

2024 ANNUAL REPORT



INSTITUTE FOR THE NEW MAN



Friends of Man[®]
The 100% Charity

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2024 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

Ellen Witkin, Director and President

Arthur A. Belefonte, Vice President

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

Amy Overland, Secretary

Samuel Feld, Treasurer

Betsy Kirschbaum

Katharine Mead

Maurene Neely

Mark Overland

FROM THE PRESIDENT

Overview of 2024 at Friends of Man

IN MEMORIUM

2024 marked the end of an era for Friends of Man with the passing of our principal founder and President, Stuart Witkin. Since 1982, Stuart guided, inspired, and directed the growth and development of Friends of Man from a small, local endeavor to a nationwide resource for low-income people who 'fall through the cracks' of available resources.

Along the way were many adventures, and Stuart was always at the helm to keep the charity on track based on the principles that inspired its founding:

Responsibility to donors – not only to restrict their 100% of their gifts to be used for charitable assistance, but to carefully and thoroughly screen all applications to be sure that the need is genuine and appropriate.

Responsibility to applicants – to go the extra mile to be sure we understand their need and situation, and if the request is approved, check that our help has been received and is being successfully utilized.

Stuart led a team of co-founders and new volunteers whose commitment and devotion resulted in very small turnover during the past 42 years! Everyone felt needed and enjoyed contributing their time, skill, talent and donations to support the administrative costs and expenses of the charity. The ambiance that he generated made it a joy to come to work - to unpaid work at that!

We miss Stuart deeply, and in his memory, we continue the Friends of Man activities, traditions and moral foundation that he built with us over these many years.

Friends of Man experienced 2024 as yet another 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 2024 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 the following:

1. Our 2024 annual audit and accounting bill was \$10,050 even though our dedicated volunteer Treasurer has done all the in-house bookkeeping since 1996. Paid by the volunteers through the Institute.
2. Insurance: \$7,241. Paid by the volunteers through the Institute.
3. Computer support is on-going these days, and the \$4,080 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 42-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 a conservative estimate of the salaries and benefits NOT paid for:

CEO @ \$100,000 x 42 years

Director of Development @ \$50,000 x 42 years

Volunteer Staff @ \$25 per hour. Approximately 10,000 hours x 42 years

Pro Bono: Attorney

Volunteer Consulting Audiologist (for screening cases)

Volunteer Consulting Physician (for screening cases)

Website Development and Maintenance

Office Operation staffed by volunteers, including:

- 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, 2025, we see that the problems and tribulations brought about by the pandemic have not come to an end. All of us at Friends of Man will continue our work!



Ellen Witkin, President

FRIENDS OF MAN DAILY ACTIVITIES

- ***Applications for Assistance*** arrive daily by 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.
- ***Outreach to Referring Professionals*** is our ongoing effort to invite applications for assistance. We send monthly email broadcasts to several thousand referring professionals who have worked with us previously, highlighting a recent case and updating our guidelines when necessary. In addition, in September of 2024 we started the formidable project of building a new Friends of Man website in order to be able to update it at will, in-house. Arthur Belefonte undertook this task, volunteering his time and expertise to work on the project. Streamlining and clarifying our website for referring professionals will increase access to Friends of Man.
- ***Disbursement Committee Meetings:*** 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.
- ***Volunteers:*** 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 2024 was close to 10,000 hours for the year.

