

# 2020 Annual Report





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### Dear Ridhwan Community,

I hope this letter finds you in good health and spirits. The pandemic and the complexities it induced leave many of us looking ahead with less certainty than we may have previously known. We on the Ridhwan Foundation Board open our hearts to those of you who have lost loved ones or have suffered yourselves. We include, too, those souls beyond our community, often less resourced than we who are held by our path. It appears there is light ahead: as vaccination rates increase, so is it likely that safety will too. There is, though, a way to go before the pandemic is behind us.

Some endured difficult times, but it seems that most in our Diamond Approach community have been fortunate and able to navigate well enough the challenges of the past year. We are blessed through our egagement with a spiritual path that speaks to so many human issues and aspirations. Our teaching, our practices, our teachers, our fellows on the journey, and our school organization itself have been invaluable supports throughout 2020. I am particularly grateful to all who responded to the administrative, technical, and spiritual hurdles we have faced as a school; weathering this unprecedented situation so well rested largely upon their service.

The report that follows offers a financial view of where we have been and how well we are doing. We also look at how various factors affected the field of the teachings around the world. Looking ahead, a number of initiatives already shine with possibility. These will support the continued unfolding of our school to the benefit of both current members and others still to discover the Diamond Approach.

With all my best wishes,

**Bob Ball, President**  
**The Ridhwan Foundation**



# Our Mission

The Ridhwan Foundation is the non-profit spiritual organization established to support and preserve the integrity of the Diamond Approach teaching.

The purpose of the Diamond Approach teaching is to realize, actualize, and develop the potential and essence of the human soul as an expression of True Nature. Its aim and orientation are the development of students so that they attain spiritual maturity and completeness—an open-ended, ongoing, unlimited unfoldment. The larger aim is to contribute to the evolution of humanity in the service of our True Nature.





# Adapting



## Support

All School Meditations were a lifeline for many, with 10 weekly meditation sessions and 20,065 total sittings, supported by 3 non-staff, 5 staff, and 19 teacher-volunteers.

## Record Attendance

**Winter Retreat:** 1,070  
Quadrupled from 2019

**Asilomar:** 1,280  
Doubled from 2019

**November Retreat:** 630  
Tripled from 2019

## Seamless

All groups around the world transitioned smoothly to online formats so teachings continued uninterrupted.

## Cancelled

The Ridhwan Foundation provided \$35,000 in group event cancellation assistance.



## Check-ins

Hameed hosted 4 Community Conversations with 1,908 registrations.

***"The resiliency of the organization at all levels was impressive."***

Seth Schapiro, Executive Director.  
Read the interview on [page 6](#).

## 5 New Groups

A total of 193 first-time students enrolled in 5 new groups: DHNL (Netherlands), DHE4 (EU), DAOM (Canada), NYADA (New York), and PHIL2 (Philadelphia).

## Inspiring

Our staff bravely and steadfastly weathered multiple daily stressors in 2020, which included intense wildfires, the pandemic, implementation of new technologies, schooling children from home, isolation, increased workloads, and more.

## Outreach Impact



The Diamond Approach Path, an interactive webinar with Karen Johnson: 1,497 registrations



Coronavirus and the Diamond Approach, a community event with Hameed: 4,698 registrations



20/20 Heart Sight, a community event with Karen Johnson: 4,754 registrations



Love Unveiled, a live online event with Hameed: 3,049 registrations



Love Works, a live online event with Christof Bosch: 1,632 registrations

## Increased Interest

Year on year Diamond Net registrations nearly doubled, from 2,027 to 3,983.



"The commitment  
and love  
for the School  
the staff  
demonstrated  
over this trying  
past year  
have been  
remarkable.  
We bow  
deeply to them  
in gratitude."



**Bob Ball, President**  
The Ridhwan Foundation

## 2020 IN REVIEW

# Rising to the Challenges

## Zoom Assistance

Once the threat of Covid became clear, Ridhwan stopped all in-person group meetings and bought 10 Zoom accounts to pilot online meetings. By July these accounts were opened to all Ridhwan groups worldwide. Staff dedicated much time to providing technical assistance and support.

## PPP Loan

Under the looming uncertainty of the pandemic, Ridhwan obtained a federal Paycheck Protection Program (PPP) loan to bridge any budgetary shortfalls. Fortunately, 2020 proved to be less of a financial challenge than initially anticipated.

## Capital Improvements

Despite 2020's challenges, we implemented new accounting software on time and on budget. We retired our outdated, inefficient software and transitioned to Sage Intacct®. Greater integration will save labor and support our growth.

## Diversity & Inclusivity Committee

The Diversity & Inclusivity Committee sponsored the development, creation, and beta testing of a Cultural Consciousness Training for teacher-ministers. They also held monthly community inquiry forums on various aspects of cultural consciousness.

## Student Body Committee

The Student Body Committee has grown to 71 representatives from 43 groups worldwide. In this year's 4 meetings, engagement and enthusiasm were strong.

## Diamond Approach Online/ Diamond Net Participation

DAO supported 13 online courses, 8 online workshops, 2 affiliate summits, and 30 inquiry practice groups. The programs engaged nearly 8,000 participants across Europe, Asia, Australia and New Zealand, Africa, the Middle East, and North and South America.



# The Perfect Storm

*Jorge Arango interviewed Seth Schapiro, Executive Director of the Ridhwan Foundation.*



**Q: Overall, what impressed you most this year about the Ridhwan Foundation?**

**A:** The resiliency of the organization at all levels. It's truly extraordinary what we accomplished this year amid such difficulties.

