2021
ANNUAL REPORT

INSTITUTE FOR THE NEW MAN

Friends of Man®
The 100% Charity
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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
Friends of Man experienced 2021 as a year of attempted 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.

So, now I want to tell you about some of the things that your donations did NOT pay for in 2021 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 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. Paid by the volunteers through the Institute.


3. Computer support is on-going these days, and the $8,500 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., add 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.

Of course, your 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 I were to calculate the cost of salaries and benefits over the 39-year history of Friends of Man, even with conservative rates, it would have cost $20 million dollars:

- CEO @ $100,000 x 39 years
- Director of Development @ $50,000 x 39 years
- Volunteer Staff @ $25 per hour. Approximately 10,000 hours x 39 years

- Phone
- Billing
- Data Entry for:
  - Applications
  - Cases
  - Banking
  - Donations
  - Vendors
  - Referring Agencies
  - Donors
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 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, 2022, we see that the problems and tribulations brought about by Covid in 2020 and 2021 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 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 2021 was approximately 8,000 hours for the year – lower than usual because of on-going Covid-19 restrictions in our office space.
2021 FINANCIAL REPORT

INSTITUTE FOR THE NEW MAN
d/b/a FRIENDS OF MAN
d/b/a CENTER FOR INNER INITIATIVE
2021 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.
<table>
<thead>
<tr>
<th>Category</th>
<th>Approval Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DENTAL</strong></td>
<td>$21,800</td>
<td>10%</td>
</tr>
<tr>
<td><strong>HEARING</strong></td>
<td>$27,549</td>
<td>13%</td>
</tr>
<tr>
<td><strong>MEDICAL</strong></td>
<td>$29,488</td>
<td>14%</td>
</tr>
<tr>
<td>Procedures</td>
<td>$909</td>
<td></td>
</tr>
<tr>
<td>Equipment</td>
<td>$24,955</td>
<td></td>
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<tr>
<td>Pediatric Fund and Transplant Fund</td>
<td>$3,244</td>
<td></td>
</tr>
<tr>
<td>Prescriptions</td>
<td>$380</td>
<td></td>
</tr>
<tr>
<td><strong>MOBILITY</strong></td>
<td>$48,790</td>
<td>23%</td>
</tr>
<tr>
<td>Vans and Adaptations</td>
<td>$14,459</td>
<td></td>
</tr>
<tr>
<td>Wheelchairs and Accessories</td>
<td>$11,705</td>
<td></td>
</tr>
<tr>
<td>House Modifications</td>
<td>$22,626</td>
<td></td>
</tr>
<tr>
<td><strong>BASIC NEEDS</strong></td>
<td>$87,087</td>
<td>40%</td>
</tr>
<tr>
<td>Food</td>
<td>$7,600</td>
<td></td>
</tr>
<tr>
<td>Clothing</td>
<td>$780</td>
<td></td>
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<tr>
<td>Transportation</td>
<td>$6,235</td>
<td></td>
</tr>
<tr>
<td>Eyeglasses</td>
<td>$3,516</td>
<td></td>
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<tr>
<td>Rent: SPE Program and Other</td>
<td>$19,912</td>
<td></td>
</tr>
<tr>
<td>Training and Education</td>
<td>$3,275</td>
<td></td>
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<tr>
<td>Daycare</td>
<td>$1,199</td>
<td></td>
</tr>
<tr>
<td>Holiday Gift Program</td>
<td>$24,200</td>
<td></td>
</tr>
<tr>
<td>Nursing Home Program</td>
<td>$14,193</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>$6,177</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL APPROVALS</strong></td>
<td>$214,714</td>
<td>100%</td>
</tr>
</tbody>
</table>
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.

2021 DONATIONS TO THE INSTITUTE FOR THE NEW MAN
DONATED BY THE VOLUNTEERS

Institute for the New Man - 2021 Cash Donations
$73,375
2021 INSTITUTE FOR THE NEW MAN EXPENSES PAID BY THE VOLUNTEERS

Institute for the New Man - 2021 Expenses
$68,772

- Taxes $222
- Computer Support $8,376
- Legal and Accounting $10,024
- Office Supplies and Equipment $578
- Building $32,446
- Fund Raising $3,721
- Insurance $4,080
- Office and Administration $9,325

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 74-224154), 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.

<table>
<thead>
<tr>
<th>Income:</th>
<th>$8,000</th>
<th>Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses</td>
<td>$208</td>
<td>Website and Zoom</td>
</tr>
</tbody>
</table>
FRIENDS OF MAN 2021 UPDATES TO DONORS

Mid-Year
Year-End
July 2021

Dear Donors,

This Summer Update comes as a heartfelt thank-you for the donations you so generously give to Friends of Man!

