

# 2021 Annual Report



THE RIDHWAN FOUNDATION

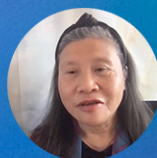


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"I'm very grateful for the sense that the journey continues—the learning, the development, the love, the trust, the sense that I am not alone. There is this unity that exists. It feels like it will support the ongoing uncertainty. About what's going to happen."



**Tuyết Công-Tôn-Nữ**  
CAOmega, CADH6, US RISNG, California



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# A Message from the President

Dear Ridhwan Community,

Our annual report contains good news for our school, yet comes during turbulent and challenging times for our world. Thankfully, the pandemic shows some signs of waning, but geopolitical tensions and wars continue to tear apart the human family. Our hearts overflow with compassion for the suffering of so many, and for the planet itself. In the face of this turmoil and strife, it can be easy to become disheartened, to wonder if we will ever learn to live in harmony.

Most of humanity has yet to discover our true nature, let alone realize its rich, endless possibilities for the human soul. Hopefully, in time more people will come to benefit from spiritual teachings and practices that reveal this potential, and connect with communities like ours that support the ways our deepest nature can be lived together.

As students of the Diamond Approach, we recognize this path as an optimizing force in the world; a living teaching with transformative power that expresses itself through each of us individually and, collectively, as a spiritual school. Thousands have been touched by this path. There will be many others.

**Our intention is  
for this teaching  
to become  
increasingly  
accessible to  
the human family  
now and for  
future generations.**



The school's leadership bodies, the Obsidian Synod and the Ridhwan Foundation's Board of Directors, as well as our dedicated staff and volunteers, are steadily maintaining and developing the organizational resources needed for our teachers to bring the Diamond Approach more fully into the world. Our intention is for this teaching to become increasingly accessible to the human family now and for future generations.

With appreciation to all who contribute to this endeavor,

A handwritten signature in blue ink, which appears to read "Bob Ball". The signature is fluid and cursive.

Bob Ball  
President of the Ridhwan Foundation





# The 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, on-going, unlimited unfoldment.

The larger aim is to contribute to the evolution of humanity in the service of our True Nature.





# Embodying Strength



## DIVE Success

984 students joined the new DIVE group for a deeper immersion in the Teachings.

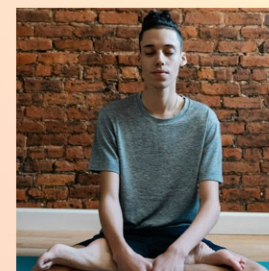


## +31%

Increase in Diamond Approach Online enrollment in 2021.

## 30,000

Average monthly unique visitors to the [diamondapproach.org](https://diamondapproach.org) website.



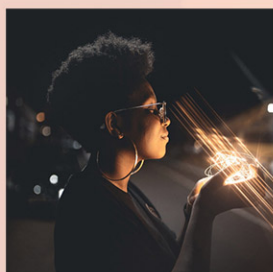
## Support

The teacher body on two continents continued to offer free support to students through meditations and Diamond Body Practice.



## First All-Online Group Formed

DHO1 launched in October with 368 students. The group will close in Fall of 2022.



## Awarded

The Diamond Approach Youth Fund awarded €30,000 (about \$31,500) in scholarships.

## 4,210

On average, 4,210 registered for each of the six sessions of the free A.H. Almaas Lecture Series.



## Lost

Our Ridhwan Center in Boulder, Colorado, burned to the ground in the Marshall Fire on December 30th.

*"We ended our year in a healthy financial position."*

An operating surplus allowed the Ridhwan Foundation to increase its operating reserves from 3 to 6 months of operating expenses.

## 25

new teachers ordained:

Europe: 17  
USA: 7  
Australia: 1





# A Big Thank-You To All Donors and Volunteers for Your Continued Support!

**\$1.4m**

in donations are an 8.7% decrease against 2020 donations.

**144**

## Monthly Donors

A sharp increase from 90 monthly donors in 2020, for an annualized total of \$91,698.



**3** Legacy Gifts

Three people named us a beneficiary in their estate plans, with total pledges exceeding \$500,000.

Legacy gifts support the long-term sustainability of the teaching.

