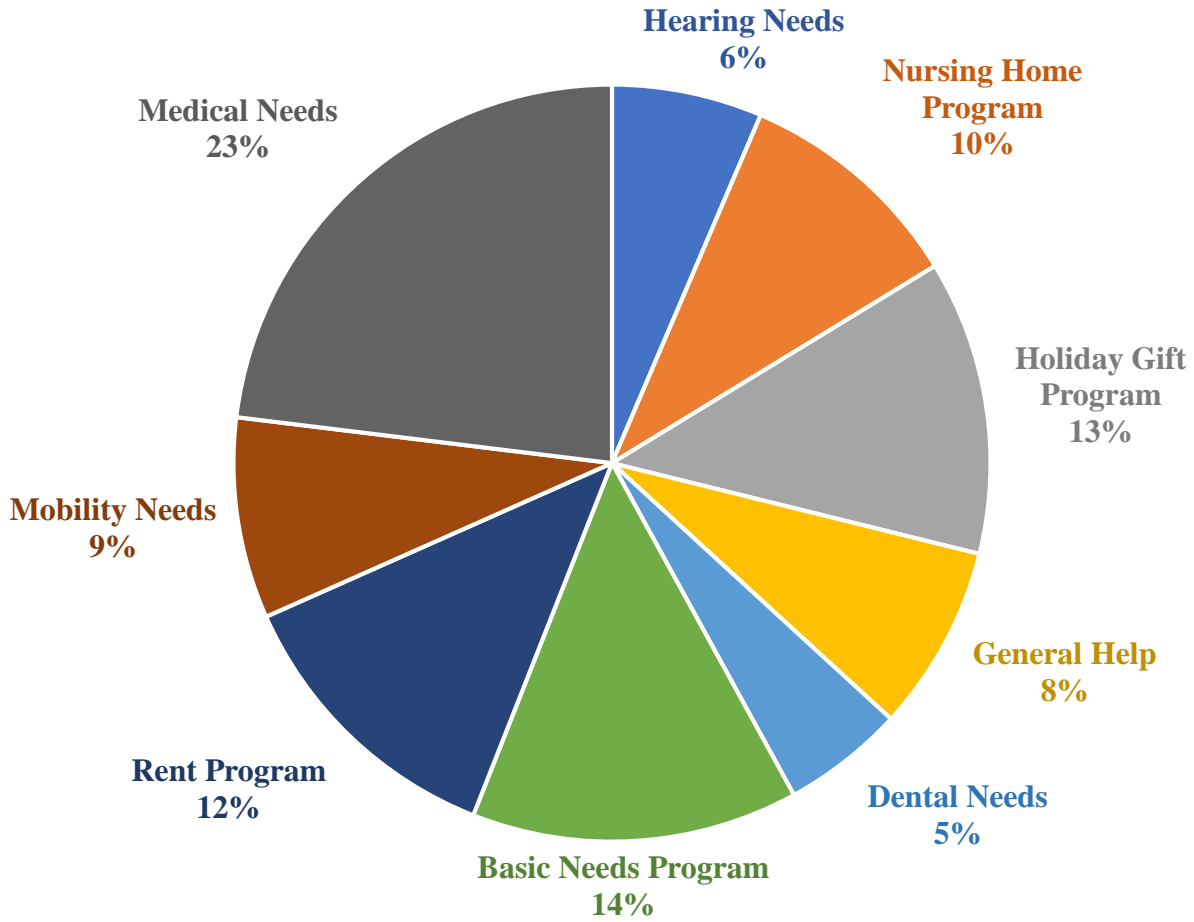
To ensure that our **100%** policy is irrevocable, which we have adhered to strictly for the last 40 years, all Friends of Man donations are put into the ***Friends of Man Fund***, which is legally restricted in our Bylaws to be used for payment for charitable assistance in the current year, as well as providing an endowment for the future.