**Q: Like many organizations, we faced financial challenges. What stands out?**

**A:** Because of the unprecedented nature of the pandemic, simply understanding and predicting the breadth of the economic impact was extremely complicated. Nevertheless, overall the School's financial situation remains strong. Some of what helped was that in many Ridhwan groups, more students participated than otherwise might have, thanks to Zoom accessibility. Although we had a falloff in end-of-year fundraising, this was less than we expected because, wonderfully, more students donated than in prior years. Finally, available government loans and grants helped offset various costs that arose as a result of the pandemic.

**Q: What about psychological and emotional impacts on our community?**

**A:** These were daunting. It was a "perfect storm": pandemic isolation, natural disasters—especially the fires here in California and in Australia—political divisiveness and racial turmoil. These affected us on two levels: our teacher/student body and our California staff, who often found themselves working from home with windows closed and air filters running to ward off toxic smoke. We tried our best to respond to both groups with the needed support. Because of the overwhelm of factors, it may have been that we didn't do as good of a job as we would have hoped.

**Q: Did the "perfect storm" freeze new initiatives?**

**A:** On the contrary. DAO launched "Fractured World." The Student Body Committee came into its own. We implemented new accounting software. There were the free daily online meditations. Hameed visited groups around

the world, and much more. All of it was a reflection of organizational resiliency and of the value students, teachers, and staff place on keeping the teachings alive in the world.

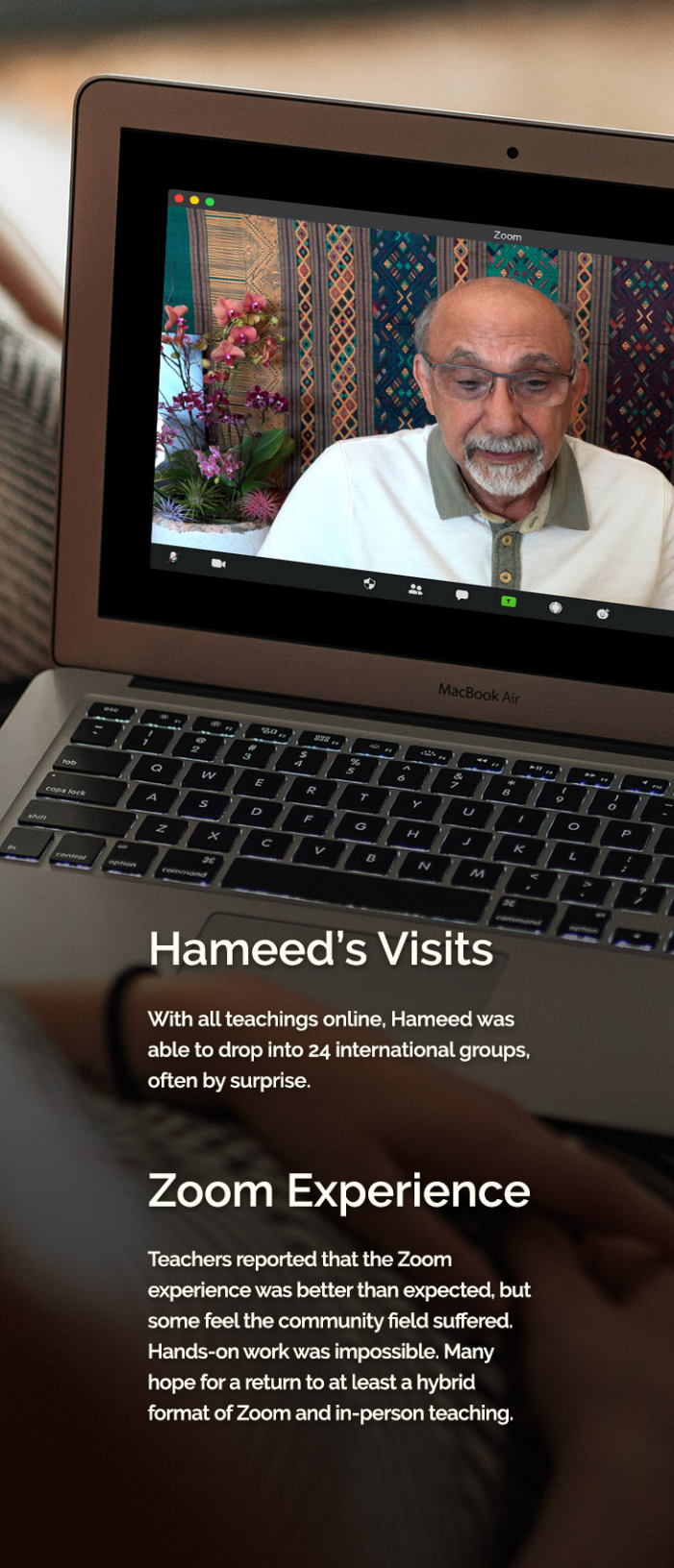
**Q: Any silver linings?**

**A:** The staff, teachers, volunteers, and leadership of the School really came through in the most amazing ways. It certainly wasn't easy to set up a remote working situation for all the admin and management tasks, let alone simultaneously do everything needed to ensure the smooth transfer of teachings and retreats to online so quickly.

**For me, the most heartwarming thing about these remarkable efforts is how the community truly came together in a time of multiple world crises.**

All of this required enormous commitment and determination. For me, the most heartwarming thing about these remarkable efforts is how the community truly came together in a time of multiple world crises. It felt like living evidence not only of the oneness that unites us all but, particularly, the awe-inspiring unifying force represented by our common love for this path.