INSTITUTE FOR THE NEW MAN

2024 FINANCIAL REPORT

d/b/a FRIENDS OF MAN

d/b/a CENTER FOR INNER INITIATIVE

2024 INSTITUTE FOR THE NEW MAN FINANCIALS

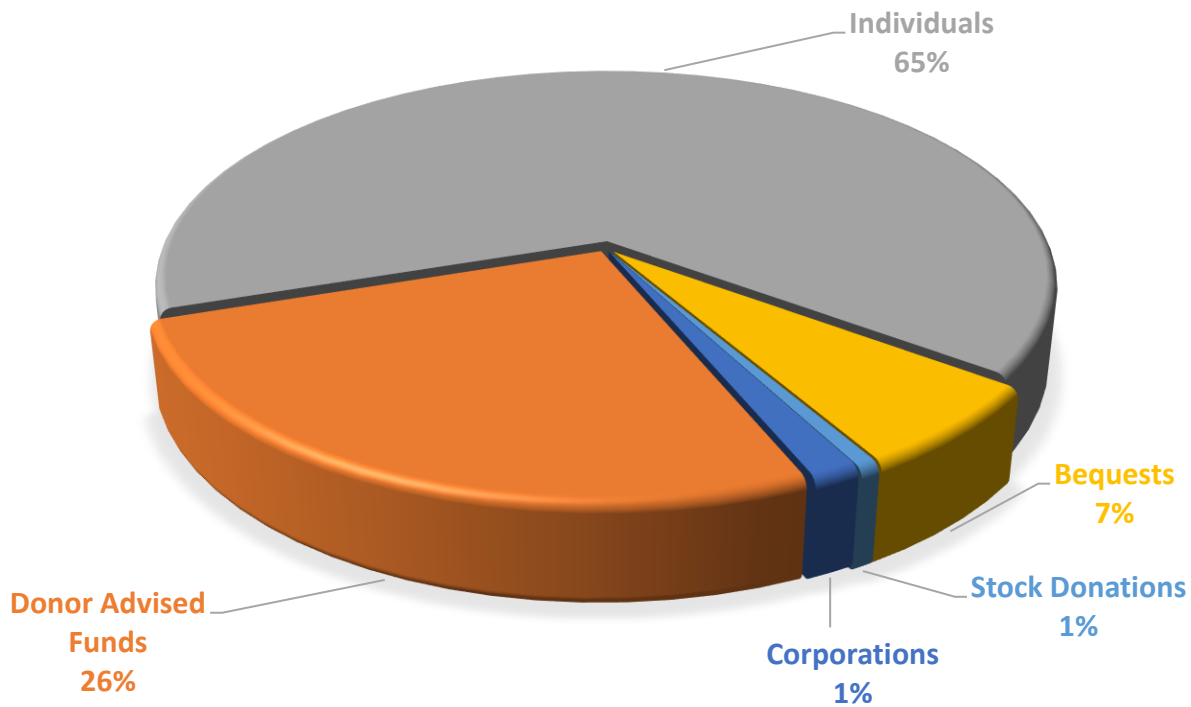
I. FRIENDS OF MAN

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.

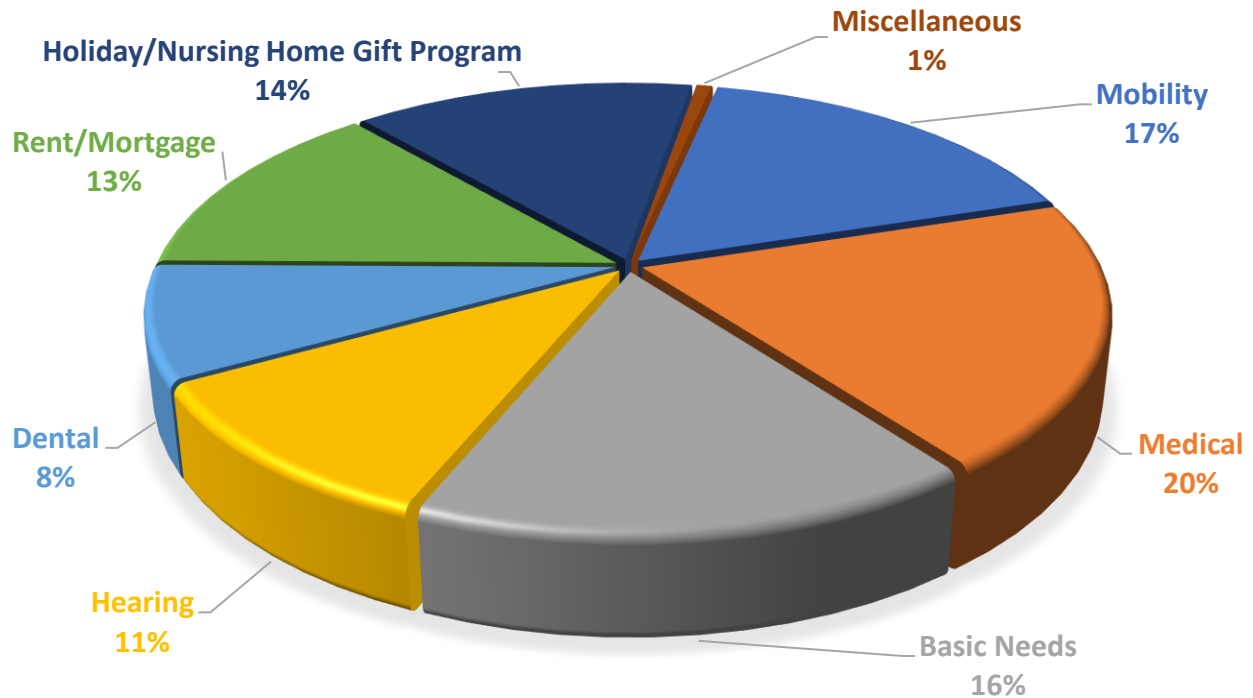
To ensure that our **100%** policy is irrevocable, which we have adhered to strictly for the last 40 years, all Friends of Man donations are put into the ***Friends of Man Fund***, which is legally restricted in our Bylaws to be used for payment for charitable assistance in the current year, as well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