2023 Friends of Man Donations



Corporations	0.1%	\$2,400
Bequests	64.8%	\$1,101,833
Family Foundations	6.9%	\$117,147
Individuals	28.2%	\$479,307
TOTAL	100.0%	\$1,700,687

2023 Friends of Man Charitable Approvals



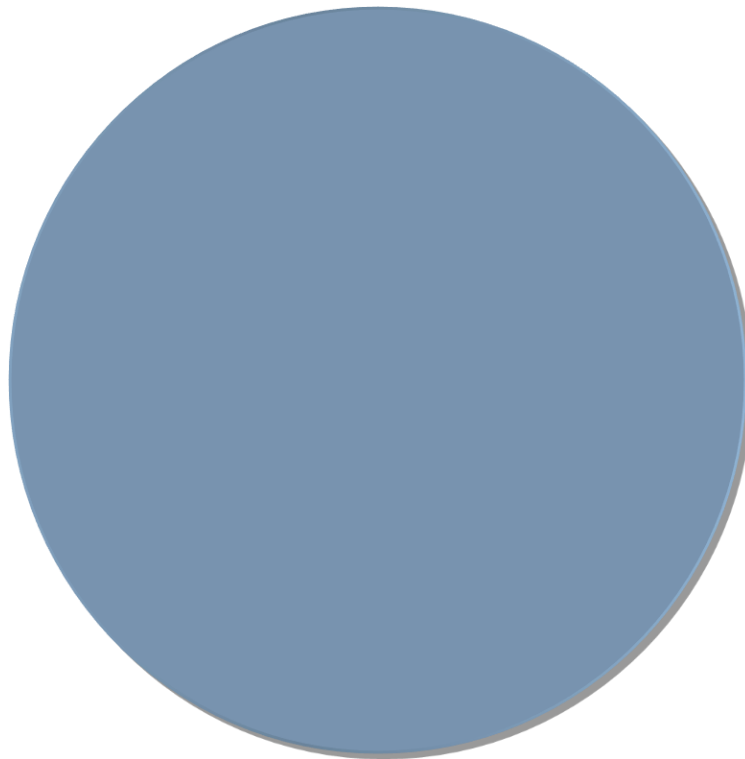
Hearing Needs	Hearing Aids, Cochlear Devices	6%	\$20,329
Nursing Home Program	Holiday Gifts for Nursing Home Residents	10%	\$31,160
Holiday Gift Program	Gift Certificate for Needy Families	13%	\$39,800
General Help	Clothing, Furnishings, Eyecare, Food, Daycare, Transportation, Assistive Computer Technology, General Transplant Fund	8%	\$25,159
Dental Needs	Dentures, Extractions	5%	\$16,475
Basic Needs Program	Food, Clothing, Household Essentials, Personal Needs	14%	\$44,150
Rent Program	Help for working adults facing temporary hardship	12%	\$39,145
Mobility Needs	Auto and Van Modifications, Wheelchairs and Adaptations, House Modifications, Protheses	9%	\$27,177
Medical Needs	Procedures, Equipment, Braces, Orthopedic Shoes, Therapy, Prescriptions	23%	\$72,957
	TOTAL	100%	\$316,352