## Hameed's Visits

With all teachings online, Hameed was able to drop into 24 international groups, often by surprise.

## Zoom Experience

Teachers reported that the Zoom experience was better than expected, but some feel the community field suffered. Hands-on work was impossible. Many hope for a return to at least a hybrid format of Zoom and in-person teaching.

2020 IN REVIEW

# Impact of Zoom



**Kathryn Ruch**  
UK Big

"I have been able to land in my experience in a profound way, and feel the screen is sometimes nothing but a magical transporter of me into others' living rooms and them into mine. But I do miss the hugs!"



**Chae McClure**  
CADHg

"The transition felt seamless. I appreciate how effectively staff dealt with the ever-changing "what is!" But I too have bellied up to Zoom fatigue. I experienced a flatness in seeing people as postage stamps on the screen."



**Mustafa Tarik Pehlivan**  
Diamond Heart Europe 1

"Experiencing the boundless in a holding way has only deepened because of the shift to online. I am knowing presence and genuine connection to be real beyond the apparent distance between us."



**Cynthia Luna**  
DHROmega, DALA

"There is something personal that emerges when teachers appear on the screen in the intimacy of my own home, bringing the teachings to life in the middle of my life. The possibility provided is the integration of the teachings as my life is happening — not separate, not in another location, but right here, where I am, always."



**Nihar Shah**  
CA DHO2

"Experiences were purer in a way in terms of direct contact with the teaching and without the intervening "social" time that can tend to pull one out of presence. It opened up the possibility of working with anyone without our prejudice/bias/ego preferences getting in the way, which led to wholly new friends and deep learning and sharing with people I didn't know well."



# European News



## Germany

The long-time commitment of local volunteers, Ridhwan staff, and legal support has finally led to the creation and formal recognition of the Ridhwan Stiftung gGmbH. This has given the German organization non-profit status so **donations to the Stiftung are tax-deductible in Germany**. Stiftung members have created a beautiful German language website and in time may add other European languages. Students' donations to the Stiftung thus far are approximately €6,100.

[www.ridhwan-stiftung.de](http://www.ridhwan-stiftung.de)  
[spenden@ridhwan-stiftung.de](mailto:spenden@ridhwan-stiftung.de)

## The Netherlands

Ridhwan Foundation and local volunteers have been discussing ANBI status with the Dutch tax authority. ANBI would provide tax-deductible status for donations. Agreement has not been reached yet, and the process is in the final stages. Given the importance to Dutch members of the school, the Foundation is reviewing its position and consulting with its Dutch advisors.

For more information, contact Guus Brackel, a member of the Friends of Ridhwan Board, at [guusb@friendsofridhwan.org](mailto:guusb@friendsofridhwan.org)

## Donation to the Diamond Approach Youth Fund (DAYF)

An anonymous donation of €100,000 per year for seven years to DAYF will provide scholarships to Diamond Approach students under 40. The scholarships are available internationally; a DAYF committee is working on details with the donor.

Further information is available at:  
[www.dayouthfund.org](http://www.dayouthfund.org)



# Donations

**\$1.5** Million

Total 2020 donations  
(\$1.3 million in 2019).

**+18%**

Increase in Donations  
over 2019.

## Non-US Donors Doubled

The number of non-US donors more than doubled last year, and more than quadrupled since 2018.



## The Significant Increase in Unrestricted and Operational Funds Matters

These donation categories help fund areas of greatest need: administration, new initiatives, and improvements in operational infrastructure.

**+5** Planned Giving

We received notification from five people who named us a beneficiary in their estate plans.



## Monthly Donor Increase Continues

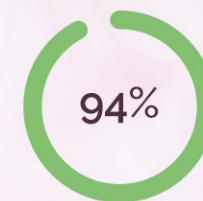
From 22 monthly donors in 2017 to 90 in 2020. Recurring donations support more accurate financial planning.

**+75%**

Increase in the total number of donors against 2019. Many gave multiple times in 2020.

## Matched

You matched a \$50,000 grant challenge.



94% of funds raised supported Ridhwan; fundraising costs were below 6%.