Whether it’s $7,500 for a wheelchair for a young college student, $150 for glasses for a senior, or an approval for hearing aids, dentures, interim daycare, food and gas during medical treatment, compression stockings, a month’s rent to preserve stability - appreciation is expressed to you. Letters of thanks come from retirees, single parents, families with young children, disabled people, as well as working adults experiencing an unexpected crisis. We’ve picked a few for our semi-annual Update and send them to you along with our thanks.

With best wishes from all of us,

Stuart A. Wiskin, President

Bathroom Modifications, $4,000

Mr. M. became quadriplegic after a car accident when he was 16, but still works full-time from home and shares custody of his 4-year-old twins. He has made excellent progress with rehab so that he can live independently, and he recently moved to a trailer to cut expenses. Friends of Man helped with bathroom modifications necessitated by the move.
Food and Gas Help During Treatment, $600 - Rent, $1,048

To the Staff at Friends of Man:

I just wanted to thank your organization for all the financial help I have received while fighting Stage 3 breast cancer.

Without the help I would have lost the security of my home where I spend the majority of my time healing. You were able to help with food and transportation costs which add up rather quickly as I have radiation daily. You blessed me by being able to focus on my treatment and not other pressing financials. My burdens are plentiful but your outpouring of support is priceless.

Bless you...

Beverly

Follow-up Calls and Notes

Case #74470 - $1,800 for eye surgery for Lucy P., retired bookkeeper, to correct very limited vision, prevent falls. She told us, “The security of being able to see is so important and relieved huge anxiety because I have severe osteoporosis and am so afraid of falling – I am so grateful!”

Case #74807 - Note from Caseworker at Rocky Mountain Health Plans who referred Elizabeth M., single, working mother needing rent, $1,300. “Thank you all so much for all the support and help you give to people in need! This is an amazing organization!”

Case #74632 - Working mother of 2 children. Ms. P. earns slightly too much for public assistance but not enough to afford $2,000 for a prescribed special bed for her severely disabled child. “Please know that I am exceptionally grateful for the gift you have given my son.”

Case #72887 - $110 for compression socks. Mr. W. called to say, “Very happy with the compression socks! My feet are not swollen now, and I can walk so much better. I even sleep better at night. Tell everyone that the things they do really make a difference!”

Case #72630 - Jason A., $900. “The new hearing aids are AMAZING! Don't know how I ever got along without them. Thank you for opening up my world!”

Rent, $600

“This month, thanks to your hard work and generosity, you all are the reason our family was able to stay in our home. We really can’t thank you enough, nor can we express the relief we felt in not falling behind in spite of the economic toll the pandemic has taken on our small business. We are so inspired by the mission of Friends of Man, and how every person who works there is a volunteer. You all are making a huge difference in the lives of everyday people like us.”

Hunter, Ryan and Aya

Power Wheelchair, $2,000

Before becoming disabled with ALS, Mr. B. graduated from college on scholarships and worked for 17 years as a printing and as an engineer. His wife is a schoolteacher, and they have two children, one disabled. Mr. B. needed a power wheelchair, and with insurance and community support still not sufficient, Friends of Man provided $2,000 to make it possible.
Approaching the end of the year – and the start of our 40th! – all of us at Friends of Man send heartfelt thanks to you for your support. You, our donors, make possible the assistance described below – as well as all the other help we’ve provided in 2021. Additionally, our Holiday Gift Program for local nursing home residents on Medicaid continues to be an annual tradition, much loved by both residents and the staff that works so hard to care for them. As always, 100% of your donations are used only to fulfill your charitable intent. Warm wishes for a Happy Holiday!

Christopher O., father of two young children, was diagnosed with leukemia in May, and he lost his job of 20 years. His wife, a full-time teacher, had to take extended, unpaid leave to care for him 24/7 during the period of his stabilization after his excellent response to treatment. The family needed help with after-school daycare and food. Friends of Man approved a total of $1,400.

John G. worked as a Department of Corrections Guard, highly respected by his peers, until a car accident in 2018 left him quadriplegic. He needed to gain use of his hands in order to continue to meet the daily challenges of living alone, as well as qualifying for further treatment. Friends of Man contributed $2,500 for a Bioness electrical stimulation hand system that greatly improves John’s neurological possibilities.
Michael W., 46, was paralyzed by a gunshot wound at age 17, when he was trying to protect his mother when her boyfriend aimed a gun at her. He has struggled to remain independent, living in a trailer, and taking care of himself and his trailer without government assistance. He badly needed to replace his old ramp, and no other agencies would help. The caseworker told us that “he is the poorest client she has ever met, and has struggled without asking for help until now.” Friends of Man assisted with $6,296 for an EZ Access Modular wheelchair ramp, and Michael was so thrilled that he decorated the ramp for the holidays!