II. INSTITUTE FOR THE NEW MAN

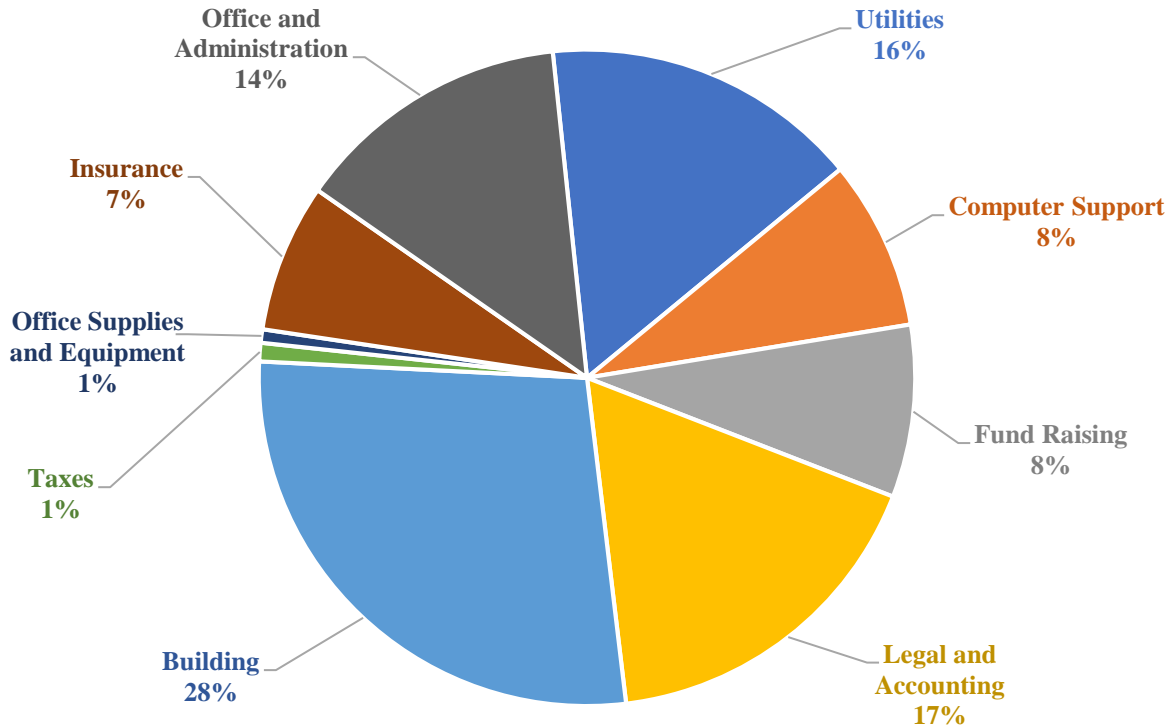
The Institute for the New Man (“IFNM”) is funded by donations from the core group of volunteers. These funds are used to pay all administrative costs and expenses for operating Friends of Man. There are NO SALARIES. The volunteers donate either time, skill, money – or all three. The funds of both IFNM and Friends of Man are strictly segregated and used only for their intended purposes. The annual independent audit of IFNM d/b/a FOM shows this segregation.

2023 DONATIONS TO THE INSTITUTE FOR THE NEW MAN DONATED BY THE VOLUNTEERS

**Institute for the New Man – 2023 Cash Donations
\$62,650**



2023 INSTITUTE FOR THE NEW MAN EXPENSES PAID BY THE VOLUNTEERS



Utilities	16%	\$10,037
Computer Support	8%	\$5,342
Fund Raising	8%	\$5,429
Legal and Accounting	17%	\$10,992
Building	28%	\$17,701
Taxes	1%	\$581
Office Supplies and Equipment	1%	\$423
Insurance	7%	\$4,674
Office and Administration	14%	\$8,724
TOTAL	100.0%	\$63,903

IMPORTANT NOTE:

A link to IRS Form 990 can be found on www.friendsofman.org. The most recent CPA Audit Review is available upon request.

The IRS, as well as the Guidestar and other websites for charity oversight, view the Institute for the New Man d/b/a Friends of Man as one entity (Tax ID 74-2244154), even though they operate as separate financial entities with separate funding sources.

Detailed financial information is presented in the CPA Audit Review which provides a breakdown between Friends of Man (100% restricted for charitable disbursement) and the Institute for the New Man (paying all administrative costs and expenses with donations from the Board and Volunteers) and the Center for Inner Initiative, the educational arm of the organization.

III. CENTER FOR INNER INITIATIVE

The Center for Inner Initiative is the educational arm of the Institute for the New Man. Over the years, classes have been offered with the aim of making accessible the philosophy that is the generating force behind Friends of Man.

Concern for the well-being of humanity, beginning with our self and our relationship to others, is the educational direction of the Center. Drawing attention to the inner life of man – of our self – and attempting to make thoughts and feelings as well as actions more focused and conscious, is the principal idea that is developed through study of philosophy and psychology of both the past and in contemporary interpretations.

Weekly classes and daily sessions make use of publications, private documents from historic efforts towards the above goal, and are led by the guidance of experienced teachers. An annual booklet summarizing the sessions for the year is published for the members.