**A Special Thank You  
For Donating in This Difficult Year!**



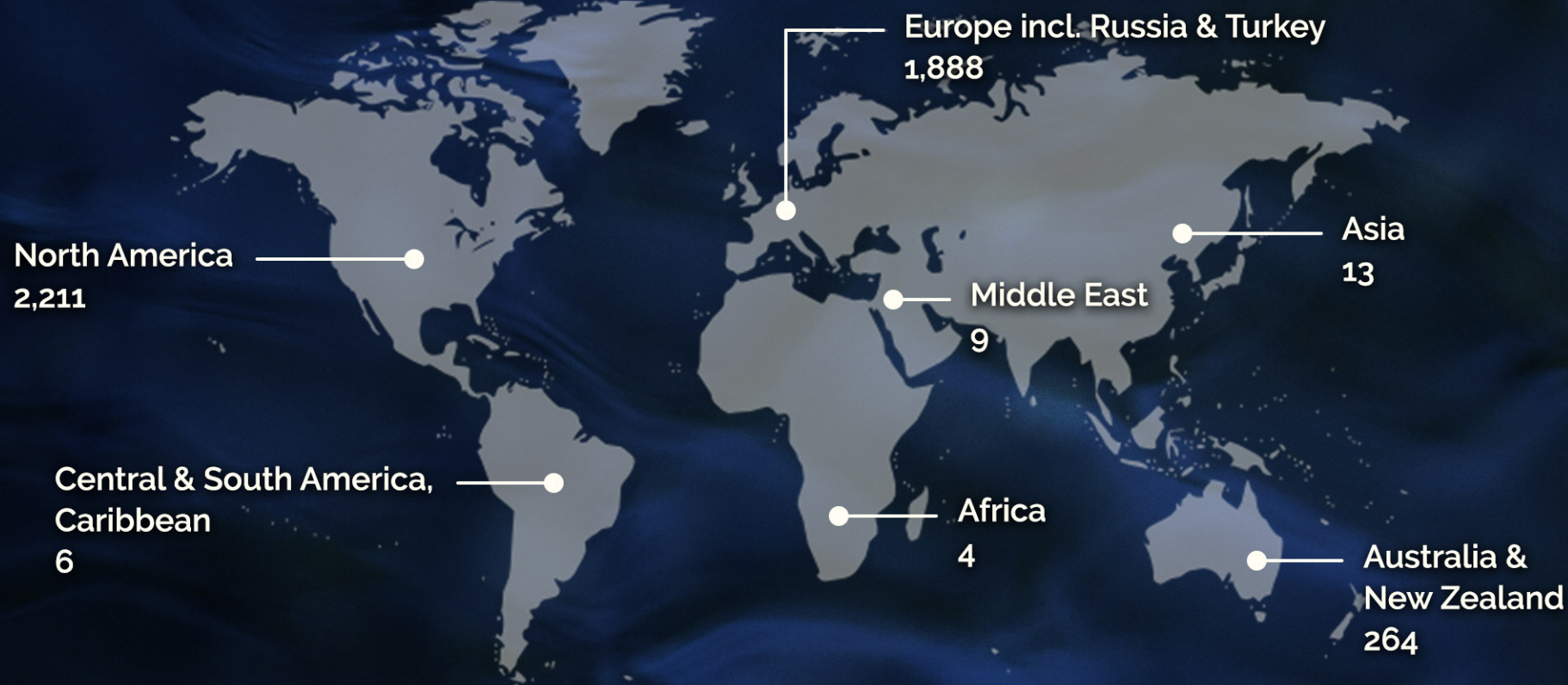
# A Big Thank You to the 480+ Volunteers Who Supported Our Community

Not only did you show up for our community, but you increased the time you devoted. You made getting through this year smoother for everyone!



# Worldwide Community

Showing Students in Ongoing Groups



42	Countries
4,395	Students in ongoing groups
2,713	Students, online courses only
212	Active teachers
183	RISNG, students in teacher training
41,971	Mailing list (prospects)

Our global community grew exponentially this year through our many online offerings. Online-only student registrations increased by 64% from 1,653 in 2019 to 2,713 in 2020.



# 2021 Outlook

## Our Strategic Priorities

- Developing the teacher body
- Developing the global community
- Manifesting the Diamond Net
- Continuing evaluation of the financial model for the School
- Evolving more effective and efficient ways of operating.

## Diamond Approach Youth Fund (DAYF)

A new scholarship fund for students under 40 is being created. A generous donor provided funding, and the Ridhwan EU Youth Council is administering the project. Scholarships are open to any student under 40 already in a group or interested in joining a new group. Scholarships can run concurrently with any student-for-student funds already in place. For further information or to apply: [www.dayouthfund.org](http://www.dayouthfund.org)

## Outreach

Hameed debuted the A.H. Almaas Lecture Series, designed as outreach to a new audience of academics and scholars. It explores

the contributions of five major spiritual teachers and traditions. Launched March 13, it has already resulted in high registration rates.

## Diamond Heart Online 1

Significant interest has prompted the piloting of a new fully online group, Diamond Heart Online 1 (DHO1). Ash Schoep is the administrator. DHO1 could potentially attract 500 – 1,000 students. The online course series “Lightness of Being” and access to online inquiry will prepare new students for DHO1.

## DIVe

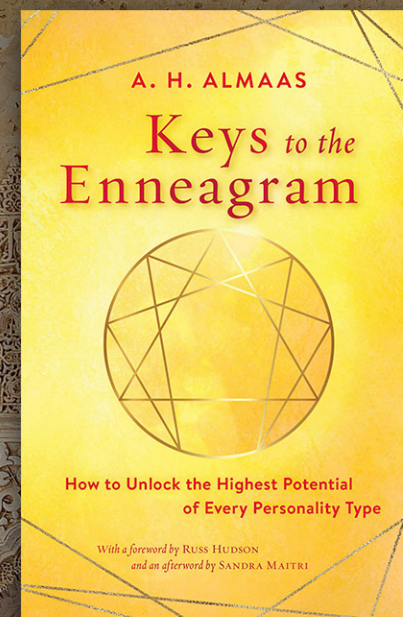
Requests from many students for a deeper immersion in the DA teachings have prompted The Ridhwan Academy to initiate a new program: Deep Integration Voyage (DIVe). Teachings will begin with the Mystery of the Soul. More information will be available soon.

**DHO1 and DIVe have the potential to be the largest Academy programs in the history of the School.**

# New Book

Keys to the Enneagram.