2024 Friends of Man Donations



Individuals	\$576,920
Donor Advised Funds	\$231,585
Bequests	\$57,826
Corporations	\$13,100
Stock Donations	\$5,540
Total	\$884,971

2024 Friends of Man Charitable Approvals - \$523,267



Mobility	\$87,717
<ul style="list-style-type: none"> Auto/Van Modifications, Home Modifications, Prostheses, Wheelchairs and Accessories 	
Medical	\$102,891
<ul style="list-style-type: none"> Medical Procedures, Medical Equipment, Braces and Orthopedic Shoes, Prescriptions, Eyecare and Ocular Prostheses 	
Basic Needs	\$86,256
<ul style="list-style-type: none"> Food, Clothing, Personal Needs, Household Essentials 	
Hearing	\$55,766
<ul style="list-style-type: none"> Hearing Aids and Cochlear Devices 	
Dental	\$43,342
<ul style="list-style-type: none"> Dentures and Extractions 	
Rent/Mortgage	\$70,537
Nursing Home and Holiday Gift Program	\$73,480
Miscellaneous	\$3,277
<ul style="list-style-type: none"> Assistive Computer Technology, General Transplant Fund 	
Total	\$523,267

II. INSTITUTE FOR THE NEW MAN

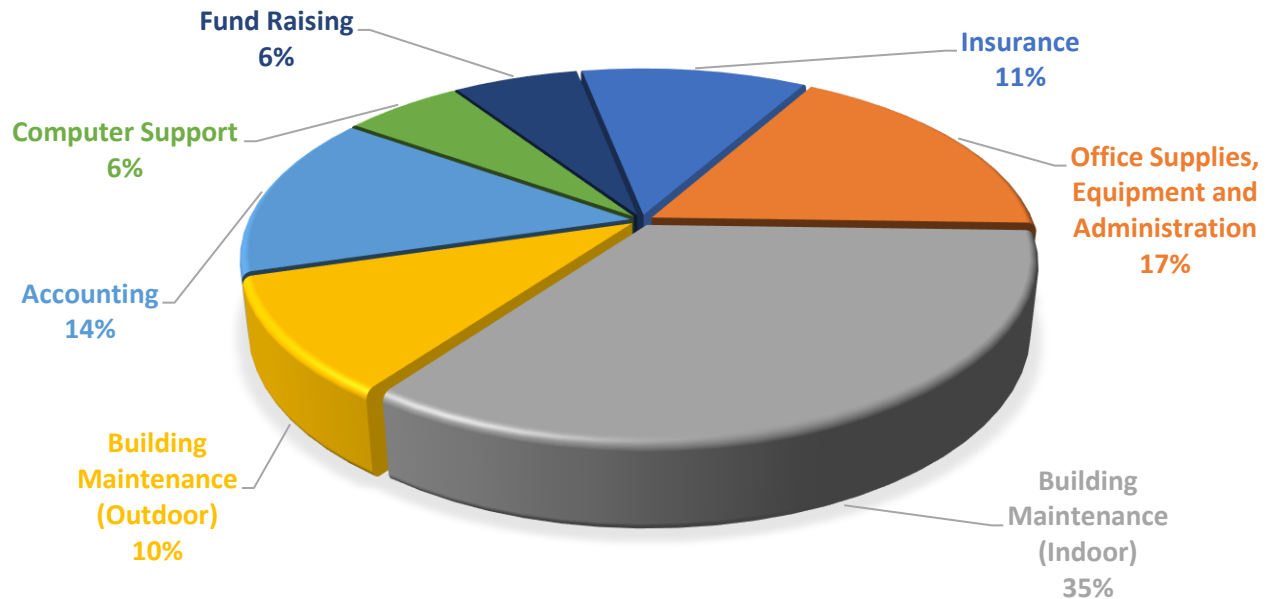
The Institute for the New Man (“IFNM”) is funded by donations from the core group of volunteers. These funds are used to pay all administrative costs and expenses for operating Friends of Man. There are NO SALARIES. The volunteers donate either time, skill, money – or all three. The funds of both IFNM 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.