These sessions are offered at no cost, and welcome people who are interested in self-unfoldment and are seeking a deeper understanding of themselves and their relationship to the events and circumstances in their lives.

The Center for Inner Initiative is supported by donations from the participants and tuition from the classes. No one receives compensation for teaching, translating, editing, or publishing.

Income:	\$9,600	Tuition
	\$300	Donations
Expenses:	\$456	Website

FRIENDS OF MAN 2023 UPDATES TO DONORS

Mid-Year
Year-End



July 2023 – To our donors,

Our Summer Update comes to thank you for being part of Friends of Man! Together we help individuals and families with many needs, as you'll see in the highlights below. We hope you'll enjoy reading about some of the assistance that you have provided through your donations to Friends of Man.

All the volunteers join me in sending best wishes to you for a very pleasant summer!

Stuart A. Witkin, President

Rent \$1,300, Food \$300

When Robin C. was diagnosed with lung cancer, her life changed. Not able to work during treatment, she depended on her savings and temporary disability income for medical copay as well as living expenses. Her employer is holding her job, but meanwhile she needed one month's rent and help with food in order to remain self-sufficient. Robin cried with gratitude and relief when we called her with our approval news, and writes:

"I want to thank all of the donors of Friends of Man for the most generous help with my rent and the grocery card. I can't tell you how blessed I feel. God Bless You All and thank you from the bottom of my heart. It means so much to me at this time."





iPad Pro, \$710

Paralegic after an accident at 19, Ryan A. persevered, from being bed-bound on a ventilator to finishing college and finding employment. He lives alone with daily assistance, and at only 80% of poverty level, he could not fully afford the technology that would enable him to continue and progress with his home-based job at a computer help desk. Ryan writes:

“...this new iPad opens up endless opportunities for me to be more independent and better equipped for life ... Your gift is enabling me to interact and act as a fuller member of society and bring more meaning to my life. All I can say is thank you for all you do. You are a blessing. Ryan”

Prosthesis, \$4,000

David C. had facial cancer that required surgery removing half his nose, and aggressive, invasive treatment, leaving him with significant damage to his personal appearance and feeling “unable to reclaim my own self-image nor have any semblance of what my life was life before cancer.” The nasal prosthesis that he needed was not covered by insurance, and other charitable resources were only available to help children with this disease, so when Friends of Man approved \$4,000, he wrote:

“I honestly never thought I could have the life I’m blessed to live now, and it’s all thanks to your generous gift. Beyond the monetary gift, I was also afforded the gift of ease during a very stressful time. Friends of Man were invaluable to me as I tried to navigate an already stressful situation dealing with unhelpful insurance companies. From the absolute bottom of mine and my family’s hearts, thank you for the immense good that your organization has brought to my life!!!”



Basic Needs and Single Parent Empowerment Programs

Our Basic Needs (food, clothing, personal needs and household essentials) and Single Parents Empowered Programs (rent, basic needs, etc.) helps people who need one-time assistance to get through a medical or other situation that threatens their ability to remain self-sufficient. Here are some examples of cases that were sent to Friends of Man by some of the many agencies that ask help from Friends of Man on behalf of their clients and patients.

- ◆ Mya D., 22, (#76115), **Rent \$2,848, Food \$200** - Hope House, Colorado
- ◆ Yamiled F., 23 and 2 children (#76442), **\$400** - Rise Above Violence
- ◆ Janelle L., 31, (#76321), **\$450** - Arapahoe Douglas Works
- ◆ James F., 61, (#76158), **\$300** - Colorado Community Health Alliance
- ◆ Cynthia R., 55, (#76309), **\$400** - Marillac Clinic

Extractions, \$2,400

Mr. D. worked in his own business for many years, and his wife was a retail clerk. Now retired due to orthopedic and balance problems, their Social Security income could not cover the extensive dental work that he needed. We assisted with extractions, and Mr. D. writes:

“Thank you so much for helping me to get this work done! Without your help I wouldn’t have been able to do this.”



Donations are permanently restricted in the Friends of Man Fund to be used only for charitable assistance. All costs and expenses of operation – including this Update! - are paid for by the volunteers, and no one gets a salary.