**\$838,060**

donated in unrestricted funds; a 72% increase.

Unrestricted donations fund areas of greatest need: outreach, administration, new initiatives, and improvements in operational infrastructure.

**550**

## Total Donors

550 donors gave generously; down from 683 donors in 2020.



Percentage of funds raised that supported Ridhwan; admin and fundraising costs were just 6.5%.

## Matched

Our \$50,000 grant challenge. You helped us raise an additional \$258,509.

## Increase in Donors Outside the US

The number of non-US donors increased from 115 to 124. Thank you for your support!







2021 SNAPSHOT

# Global Community



While the overall in-person student body declined by 3%, we saw significant growth in online participation and an expansion of the teaching into 13 new countries. DIVE was our biggest 2021 success with 986 students registering for the program.

## TOTALS

55	Countries	+30%
4,189	Students, in-person groups	-3%
369	Students, online group	NEW
3,569	Students, online courses only	+32%
986	DIVE students	NEW
218	Active teachers	+3%

## STUDENTS, IN-PERSON GROUPS

2,121	North America	-4%
1,907	Europe incl. Russia & Turkey	+1%
262	Australia & New Zealand	-1%
39	Asia	+210%
24	Middle East	+166%
19	Africa	+375%
11	Central & South America,	+83%



**"The qualities of the teaching manifested in a heart-based way—through compassion, connection and the presence of the online retreat field, even though we were not in person. Additionally I witnessed the heart-based actions of my fellow students, who initiated other ways of connecting outside of retreats, coming together at weekly online meditations, fundraising dinners, etc. It kept the field and connectedness alive."**



**Maree Kay**  
DANZ, New Zealand



# A Message from the Executive Director



Hello everyone,

The pandemic has been challenging for us all. Unexpectedly, however, we ended our year in a healthy financial position. The pandemic has also brought us together and fostered a sense of our global community. Time and again we hear how the online retreat experience has connected us, through our passion for our spiritual work, across oceans and continents. In this annual report, you will read about the many, many efforts we have made to unify, bolster and expand our community.

Leadership, staff and volunteers spent a lot of 2021 supporting this newfound sense of community through free online offerings, the Student Body Committee's work, as well as increased—and increasingly sophisticated—programming. DIVE, an advanced study group for longer-term students, is one such program. After considerable legwork and staff/teacher effort, it officially launched in January 2022 with nearly 1,000 students. We also launched the first all-online group in the Foundation's history.

Additionally, we have been attentive to the needs and development of our teacher body. Many new teachers were ordained in 2021, and both newer and more established teachers participated in a cultural consciousness training created by the Diversity and Inclusivity committee.

There continues to be substantial structural change within the organization to make us more efficient, nimble and receptive to our community's expectations and desires. Not least of these was a thorough analysis of our information technology systems, which will eventually lead to, among other things, a complete redesign of our website and portal.

Thanks to everyone who has contributed to these efforts!

Seth Schapiro  
Executive Director, Ridhwan Foundation

**"The pandemic has brought us together and fostered a sense of our global community."**



# Outreach

"That kind of oneness that's expressed by no physical distance [on Zoom], the fact that people are willing to come together on any time zone, speaks to the dedication students have to the learning. And the community that's created from that is global."



**Chris Beckman**  
CAOmega2, California

## Diamond Approach Online

Offerings from Diamond Approach Online and Hameed's Lecture Series showed **higher rates of enrollment** in 2021, signaling good news for the online accessibility of the teachings:

- Together, Lightness of Being and Hameed's Lecture Series on the contributions of various spiritual leaders attracted 10,128 participants
- Fully 72% of students enrolled in Lightness of Being were non-Diamond Approach students
- Lightness of Being brought in the most revenue to date of any online course and incurred the lowest production cost
- Overall, there was a 31% increase in DAO registrations in 2021
- Of all those who enrolled in DAO courses, 39% were non-Diamond Approach students, the highest rate since tracking began in 2019

## Affiliate Programs

A new manager was hired to create affiliate partnerships with other organizations that could help boost outreach for online courses through their own email lists. So far, **six new partners** helped expand our e-mail reach for specific events to over 500,000.