2024 DONATIONS TO THE INSTITUTE FOR THE NEW MAN DONATED BY THE VOLUNTEERS

**Institute for the New Man – 2024 Cash Donations
\$67,900**



2024 INSTITUTE FOR THE NEW MAN EXPENSES PAID BY THE VOLUNTEERS



Building Maintenance (Indoor)	\$23,974
Building Maintenance (Outdoor)	\$7,208
Insurance	\$7,793
Office Supplies, Equipment and Administration	\$12,016
Accounting	\$10,050
Computer Support	\$4,080
Fund Raising	\$4,323
Total	\$69,444

IMPORTANT NOTE:

A link to IRS Form 990 can be found on www.friendsofman.org. The most recent independently CPA prepared Year-End Financial Statement is available upon request.

The IRS, as well Guidestar, Charity Navigator, 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 income sources and expenses.

Detailed information is presented in the CPA prepared Financial Statements 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.

Classes and individual sessions make use of publications and private documents from historic efforts towards the above goal, and are led with the guidance of experienced teachers. Tuition is modest and is used to support the expenses of the Center. No compensation is paid to teachers, who volunteer their time.

An annual booklet summarizing the sessions for the year is published for the members.

Beginning sessions are offered with free tuition, 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:	\$7,450	Tuition
Expenses:	\$582	Website

FRIENDS OF MAN 2024

UPDATES TO DONORS



Our fund-raising consists in semi-annual mailings to our donors, who are glad to be spared repeated requests for donations! We send an update of our recent assistance, and welcome support from those who wish to participate.

**Mid-Year
Year-End**



To our Donors -

It's safe to say that if you've donated to Friends of Man in the last 42 years, you know Stuart Witkin's name. As founder and the inspiration for the principles and unique operation of Friends of Man, Stuart's wise presence was a light in our daily work.

Stuart died in April at the age of 92, and we miss him very much. But we still hear his voice, thanks to his example and his emphatic training that instilled and strengthened a high bar for care and attention to both the applicant in need and to you, our donor. We never forget to consider that it is our donors who provide the fulfillment of the requests for help, and this thought guides our careful screening of applications.

So we continue. Though times and circumstances may change, Friends of Man will continue unchanged as the 100% Charity.

Our twice-yearly Updates, with descriptions of people receiving your help, are sent with direct thanks to you for being with Friends of Man.

With best wishes from all the volunteers for a very pleasant summer,

Ellen Witkin. President

Rent, \$1,185

Estrella E. cares for her children at home and also works in healthcare supervision at a local hospital. She had to take two months' medical leave and was denied short term disability because she returned to work too soon, in an effort to make ends meet. Friend of Man helped with one month's rent to help her get back on track. Estrella writes,

"Thank you so much for the kindness and generosity you all have shown to my family during this difficult time. I am truly thankful as this relieves an immense amount of stress from me as well."





Dentures, \$1,182

Mr. G. worked hard all his life driving a delivery truck and operating heavy equipment with County Public Works while his wife held data entry jobs, as well as raising three children. But their modest retirement income from Social Security did not allow for needed dental work. Friends of Man helped with \$1,182 for dentures. Mr. G. writes,

"I would like to thank Friends of Man for helping me to obtain my dentures. My quality of life has already improved more than I can convey in words. I thank God for working through you all to help me in this part of my journey through this life."