Happy Holidays to our wonderful donors!

All of our warm wishes to you! For 41 years, your donations to Friends of Man have brought help – and hope – to thousands of people.

In 2023 we helped with medical and mobility equipment, hearing aids, glasses, dentures, food, clothing, and in certain circumstances, rent. The number of requests for basic needs has increased alarmingly, and we have responded.

Our year-end Nursing Home Gift Program, bringing gifts and cheer to hundreds of Medicaid residents throughout the area, has become a tradition.

Friends of Man helps people one by one, learning the need as well as the resources of each applicant, because it is our duty to spend your money wisely. Here are a few of the people we've helped this year, and they join us in thanking you.

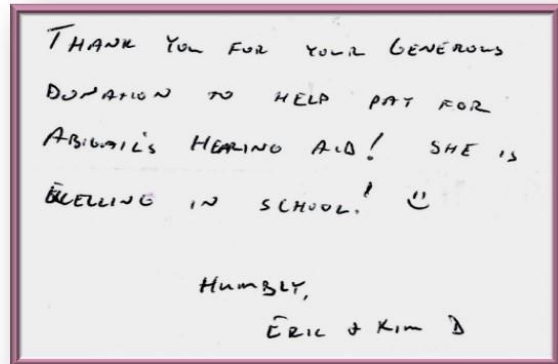
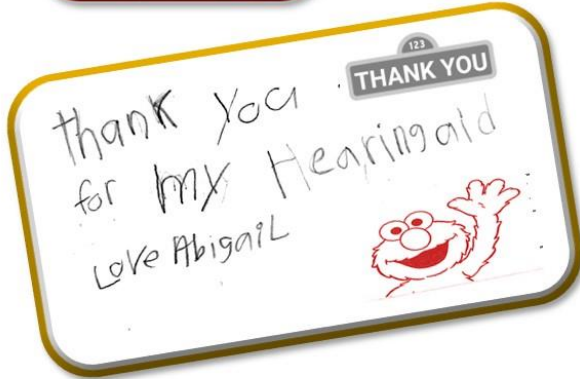
All the volunteers join me in sending you our best wishes for the New Year!

Stuart A. Witkin, President



Hearing Aid, \$810

Abigail D.'s hearing loss would greatly impact her educational and general development if uncorrected. Abigail's father, an Army veteran, works two jobs to support the family of four children, and her mother worked as an oncology nurse. Mr. D. tried to get coverage through his insurance, but "this benefit is excluded." Friends of Man assisted with \$810, and her parents write that she is now excelling in school. **Both her note as well as her parents' note express their deep gratitude:**



Mortgage, \$2,662

Robert B. and his wife raised a large family and were self-sufficient and employed – until last summer when multiple problems struck: Mrs. B. was diagnosed with cancer. Mr. B. began working overtime, as well as taking on additional part-time work. But then he was involved in an auto accident which was not his fault, resulting in an injury limiting his working time. Because their previous income does not meet poverty level qualifications, they can't receive government assistance, even though the need is very great. **Both Robert and his caseworker expressed their thanks in notes below:**



 Intermountain Health

Dear Friends of Man Volunteers,

This is such wonderful news to end the week on! This will make a HUGE difference for this couple and I really appreciate the close follow-up and the willingness of Friends of Man to cover an entire month of mortgage.

Thank you,
Carrie G., LCSW
Oncology Social Worker

Dear Friends of Man,

I would like to thank you. We truly, truly appreciate the blessing and helping us with the situation with our mortgage. And I don't think I could say enough in appreciation for your help. It was truly a blessing and heaven sent. We just knew it came from above. We thank you for everything. We truly are grateful.

Thank you!