**Ramp - $6,926**

Oscar G., was severely burned over 90% of his body while working under a car hood when he was 14. He lives independently but needs to rest frequently and sleep in an inclined position. Friends of Man helped with $478 towards a lift chair.

**Lift Chair - $478**

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**Volunteer Profile - Phil Feigin**

Phil Feigin has been Friends of Man’s *pro bono* attorney for the last 10 years. He began working with us when he was a partner at Lewis Roca in Denver and continued working with us even after he retired in 2018. Phil served as Colorado’s Securities Commissioner for over 10 years before entering private practice. He has helped us with a wild array of legal questions over the years. He says we keep him on his legal toes! Phil and his wife Barbara now split time between Morrison and Tucson (where, when he’s not just enjoying retirement, Phil teaches securities law as an adjunct professor at the University of Arizona’s law school). In his free time, Phil is an avid student of the Civil War and Reconstruction, he’s been a birder all his life, in his younger years, he played guitar and performed folk and pop songs all over the country (more lately financial parodies he’s written), he loves woodworking and is a diehard Broncos and Wisconsin Badgers fan.
Recent Friends of Man Approvals

#75081: Tamara C., 38, has two sons, 9 and 19. She works at Uber Eats and as a caretaker for an elderly woman. A positive COVID result caused interruption in employment. Friends of Man helped with $1,200 for rent.

#74508: Sammy F., 60, is a disabled man who worked as a construction worker until he was 35. He was injured on the job and then was found to be diabetic, resulting in amputation of both legs. Friends of Man helped with $1,100 for much needed prostheses.

#75088: Jessica S., 42, lives with her daughter in rural Colorado. She was diagnosed with cancer that affected her sinus cavity and had to leave work for a time. Her daughter had to stop working to care for her. Friends of Man helped with $400 for food and gas to get to her numerous medical appointments.

#75020: Lori G., 45, mother of a 14-year-old daughter, worked for 27 years at numerous jobs, in fast food and in a daycare facility. Friends of Man assisted with $821 towards extractions, partial dentures – dental needs which threatened her health.

#75019: Patrick L., 60, disabled, worked for many years as a wastewater operator for Environmental Process Control, and he is now a caretaker for the property where he lives. His hearing has been steadily deteriorating. Friends of Man helped with $1,100 towards hearing aids.

#75033: Patricia C., 83, lives with her 85-year-old husband. She raised seven children and also worked part-time in odd jobs to care for her family. She now needs a lift chair for safety reasons. Friends of Man helped with $800.

#74992: Armando M., 50, works as a painter. He had surgery for an esophageal stricture and still struggles to get enough nutrition to maintain adequate weight. His doctor commented that “Mr. M. is a compliant patient, a painter who is really thin; a nice guy.” Friends of Man helped him with $400 for Ensure.

#74947: Jerri H., 61, has severe vision difficulties. Until 14 years ago she was a chef and worked regularly. Friends of Man helped with $725 towards a portable electronic magnifier which she found to be a “godsend.”

#75031: Marsha B., 71, worked as a server and in the kitchen of an assisted living center but had to stop due to the need for surgery. She hopes to return to work soon. Friends of Man assisted with $200 for food during this time of need.

#74984: Keith B., 61, worked for the Denver Rio Grande Railroad laying track, was a salesman selling wholesale electric parts for 20 years, and did a number of other jobs including truck driving, heavy machine operator, and working in warehouses. Friends of Man helped him with $1,149 towards a lower denture and extractions that he could not afford.

#74940: Sarah B., 70, lives alone in her camper after losing her apartment due to her low-income status and health-related expenses. She had worked for 24 years before she was diagnosed with oral cancer, and after successful treatment, needed a costly dental device. Friends of Man helped with $3,500 towards an obturator prosthesis which will help her eat and speak without danger of choking.
Mr. Q., was shot in the back many years ago by someone who disapproved of his marriage to a wife of a different religion. He had been a farmer for over 20 years and now, paraplegic, he needed hand controls and a seat lift so he can drive and be more independent. Friend of Man contributed $4,000 to the cost.

Morgan B., holding her 3-year-old son (with two other family members and dog, Kahn), works at a nursing home. Her employer says she is “a valued employee who loves working with elders – not always easy...” The Covid crisis led to Morgan being furloughed and unable to pay August rent. Friends of Man assisted with $702. She has since returned to full-time work and is very grateful for our interim help.

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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: __________

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

Our mailings are designed and paid for by the volunteers — just like all other administrative costs and expenses. Friends of Man donations are used 100% for charitable assistance. Always.