## Metrics

Outreach efforts and fresh content on the website have reversed a downward trend of earlier years. Part of this success is due to keeping Hameed busy. He participated in three podcasts. Some impressive statistics:

- unique visitors to the website total 30,000 per month
- Hameed's podcast "A.H. Almaas on God, Awakening, Consciousness, and Analytically Pursuing Spirituality" with Curt Jaimungal, 17,000 views
- Hameed's podcast "The Enneagram with A. Hameed Ali (aka A.H. Almaas)" with psychologist Jeffrey Mishlove, 7,000 views
- our YouTube channel has 4,800 subscribers
- we have 12,700 followers on Facebook
- we have 3,650 followers on Instagram
- our promotional e-mail list has 32,000 subscribers
- the monthly E-news has 36,000 subscribers and a 20% open rate
- our regional news e-mails have 22,000 subscribers



# Diamond Approach in the World

## Successful DIVE Launch

Perhaps no new in-school program was more successful than Deep Integrative Voyage (DIVE). Created for longer-term students who longed for a more profound and consistent immersion in the teachings, DIVE had its first meeting in February of 2022.

**Getting it off the ground took three years of preparation.** Over 150 teachers and students had to be trained in videoconferencing technology they had not used before.

The coordination involved was staggering, encompassing almost 1,000 students across 14 time zones in 28 countries, and from four different language groups. 2021 enrollment stood at 986. About 170 teachers worldwide have students in DIVE.

All this happened at a time where there was much staff transitioning, so human resources were strained. Many thanks to those who helped pull it together and still continue to make it possible.

The success of DIVE points to a persistent fire in our world community for the teachings of the Diamond Approach, as well as the incredible resilience of our staff and the unstinting support of our beloved teachers.

## DHO1, the First All-Online Group

The success of Zoom retreats—specifically the palpable sense of an online field—gave the school enough confidence in this technology to experiment with the formation of the first all-online retreat group in Ridhwan's history.

The aim was to reach people without easy access to an in-person group and/or with limited financial means.

Restricted to new incoming students who were not part of an existing in-person group, DHO1 (Diamond Heart Online 1) launched in October with 368 students, with another 100 joining in the application process.

The group will close to new students in Fall of 2022.

## Growth of the Teacher Body

25 new teachers were ordained in 2021:

- Europe: 17
- USA: 7
- Australia: 1

The success of DIVE points to a persistent fire in our world community for the teachings of the Diamond Approach, as well as the incredible resilience of our staff and the unstinting support of our beloved teachers.



# Europe

"Hearing the perspectives of participants from other continents in the breakout groups gives me a 'bigger picture' and a more global perspective of the work."



**Bonita Yoder**  
CODH8, Kansas

## The Netherlands

**The first Dutch language group started in 2021.** The group currently has about 100 students and meets online. The group is still accepting new students and will transition to meeting in-person as soon as possible. Students and teachers report that doing the work in their native language has real benefit.

The application for **ANBI status for a tax-exempt Dutch Ridhwan foundation was again rejected.** Further appeal attempts have now been abandoned due to the significant legal expense involved and our assessment of further legal action being successful.

The Dutch Tax Authority rejected the latest appeal on the grounds that in its view the foundation did not meet the requirement that a minimum of 90% of its activities be available to the general public.

## Germany

The Ridhwan Stiftung gGmbH organized the new **German language group**—DAWID Frankfurt—and has created a **German-language social network** platform that is being used by 14 groups. Additionally, the organization has **subtitled videos** of talks by senior Ridhwan teachers and is engaging in outreach activities in the wider German field.

## United Kingdom

A new, weekend-format Ridhwan Academy group, **DHUK has formed**; this group is still open to new students.

## DA Youth Fund

The Ridhwan Stiftung gGmbH has taken on **management** of the administration of Diamond Approach Youth Fund scholarships for students under 40. Information is available at [dayouthfund.org](http://dayouthfund.org).



# International



Diamond Approach Australia Ltd (DAA) is a community organization that has responsibility for the day-to-day functioning of eight Diamond Approach groups in Australia. DAA provides care and support to the 235 students and 12 teachers of these ongoing retreat groups.

**In 2021 the organization changed its structure to become a not-for-profit organization,** applied for registration as a charity, and expanded the DAA Board of Directors.

