2020
ANNUAL REPORT

INSTITUTE FOR THE NEW MAN

Friends of Man®
The 100% Charity
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission Statement</td>
<td>5</td>
</tr>
<tr>
<td>Board of Directors</td>
<td>7</td>
</tr>
<tr>
<td>Letter from the President</td>
<td>9</td>
</tr>
<tr>
<td>Friends of Man Daily Activities</td>
<td>11</td>
</tr>
<tr>
<td>2020 Financials</td>
<td>13</td>
</tr>
<tr>
<td>Friends of Man Institute for the New Man</td>
<td></td>
</tr>
<tr>
<td>Center for Inner Initiative</td>
<td>19</td>
</tr>
<tr>
<td>Donor Updates</td>
<td>21</td>
</tr>
</tbody>
</table>
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 30 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.

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

Maureen Neely
Thinking back over the year 2020 at Friends of Man, many images come to mind. Until mid-March we functioned as we had for the last 37 years with an office fully staffed by volunteers, phones ringing, computer screens very much alive, disbursement meetings attended weekly by at least 15 volunteers. Then, fully respecting the new Covid-19 restrictions, we scaled down our physical presence and proceeded with our work, masked and distanced. Our efforts to continue to be accessible to potential applicants and referring professionals who were working from home gained momentum as the months passed. Disbursement meetings on Zoom became routine, as did our ‘virtual’ contact with new agencies to present Friends of Man as a resource for their clients and patients in need.

In May we created our Covid-19 Special Needs Program, extending our help with rent to families who were temporarily unemployed due to the pandemic. Since Friends of Man does not help with on-going needs, the rental assistance was predicated on the ability of the applicant to maintain independence after our one-month rental payment helped them get back on their feet. The attached Updates have several examples and stories of this special assistance.

Our help with mobility equipment, dental and eye needs, food, clothing, and medical equipment continued, as did our assistance to people undergoing cancer treatment who needed food and transportation while temporarily unemployed or financially overwhelmed with the burden of their medical diagnosis.

Our annual Nursing Home Program in December included 14 local nursing homes that applied to Friends of Man for gifts of clothing, toiletries, books, etc., for the Medicaid residents who are without family and find the holidays a very difficult time. The staff arranges a party, and there is always a ‘Santa’ to deliver the gifts paid for by Friends of Man. In all, 871 residents received gifts for a total of $15,267.
It was a tough year for everyone, but for very low-income Coloradans it was devastating. One of our long-time donors called us mid-December with an idea for funding gifts of 50 Target or Walmart Gift Cards of $200 each -- to be given to families whose referring professionals refer to us. The intent of the program was not only financial, but to bring some happiness, cheer, and hope to people who were undergoing need as well as tremendous stress. In contrast to our usual procedures, we only specified that they are ‘gifts’ which can be used for the needs – and wants – of the recipient. The response was overwhelming. Friends of Man added another $6,000 to the Program, and more than 80 families were helped. When we received the receipts from the families, we noted that much of the money was spent on food, clothing, household necessities.

And now I want to tell you about some of the things that your donations did NOT pay for in 2020 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. In addition to the usual – telephone, printing, utilities, etc., there are always others…

1. After more than 23 years of using a donated telephone system, it was finally time to invest in new phone equipment. After much research, we purchased an NEC system with 12 phones for $7,291 – paid by the volunteers.

2. During the summer, a car from a neighboring parking lot went out of control and speeded into our lot, landing on top of the parked car of one of our volunteers. Thankfully, no one was hurt, but the damage to concrete steps, railings and landscaping cost $3,600 after insurance.

3. Our annual audit and accounting bill run close to $10,000, even though our dedicated volunteer treasurer has done all the in-house bookkeeping since 1996.

4. Computer support became necessary several years ago, and the $3,000 we paid to BNC for technology maintenance is relatively low because of our talented volunteer whose profession is information technology, or IT.

5. And of course, you 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 I were to calculate the cost of this expense over the period of 37 years, even with conservative rates, it could easily reach $8 -$10 million – which your donations to Friends of Man did NOT pay!

Friends of Man is a unique charity from many points of view, and it is thanks to our dedicated donors – many of whom have been contributing to Friends of Man for more than 20 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, 2021, we see that the problems and tribulations of 2020 have not come to an end. All of us at Friends of Man will continue our work!
FRIENDS OF MAN EVERYDAY

- **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, and 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 a 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** 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, this whole 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 of their time, skill, experience, and financial support, to enable Friends of Man to function on a daily basis. The time donated in 2020 was approximately 8,000 hours for the year - lower than usual because of Covid-19 restrictions in our office space.

As an aside, if we were an organization that paid salaries, the expenditure for our staff, which includes highly skilled professionals – attorney, doctor, computer programmers, to say nothing
of a CEO salary would be considerable. At a very modest average hourly fee of $35.00, the annual expenditure for salaries would be $280,000.