Basic Needs, \$400

Mrs. N. works as a school secretary, and her husband drove a tow-truck until a back injury limited his hours. The family, with three children, needed help with food, clothing, and household essentials during this difficult period. They write,

"A huge thank you for your kindness and support!!"



Adaptive Stroller, \$2,200

Mrs. R. receives a small income for caring for her daughter who was born with quadriplegic cerebral palsy and needs full assistance. Lucia, 22, is described by her doctor as *"a fabulous young lady – she graduated from high school and is medically stable."*

Friends of Man helped with \$2,200 for an adaptive stroller so that her mother can manage transport to medical visits, as well as the outdoor trips to parks that Lucia loves so much.

Glasses, \$262

Ashley Y. had to leave her job to care for her son who is diagnosed with autism and often had to be picked up at school during the day. Not able to afford glasses, she was grateful to get help from Friends of Man.



Donations to Friends of Man, the charitable arm of the Institute for the New Man, are permanently restricted in the *Friends of Man Fund* to be used for charitable assistance in current and future years. All administrative costs and expenses of operation – including this Update! – are paid for by the volunteers, and no one gets a salary or any compensation whatsoever.



Warm greetings for the Holiday Season!



All the volunteers join me in saying “You are at the heart of Friends of Man!” Help is fueled by your support and ends with notes of gratitude directed to you. For 42 years, we’ve provided one-on-one assistance to people with needs as diverse as a month’s rent for a single parent in a bind, to a goat-milking machine for a farmer whose hands could no longer do the job. And quite a bit in between....



In 2024, low-income families were hit hard by rising costs of daily necessities, so our Basic Needs Program expanded dramatically. Medical, mobility, dental, eyecare and many other needs rounded out our annual inflow of applications.



And we always continue outreach to schools, human service agencies, hospitals, Head Start and community centers,— to let their staff know that ***Friends of Man is here to help!***



With best wishes from Ellen Witkin, President - and the Friends of Man Volunteers



Basic Needs Program

We've approved more than \$50,000 so far in 2024, assisting 150 families with food, clothing and household essentials as of mid-November. Many are working families supporting several children, as below:

Mr. Isaac M. supports his wife and 3 children, the youngest just a toddler, but his modest income was greatly reduced when he was diagnosed with cancer and had to take time off for treatment. Friends of Man provided \$400 for basic needs to help the family through a difficult time.



Motorized Wheelchair, \$960 copay

Yolanda C. raised four children, worked since high school as a nurse's assistant, and later as a hospital tech. But when she developed a disabling medical condition with very severe symptoms, her husband left and she now lives alone, living at only 104% of poverty level. Friends of Man covered the insurance copay for a motorized wheelchair that will allow her to continue living independently.

Friends of Man's Wide Range of Assistance

From everyday needs to medical and mobility needs; from daycare to a dentures; from eyeglasses to cataract surgery – and more. Here are just a few descriptions of our help.

Hand Controls, \$400. After serving in the military, Mr. B. drove a truck for many years before retiring due to double amputations. Still active in the community but unable to drive, Mr. B. requested hand controls for his vehicle, which at 185% of poverty guidelines, he and his wife couldn't afford.

Compression Garments, \$596. Referred by her medical social worker, Mrs. R., 52, is recovering from breast cancer treatment and had painful swelling. She needed lymphedema garments to prevent edema both for her health and for her continuing daily activity.

One Month Daycare, \$1,140. Ms. C. is raising her two daughters and recently got custody of her 3-year-old son, causing her to miss work while caring for him during the day. She requested interim assistance with daycare so that she could increase her income and regain self-sufficiency.

Electric Wheelchair, \$2,800. Ms. F. started working at age 16 for the railroad, then drove heavy equipment, and finally retired after doing bookkeeping. But following a cancer diagnosis and a stroke, her mobility was impacted and she needed a power wheelchair to continue to live independently.

Dental, \$1,181. Mr. G. writes, *"My quality of life has already improved more than I can convey in words!"* At 64, Mr. G. worked until medical complications from an accident set in. He needed extractions and dentures to maintain his health and daily activities.

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