As an integral part of the Ridhwan School, DAA negotiated a new relationship with the Ridhwan Foundation to become an affiliated organization instead of a Diamond Approach group.

The rolling crises of fire, pandemic, and floods in Australia since November 2019 strengthened the Australian community and their connection to the Ridhwan School.

In 2021 DAA continued teaching online offering 13 retreats and regular community opportunities for shared meditation and life practice as well as a new initiative of

weekly Diamond Body Practice. The DAA student association distributed \$31,525 in financial assistance to students.

## Asia

In 2021, **DA Asia grew to 39 students** from 12 different countries including students from China, Singapore, Hong Kong, Thailand, Malaysia, Kuwait, Pakistan, India, Australia, and Taiwan.

## Africa

**Diamond Approach South Africa (DASA) is the first ongoing group in Africa.** The multi-racial group is small but deeply committed.

Exploring power and hatred, the group at times encountered moving and profound unfolding of apartheid-related impacts. South Africa is the birthplace of the late Rev. Desmond Tutu and the Truth and Reconciliation Commission. The Diamond Approach provides another path toward healing and growth.

DASA is open to new members.

**"My experience on the Student Body Committee has been to live in the reality of a global community with a sense of presence and depth that can hold deep, honest space for each other. I am truly grateful."**



**Bonnie Weiss**  
CAOmega, California



But...  
The flame from within  
Is no lamb  
But fierce foe  
Together we go  
Toward that light

Where the quiet and still  
Still remain...

The last two stanzas of  
"Only Quiet and Stillness Remain,"  
a poem by Patty Walker Rice,  
Colorado DA teacher

## 2021 IN REVIEW

# Loss of a Ridhwan Center



A very good year overall nevertheless ended with some devastating news: Our Ridhwan Center in Boulder, Colorado, burned to the ground in the Marshall Fire that swept through the area December 30th. It was yet another test of our community's resilience, which has been challenged, like the rest of the world, by many factors.

Fortunately, there was no loss of life, though we of course feel the void of what many have known as "The Group House." Seth Watson, a student and caretaker who lived on the property, is the only member of our community who lost their home, though students did have family who faced the same predicament. The Colorado community has come together in support of each other, and students across the world have been inquiring about their wellbeing and needs.

"The community as a whole is finding its way," says Colorado-based teacher Anne Laney. "There's a deep desire to be able to meet in person, and to have another home. You can still feel the depths of presence on the land from years of practice and meditation."

## New Building

We have just closed on a new building in Boulder. It was deemed more practical and most effective not to build another center on the same property. Supply chain issues for building materials, shortage of tradesmen, additional costs, and the amount of work involved were key factors in this decision. We are now determining what needs to be done to the new space in order to make it function well for the needs of the Colorado DA community.

## Colorado Recovery Fund

For those interested in helping financially, we have created a Colorado Recovery Fund on the **Friends of Ridhwan donation page**. The money collected through this fund will be used to help meet on-the-ground needs, both in the short and long term, to help the community rebuild, and to support the teaching in Colorado.



# Our Community

## Student Body Committee

There are about **65 representatives** from groups all around the world. Among the many valuable accomplishments of the SBC in 2021...

- continued fostering a palpable sense of global community
- created a direct two-way conversation between the student body and leadership
- increased understanding about the different US and non-US outlooks, orientations and perspectives on the teachings and the school
- gained insights into better ways of communicating within the school
- provided crucial input on the Community Conduct Guidelines, which are approaching completion
- handled controversial issues that arose in the community in group breakout sessions

To learn more about the SBC, go to [diamondapproach.org/group-home/16014](https://diamondapproach.org/group-home/16014).

## Conversations

807 students registered for the Community Conversations with Hameed (468 attended). Readership of our *Student Only Digest* has never been higher. Of approximately 4,500 monthly recipients, 2,800 (or 62%) open it to browse or read.

## Extra Support During Covid

The teacher body on two continents continued to offer support to students during this challenging year through free, voluntary Zoom offerings, making them more accessible to a larger segment of our worldwide community.

These offerings included weekly morning meditations and Diamond Body Practice.