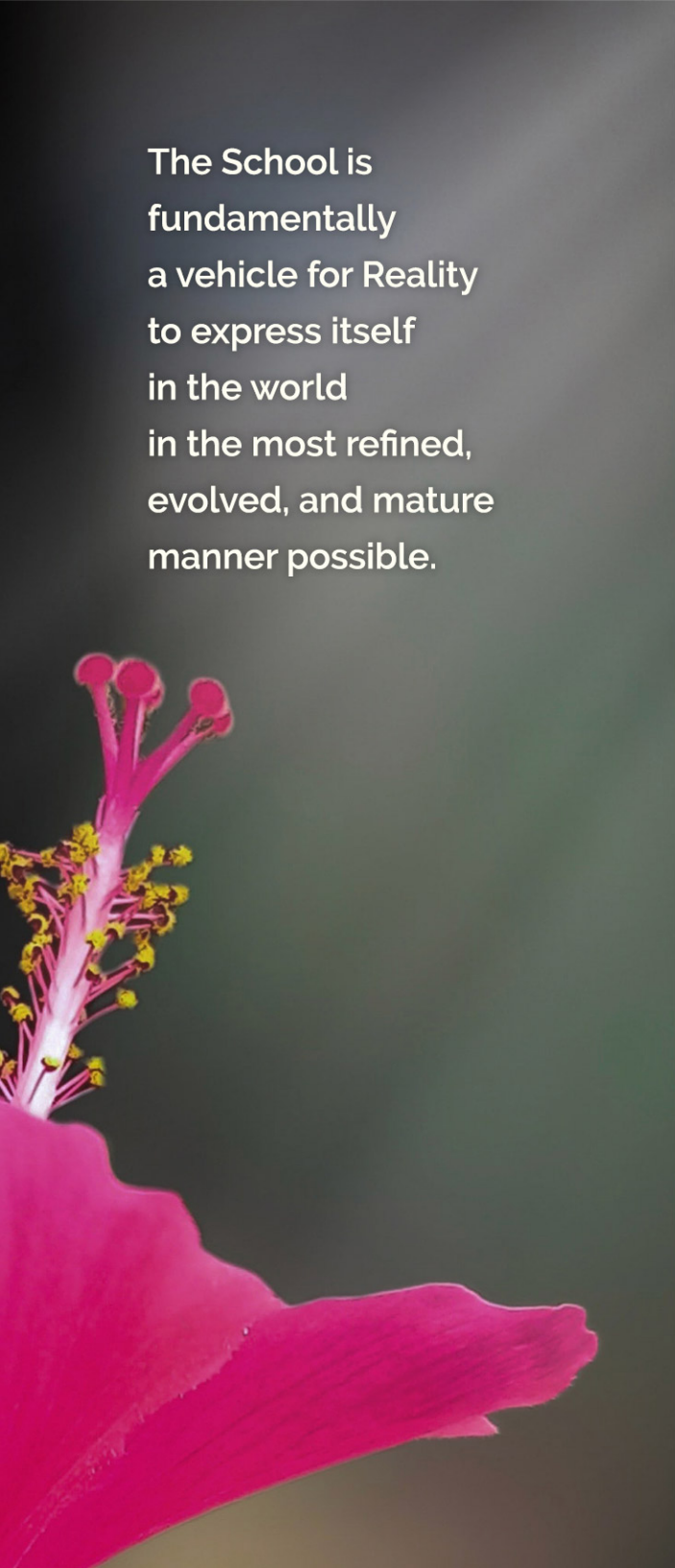
Available October 5th, 2021.



# Solar

The Colorado branch of the School is installing solar panels at their Center in Boulder. Their dedicated commitment to this project attracted grants from the County as well as generous student donations with no cost to the Ridhwan Foundation.





The School is  
fundamentally  
a vehicle for Reality  
to express itself  
in the world  
in the most refined,  
evolved, and mature  
manner possible.

## Ways to Give

The Ridhwan Foundation is the organizational steward of the Diamond Approach. It is the primary instrument of its functioning and its ability to disseminate the teaching to our fellow human beings. It takes a lot to keep this doorway open: Inreach and outreach efforts, online courses and groups, book publication, teacher training and support, facility upkeep, volunteer coordination, compliance with international legal and financial requirements, the administrative staff to support all this, and more. All this serves what is most important: the continued availability of the Diamond Approach in the world to bring more of us both together and closer to our True Nature.

Your generosity supports the functioning of the School, and unrestricted donations create the flexibility to apply funds where they are most needed. Later this year we will have more specific details on special projects in need of funding.

There are many ways you can give.

### Monthly Recurring Donations

Recurring donations support more accurate financial planning for us and spread the impact of giving across the entire year for you.

### Planned Giving

Planned giving is an opportunity to leave a legacy for future generations. This can be done through wills and bequests, assets, or an IRA rollover. In the US, planned gifts may also provide various tax advantages. Contact Eme at [eme@ridhwan.org](mailto:eme@ridhwan.org)

### Stock Gifts

Stock gifts are easy and may provide a tax advantage.

### Donor-Advised Fund (DAF)

If you have an already-established donor-advised fund, you may support the Diamond Approach at any time by recommending that your fund support Friends of Ridhwan.