In addition to not receiving compensation, the volunteers pay for ALL administrative costs and expenses to operate the charitable organization. Because Friends of Man does NOT pay salaries or have to pay these costs and expenses, our power for helping in the community is dramatically increased.
2020 FINANCIAL REPORT

INSTITUTE FOR THE NEW MAN

d/b/a FRIENDS OF MAN,

d/b/a CENTER FOR INNER INITIATIVE
2020 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, Inc. (see below). No one in the organization receives a salary or compensation of any kind.

Friends of Man Financial Statement

2020 Friends of Man Donations - $629,587

- Corporations $19,940
- Family Foundations $180,557
- Individuals $429,090

In addition, Friends of Man received bequests totaling $39,781 which went into the Bequest and Endowment Fund and stock donations totaling $6,046.
2020 Friends of Man Charitable Approvals - $290,951

Mobility $56,563
  Vans and Adaptations $5,200
  Wheelchairs and Accessories $16,047
  House Modifications $35,316

Medical $40,536
  Procedures $4,665
  Equipment $32,521
  Prostheses $1,100
  Pediatric and Transplant Fund $1,600
  Prescriptions 650

Basic Needs $113,787
  Food $10,270
  Clothing $14,945
  Transportation $4,800
  Eyeglasses $2,881
  Rent: SPE and COVID-19 Programs $64,691
  Holiday Gift Program $16,200

Hearing $38,078

Dental $41,987
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.

2020 DONATIONS TO THE INSTITUTE FOR THE NEW MAN
DONATED BY THE VOLUNTEERS

Institute for the New Man - 2020 Cash Donations
$70,515.28

100%
2020 INSTITUTE FOR THE NEW MAN EXPENSES
PAID BY THE VOLUNTEERS

The above figures for 2020 are unaudited.

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

Note: The IRS, as well as the Guidestar and the Better Business Bureau, view the Institute for the New Man d/b/a Friends of Man as one entity (Tax ID 74-224154), even though they operate as separate financial entities.
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 and private documents from historic efforts towards the above goal, led by the guidance of experienced teachers. An annual booklet summarizing the sessions for the year is published for the members.

In addition, bi-monthly Open Talks at the Center are advertised on the internet site “Meet-Ups”. 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.
The first half of 2020 finds Friends of Man continuing our 38th year of charitable service in the midst of the economic shock that so many people are experiencing. Our new Covid-19 Basic Needs Program has already given rental and other help to hard-working families that have lost employment and are in the process of returning to work and regaining their stability.

And of course all our other assistance with mobility equipment, dental work, eye care, food, medical and other needs goes on as it has for so long. We thank you—the donors—for being the people who make this unique charitable endeavor possible!

**Dental Work - $738**

Abigail G., 4, needed extensive dental work to stop her toothaches and ensure that her permanent teeth grow in correctly. Her parents both work, but couldn’t afford the stainless steel crowns that would solve the problem. Our volunteer dentist checked -rays and determined that the need merited our help to get the work done.

**Rent (Covid) - $1,800**

“I cannot express enough gratitude for what you have given me. I am the only surviving parent of my children, and we were just keeping our heads above-water on a tight budget but when COVID took me out of work I sincerely did not know what to do. I struggle with asking for help and never did want to be a burden to anyone. I cannot stress enough how much it has soothed my mind knowing that I am not all alone. Thank you so much Friends of Man!”

Blair C.

**Bioness Device - $2,500**

“I was fortunate enough to receive assistance for a Bioness L-300 electrical stimulation unit to correct the foot drop affecting my ability to walk. I was diagnosed with MS years ago and now I will be able to purchase this device and realize its benefits to assist me with balance and walking. You have provided me with a chance to improve my quality of life and for that I will be forever grateful.”

Jay E.

**Assistance During Medical Treatment for 31 People - $8,800**

When facing a serious medical diagnosis that requires weeks of treatment, financial strain becomes an added burden in an already stressful situation. Friends of Man gives interim assistance with food as well as gasoline to get to and from treatment. Some of many notes of thanks:

“In this difficult moment I greatly appreciate your help. For me it is a blessing…” Carmen R., 37

“… it certainly will relieve the stress when going to chemo and to have help with our food when most of our money goes to treatment and medicine. Please thank everyone for me.” Linda G., 72
Compression Garments - $352

David P., described by his physical therapist as “a humble, compliant and gentle man,” suffered severe lymphedema following surgery; this caused high blood pressure and fevers resulting in two hospitalizations. Friends of Man helped with prescribed compression garments to control the fluid. Mr. P. writes: “You have a wonderful organization to help people. In my situation your help was vital to my treatment. In 10 days of wearing the compression garment I've already lost significant fluid in my foot and I'm encouraged to go forward.”

Rent (Covid) - $1,000

Ms. S. is a single parent whose 8-year-old son is disabled. She was laid off in March and managed to pay her bills until the May rent. Our help will enable her to be on track again by June when she will be re-employed or receiving temporary unemployment benefits. Here’s her note and selfie with her son:

Rent (Covid) - $1,550

Mr. and Mrs. L. both worked in maintenance but were furloughed due to COVID. Their employer spoke highly of them and will re-hire them as soon as possible. Parents of two children, even their 19-year-old daughter lost her summer job. Friends of Man helped the family to remain in stable residency during the crisis.