## DA Youth Fund

Last year, a generous donor endowed a new Diamond Approach Youth Fund (DAYF). The fund totaled €100,000 (about \$105,000) and was created for students under 40. According to its message, the DAYF is:

“for every young person who has the flame, the passion, the vision to be welcomed, no matter their financial means or variability. To encourage a greater sense of community and a more inclusive and equitable student body which benefits the richness and sustainability of the school.”

In 2021, the DAYF granted €30,000 (about \$31,500) in scholarships.

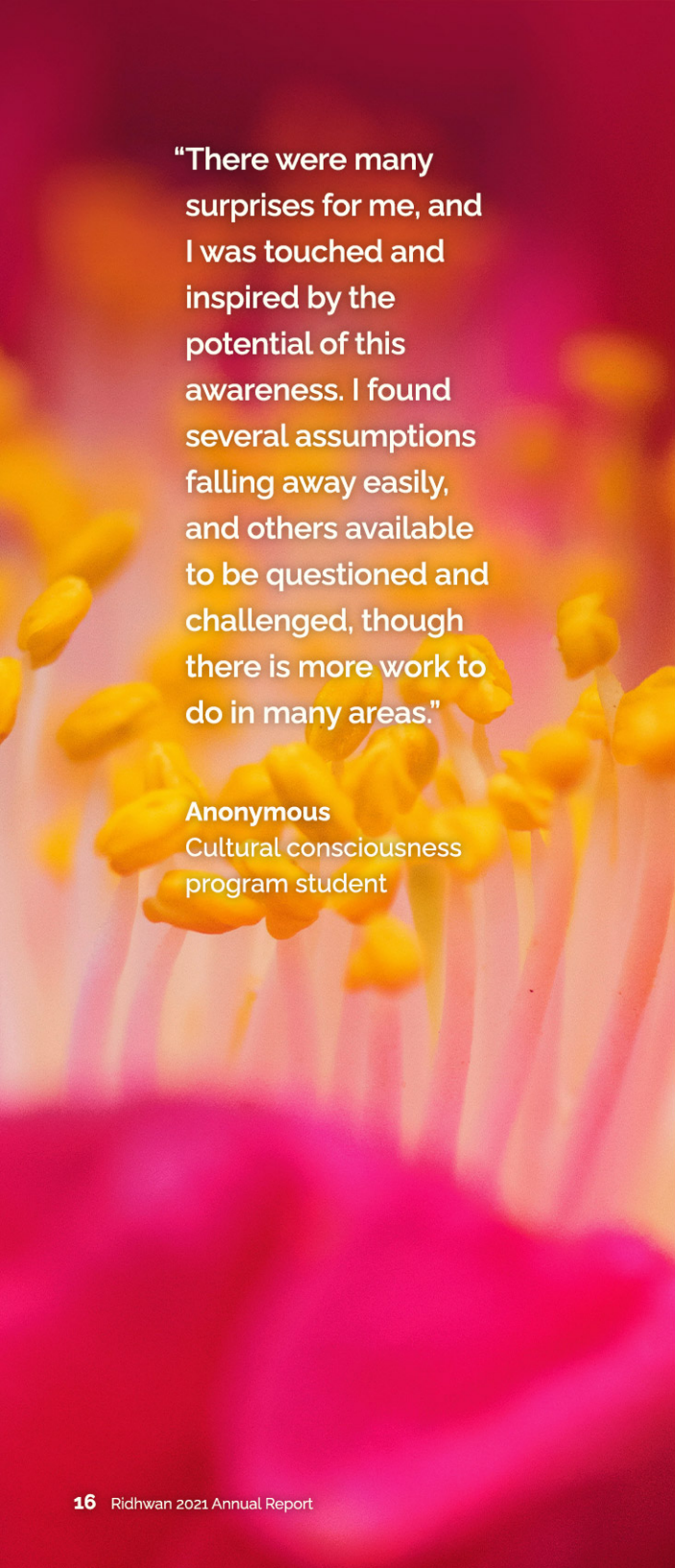
Applications are taken at [dayouthfund.org](https://dayouthfund.org).

“The Student Body Committee was an adventure. Very inspiring to see the difference of the cultures among representatives from all over the world in our school. There is a felt commitment.”