**For more ways to give, visit our website:**

[www.diamondapproach.org/donation/ways-to-contribute](http://www.diamondapproach.org/donation/ways-to-contribute)

**Donate Today**



# Our Staff



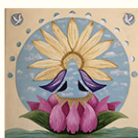
## Executive



**Seth Schapiro**  
Executive Director



**Eric Graham**  
Associate Director

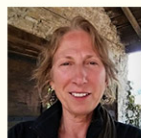


**Candace Feldman**  
Executive Assistant,  
Teacher Liaison



**Vivienne Leahy**  
Executive Assistant to RF  
President  
RISNG Admin Manager

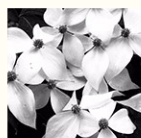
## Administration



**Lisa Bruzzone**  
Director of Administration



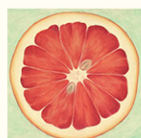
**Francoise Chesaux**  
Program Administrative  
Manager



**Kathleen Lorang**  
Office Manager



**Jennifer Russ**  
Dues Manager,  
Copywriter for  
Communications/Outreach



**Theresa Elander**  
CA Facilities/Building  
Manager



**Tim Gallaher**  
Audio Library, AVM,  
Publishing Manager

## Communications



**Katie Vidoloff**  
Director of  
Communications



**John Harper**  
Content Creator  
Communication/Outreach

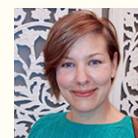


**Elizabeth Spivak**  
Administrative Associate  
Communication/Outreach

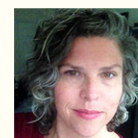
## DA Online/Diamond Net



**Rebecca Ocean**  
DAO/DN Program/IT  
Director



**Rose Ruggles**  
DAO/DN Program  
Manager



**Sylvie Curran**  
DAO/DN Program  
Administrator



**Stacia Roberts**  
DAO/DN Program  
Associate

## Web Team



**Devon Harper**  
Web Manager



**Erik Reed**  
Website Project Manager

## Friends of Ridhwan



**Eme Le Cavalier**  
Program & Administrative  
Associate



# Our Staff



## Financial/Accounting



**Nicole Rose**  
Controller



**Priya Hemenway**  
Payroll Specialist,  
Staff Accountant

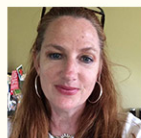


**Seth St. Martin**  
Bookkeeper,  
Payroll Associate

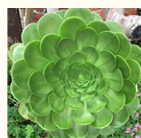


**Diane Jonas**  
Program Financial  
Support

## Program Administrators



**Linda Perry**  
CADH6, Omega  
payments



**Karin Wikstrom**  
CADH6, Omega  
logistics/portal



**Gregory Marchini**  
CADH10



**Katy Taylor**  
DANS, DHE3, UK 4, UK  
Jan. Weekend



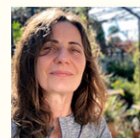
**Lynette Bunyard**  
DAWN, DHR5, EU1-4, EU  
Summer, CADH9



**Jill Carabelas**  
DHE 1&2



**Carol Grant**  
DHROmega, DHR4,  
DHR6



**Doris Waldman**  
RAD1 & RAD2 (Ridhwan  
auf Deutsch)



**Holly Beck**  
RISNG - EU/US



**Sheila Kelly**  
RISNG - EU/US



**Stacia Roberts**  
DHE4, DHNL, SCAN



**Jona Scovill**  
UK BIG, UK3, DHUK



**Marie Dotts**  
CODH8-9



**Ash Schoep**  
DHO1

## Colorado Staff



**Gary Haraldsen**  
Office Admin/  
Bookkeeper/Dues



**Seth Watson**  
Steward

## The Ridhwan Foundation Board of Directors

Bob Ball (President), Laurie Chestnut (Treasurer), Maury Zilber (Secretary), Hameed Ali, Kristin Bobola, Pat Hayward, Karen Johnson, Stephanie Kenen, Keith McAllister, Marko Rinck, Thomas Schneider, Seth Schapiro, and Victoria Young.

## Obsidian Synod

Bob Ball, Christof Bosch, John Davis, Linda Krier, Morton Letofsky, Jeanine Mamary, Anne Singer, Elsa Teeuwen, Victoria Young, and Zarina Maiwandi.

## Friends of Ridhwan Board of Directors

Angelika Boehme, Guus Brackel, Laurie Chestnut, Rob Gussenhoven, Seth Schapiro, Scott Vachon, Richard Wallstein, and staff: Nicole Rose and Erme Le Cavalier.



# Financial Statements

## 2020 Donations

Most significant was **increased unrestricted and operational funds**. These support the administration of the School, new initiatives, and improvements in operational infrastructure, including allowing teachers to **shift their teaching online** in response to the pandemic.

Final funds for the **parsonage** were paid. We are happy to have Karen Johnson in residence.

Donations to the particular **group scholarship funds** held by Friends of Ridhwan kept pace with pandemic-inflected needs. Many other groups hold their own funds. As far as we know these individual funds also kept pace with need.

Funding continues from a **charitable trust** established by a deceased student decades ago. This was crucial to enabling the purchase and renovation of the Berkeley center 10 years ago. The trust payment decreases every year.

**Projects Supported by Donations:** the strategic planning process, Student Body Committee, pandemic response measures, new accounting software, website upgrades, Diamond Net, "Spirituality in a Fractured World," in- and outreach, communications, Community Conversations with Hameed, editing and publication of new books.

Annual Donations Received by Category	2019	2020
Unrestricted Donations	\$333,101	\$486,007
Operational Support	\$470,516	\$607,895
Diamond Net Donations	\$95,620	\$85,020
Endowment	\$23,244	\$7,100
Restricted Funds*	\$45,415	\$135,143
Scholarship funds, restricted**	\$204,385	\$115,115
Charitable Trust***	\$63,200	\$59,200
Donated Proceeds from Sales, Restricted****	\$18,205	\$6,085
Parsonage, Restricted	\$59,500	\$50,000
<b>Total Donations</b>	<b>\$1,313,185</b>	<b>\$1,551,565</b>

\* Accounts include: Friends of the Logos (book editing), property funds, and various community-support funds.