Eyeglasses, \$400

Wendy F., raising her 14-year-old grandson, had an accident that resulted in a brain injury that affected her vision. She needs complex lenses in order to see normally, *and writes:*

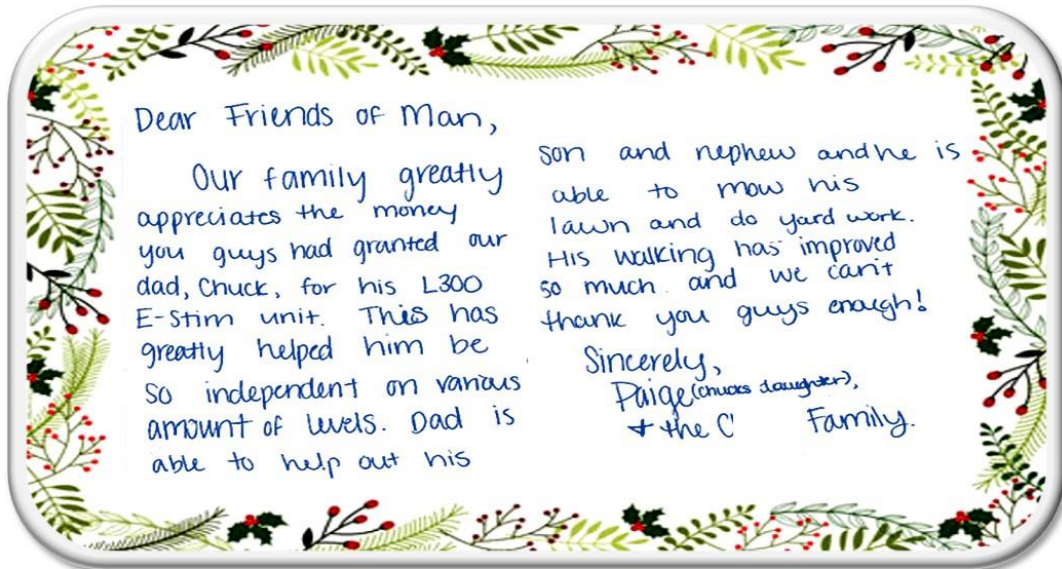
“Thanks to your gift my vision is no longer blurry and I’m able to read small print (it’s all small print to me) without needing my grandson’s help. All sorts of tasks are easier and doable now that I can see clearly. Thank you so much for making that possible.”



Bioness Mobility Device, \$3,000

Chuck C., 58, had worked as a small business contractor doing jobs in offices and homes. A year ago he suffered a stroke and was alone for 12 hours before he was found. His doctor says that although his condition has improved, he still has foot drop which limits his mobility and is a safety issue. Our volunteers actively helped him in the search for copay, but none was available.

The note from his daughter expresses his thanks to you:



Basic Needs Program



Tomeka H., 46, works (123% of Federal Poverty Level) and is raising her 2 grandchildren. She lost all of her belongings in a fire at her apartment building. Assistance and compensation were limited, and **Friends of Man helped with coats for the children.**

Ms. A., 59, worked as a health care provider for people with special needs, but multiple health issues have interfered with her ability to maintain her own basic needs. She is looking for a job that she can manage, and in the interim **Friends of Man helped with \$300 for clothing, food, and personal items.**



Wheelchair Ramp, \$1,200

Ms. U. worked all her adult life, as a custodian at a local college, in the aircraft industry, and as a Certified Nurse's Assistant, until degenerative joint disease forced her retirement. She lives independently and is active in the community where she has lived all her life. On a small fixed income (108% of the Federal Poverty Level), she could not afford full payment for a ramp needed to safely get in and out of her home.



DONATION RETURN FORM

My tax-deductible check to Friends of Man for \$ _____ is enclosed.

My Name: _____

I would like my gift to be in tribute to:

Honoree(s): _____ Holiday Birthday Anniversary Memorial

Please notify the following individual(s) of my tribute gift

Name(s): _____

Street Address: _____

City: _____ State: _____ Zip: _____

FRIENDS OF MAN • P.O. BOX 937 • LITTLETON , CO 80160-0937 • 303-798-2342 • www.friendsofman.org

All donations are put in the *Friends of Man Fund* and restricted 100% for charitable assistance to individuals in need, with no money taken out for administrative costs and expenses – which are paid for by the volunteers. No salaries! The Institute for the New Man, d/b/a Friends of Man is a 501(c)(3) tax-exempt charity, registered and in good standing with the IRS. This mailing is designed and paid for by the Friends of Man volunteers.