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):___________________________________________ ☐ Memorial ☐ Birthday ☐ Anniversary ☐ Other

Please notify the following individual(s) for my tribute gift:

Name(s):__________________________________________

Street Address:____________________________________

City:________________________________________ State:_________ Zip:_________

Friends of Man • P.O. Box 937 • Littleton, CO 80109-0937 • 303-793-2142 • www.friendsofman.org

Our mailings are designed and paid for by the volunteers - just like all other administrative costs and expenses. Your Friends of Man donations are used 100% for charitable assistance. Always.
During this year of extreme challenges, we at Friends of Man have been grateful for the opportunity to respond to people whose problems and difficulties have been overwhelming. And we are more than grateful to our donors, who were not exempt from the situation but who continued to support the work of Friends of Man.

Our Update will feature some highlights to give you a sense of what your donations accomplish. Our General Assistance, complemented by our Covid-19 Basic Needs, Single Parents Empowered, and Holiday Nursing Home Programs, are all represented.

All the volunteers - and that's everyone! - send their warm wishes for a safe, healthy and Happy Holiday Season.

Kylie M. is a bright and articulate 19-year-old with cerebral palsy. She used a manual wheelchair in high school, where she was valedictorian. Now in college on a scholarship, she found that she urgently needed a power chair to navigate the campus and get to her classes. The M. family applied to several organizations for assistance, but were denied due to funding cuts - even though they had found a used chair that cut the cost from $31,000 to $8,384. Friends of Man assisted, and Kylie is now furthering her preparation for a career in psychology.

Electric Wheelchair $7,500
Mr. Theodore M., a retired dental technician and Vietnam veteran wrote us, “It’s a shame that after 58 years of manufacturing, modifying and repairing custom made crowns, bridges and dentures that I now have to ask for assistance to have my own dental treatment.” Mr. M. lives modestly on a small fixed income, and Friends of Man helped towards extractions and dentures.

Dental $1,141

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_Single Parents Empowered Program:_

After losing her job due to Covid layoffs, Lindsey K. finally found new employment as a registered home health nurse to support her three children, ages 3, 12, and 14. Getting back on her feet, she couldn’t afford her October rent, which Friends of Man paid so that the family could remain stable and self-sufficient.

Rent $708
Friends of Man Covid-19 Basic Needs and Single Parents Empowered Programs: One Month’s Rent Makes a Difference!

From March through mid-November the COVID-19 Program has helped with 16 requests for rent during interim unemployment, totaling $18,434. We look to help in situations where there is ‘light at the end of the tunnel’—either return to employment or another means of maintaining stability.

Addressing the same critical situations, but for single parent families, our SPE Program has helped 26 requests for a total of $28,243.

Below is an introduction to some of the people you’ve helped. In every case, financial stability had been disrupted. Friends of Man assistance with one month’s rent helped prevent a permanent loss of hard-won self-sufficiency.

#74174: Mr. and Ms. G. live in Littleton with their 2 young children. Mr. G. was out of work from his job as a mechanical technician due to COVID, and just prior to this their 9-year-old had been diagnosed with cancer - with all the attending worry and added medical expenses. $1,841

#74233: Mr. G., a Vietnam veteran and dialysis patient, lost his job as a security officer and was actively looking for other security work. $1,223

#74269: Ms. C., mother of a 12-year-old daughter, had worked for a major airline for 30 years when she had to stop due to a cancer diagnosis. Her husband lost his primary job and now is working only part-time. $1,000

#74317: Mr. M. had been working in the landscape business for the past 7 years but stopped work in August due to getting COVID. Ms. M. cares for their two medically needy daughters, aged 6 and 4. $1,050

#74316: Ms. T. was working two restaurant jobs when she and her 4 children got ill with COVID. She was able to return to one of her jobs but had to wait until business picked up to return to the second job. $1,700

#74300: Ms. R., mother of two children, ages 12 and 15, is a victim of domestic violence. She had worked as a receptionist, then took a better job at a bank, but due to COVID her training for the position was cancelled. $1,530

#74137: Ms. M., her three children and husband rent in Pueblo. Ms. M. is currently receiving chemotherapy treatments. Her husband, who works in HVAC installation, was temporarily laid off due to COVID in March but was able to return to work in May. $900
Friends of Man Holiday Tradition

In 2019 Friends of Man funded gifts of clothing, toiletries, books, and games for 954 Medicaid residents at 14 area nursing homes. The staff did the shopping and wrapping, and the festivities were a high point in the holiday of these seniors and disabled individuals.

Nursing Home Christmas Gifts $16,512

Ms. K., single parent of two children, 7 and 3, trained as a CNA and phlebotomist and worked full-time since she graduated from high school. She lost her job due to an injury, but was finally able to find part-time work as a CNA at a nursing home. She writes: “Thank you guys so much for the support during this rough time. My family and I really appreciate it!”

Rent $1,212

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**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: __________

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