\*\* CA and CO Diamond Heart Groups, Diamond Heart Retreat Groups, seminars and various Diamond Approach Groups.

\*\*\* Annual payment from a deceased student's trust established in the 1990's; payment diminishes each year.

\*\*\*\* Proceeds from sales of retreat recordings and other fees that would have passed to Hameed or Karen, which they directed to support teacher training.

**Amendment:** In last year's annual report, an error occurred in the total – that is why the numbers do not match.

## Application of Donations in 2020

Unrestricted and operational funds	\$545,207
Editing and publishing books	\$8,042
Scholarships awarded	\$98,268
Diamond Net funds	\$58,809
Initiatives and infrastructure	\$234,325
Capital spending for accounting software, website, and portal	\$174,904
Other restricted funds	\$34,571
<b>Total Application of Donations</b>	<b>\$1,154,126</b>

**Note:** Not all funds are spent the same year they are received.

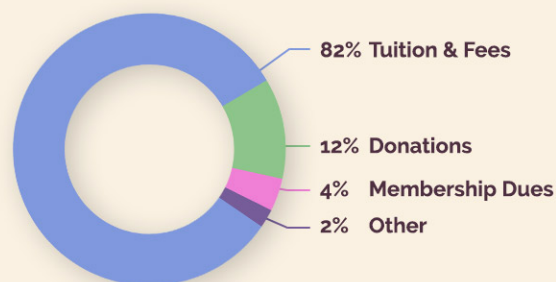


\$  
**13**  
Million

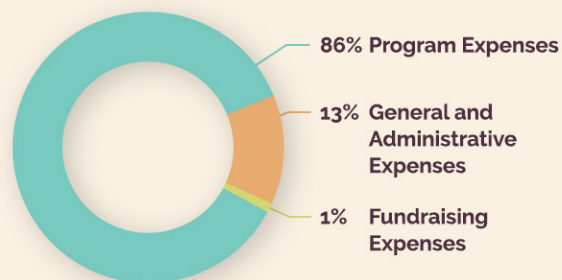
The estimated 2020 income of the Ridhwan School in all its activities around the world. This includes all groups, retreats, small groups, and private sessions that students have with teachers.\*

\* Converted to US dollars; not counting students' travel & accommodation expenses.

## Ridhwan School Income



## Ridhwan School Expenses



# Financial Statements

## The Ridhwan Organizational Structure and Financials

**The Ridhwan School** is a network of teacher-ministers and students, both in teaching groups and individually, who are engaged in the Diamond Approach (DA) path. It encompasses all the DA teaching activities as well as the organizational structures supporting them. The School is not a formal legal entity.

**The Ridhwan Foundation** (RF) is legally recognized by the US IRS as a church and charitable 501(c)(3) corporation. The Foundation attends to financial and legal matters, provides administrative resources and support, a central website, and other functions for the School. The Foundation also ordains DA teacher-ministers.

**The Ridhwan Academy**, within the Foundation, is responsible for the teaching of Diamond Heart programs in the US and Europe, and for the seminars that train teacher-ministers.

**Friends of Ridhwan** (FOR) is a student-led organization. It is incorporated as a California not-for-profit organization and recognized by the US IRS as a 501(c)(3) tax-exempt, charitable entity. It raises funds to support the activities and the functioning of the School and Foundation. FOR's activities allow the RF to focus on Ridhwan teachers and students, train and ordain teachers, and present programs to the public.

The graphical information at left estimates the financial size of the Ridhwan School, both its income and its expenses.

[Click Here for Detailed Financials](#)



# Financial Statements

The Ridhwan Foundation closed 2020 with an operating surplus, which will help rebuild reserves and cover Covid-19-related expenses anticipated to continue in 2021

The financial statements on this page pertain to The Ridhwan Foundation only.

The Ridhwan Foundation (RF) closed 2020 with an operating surplus of \$363,600 before depreciation. Of this surplus, \$142,000 was spent on capital improvements (\$103,800 accounting software and \$38,200 website), leaving a \$221,600 cash surplus.

This surplus will help rebuild reserves drawn down in previous years and cover Covid-19-related expenses anticipated to continue in 2021.

The Foundation's **income** is derived from membership dues; percentages paid from all teaching groups, sessions, and online programs; unrestricted and operational support donations; and other income, including rents.

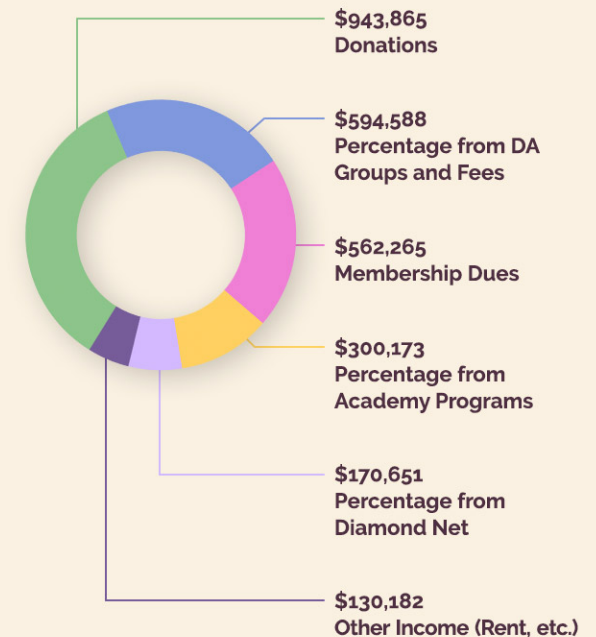
The Foundation's **expenses** are primarily for general US and international administration, communications, certain teaching costs, and website and portal operations.

Diamond Approach Online programs generate revenue but do not cover their costs. The RF pays the difference.

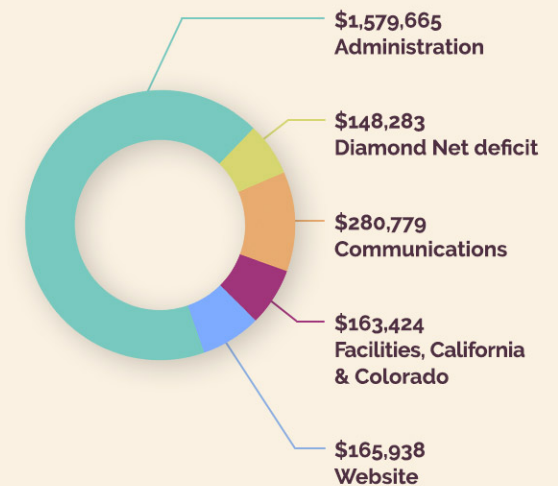
The operation and maintenance of the Colorado and California centers are also RF expenses; the latter is the Foundation's headquarters.

[Click Here for Detailed Financials](#)

## Ridhwan Foundation Income \$2,701,725



## Ridhwan Foundation Expenses \$2,338,089

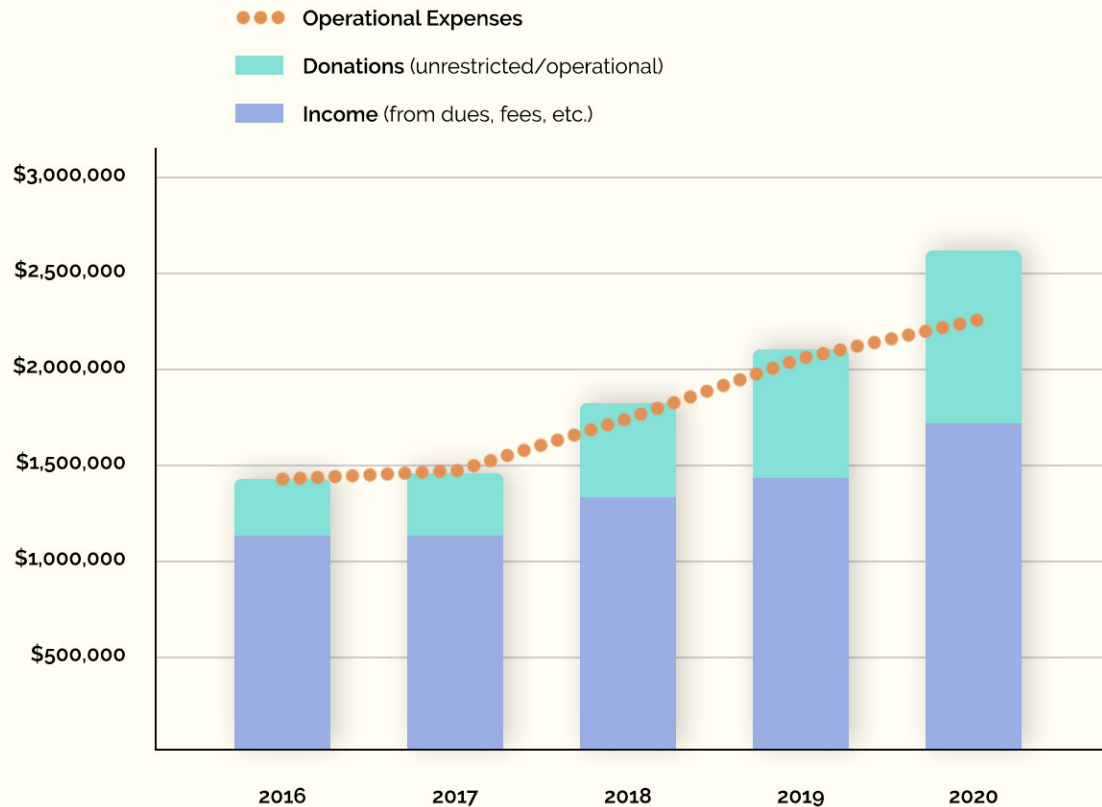




# Financial Statements

Generous donations have supported the increased needs of the Foundation in communications, technology upgrades, and online programs

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The Ridhwan Foundation has faced rising costs in recent years. These arise from intentional decisions to put more resources into enhanced communications, both internally (e.g. talks by Hameed, *Student-Only Digest*) and externally (increasing awareness of the Diamond Approach teaching).

Connected to these efforts are upgrades that have been made to the technological infrastructure. There are also routine ongoing cost increases, such as adjusting staff salaries for living costs, as well as increases in insurance, utilities, and other necessities.

To help keep up with ongoing cost increases, the Foundation has increased dues and fees in recent years.

Support for the communications, technology upgrades and online programs has come primarily from increases in donations to Friends of Ridhwan and The Ridhwan Foundation.





**The Ridhwan Foundation**

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**Friends of Ridhwan**

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