**Ton Kamphof**  
DANS2, The Netherlands





"There were many surprises for me, and I was touched and inspired by the potential of this awareness. I found several assumptions falling away easily, and others available to be questioned and challenged, though there is more work to do in many areas."

**Anonymous**  
Cultural consciousness  
program student

2021 IN REVIEW

# Committees

## Diversity and Inclusivity Committee

Tasked by Hameed and Karen, the Diversity & Inclusivity Committee designed a multiple-module **cultural consciousness program** that was offered to teachers and seminarians through a series of 3-hour sessions.

Each session was designed to build on previous sessions, so, says Kirsten Dumford, one of the designers of the program, "it's not a program that makes sense to attend sporadically, or to just choose themes that teachers are drawn to."

84 teachers registered for the first meeting. There was one meeting with the EU seminary. The team is assessing next steps.

## Eco Affinity Group

By the end of 2021, 100 people worldwide signed up to be on an e-mail list of communications from the Eco Affinity Group.

In December the group held the first Eco-Affinity meeting, which was attended by about 45 people.

It is currently an online group that intends four inquiries a year about the Ridhwan School's impact on the biosphere, and how our love of truth reflects our love of the planet, our common home.





2021 IN REVIEW

# Volunteers

We would like to express our sincerest gratitude to all of you who stepped up to volunteer (and continue to do so) with your local groups to ensure weekends, small groups, teachings, and other gatherings could be offered online while we are unable to get together in person.

"I was moved to volunteer because I felt I could contribute to the community and help the teachers. That effort has been more visible than I anticipated. Acknowledgment has been very powerful for me, especially since COVID has eliminated much personal interaction."



**Jeff McKenna**  
CAOmega2, California





# 2022 Outlook

## The Ridhwan Foundation's 2022 strategic priorities

### Resuming In-person Meetings

We continue to look at every aspect of this **complex topic** and support groups in their decision-making processes, while respecting their autonomy and the uniqueness of their own individual group dynamics. The ongoing conversation includes...

- devising the best ways to negotiate fair and equitable venue contracts
- examining general protocols for ensuring safe meeting environments (at a minimum simply following national and local guidelines)
- looking at what policies might be needed/acceptable regarding virtual attendance fees, last-minute in-person cancellations and other eventualities
- sharing information and resources on what individual groups are doing

### Rebuilding Colorado

Understanding that it would be more economical and expeditious to purchase a new building rather than rebuild the Colorado sanctuary, the Ridhwan Foundation has just closed on a new space. When we wind up settlement talks with the insurers of the destroyed center, we will begin looking at how to adapt the new building to our use.

### Leadership and Administration

- continue developing a **succession plan**
- co-creating a new **financial model** for the school that emphasizes fairness, affordability, sustainability, and generosity for all members of our growing global community
- identifying **organizational needs** to properly plan for appropriate staffing
- refining more effective and efficient ways of **utilizing talents and skills** of existing staffing as well as retaining employees, all while continuing to improve clarity, coherence and coordination in all parts of the school

### Infrastructure

To support outreach, leadership and administration, we have embarked on a major rethinking and rebuilding of our IT capabilities. This far-reaching effort will have many ramifications:

- **updating the website and portal** for a more enriching and user-friendly online experience
- creating continuous opportunities for **online learning**
- building **more effective communications** to keep our community informed and connected



# 2022 Outlook

## The Ridhwan Foundation's 2022 strategic priorities

### Outreach Program

Improving our “findability”

- **IT Infrastructure project** (website)
- promoting **Hameed's upcoming book** on Universal Love (Spring 2023)
- **a yearlong online course** based on Hameed's new *Keys to the Enneagram* book taught by Sandra Maitri and Russ Hudson
- **sharing the teaching** through new podcasts and online publications
- developing **Enneagram web content**
- supporting a new **Diamond Approach film project**

### Succession Planning

We are laying a foundation for the Ridhwan School to be the home of the Diamond Approach for future generations, knowing that this continuity through time will require the capacity to meet and move through many and various kinds of transitions. Succession planning is a multi-faceted process that will eventually extend into almost all areas of our school. As our succession planning progresses, we will provide updates and opportunities for becoming involved in this collective unfoldment. The main intention is to develop the necessary foresight and support to help us gracefully navigate what lies ahead.

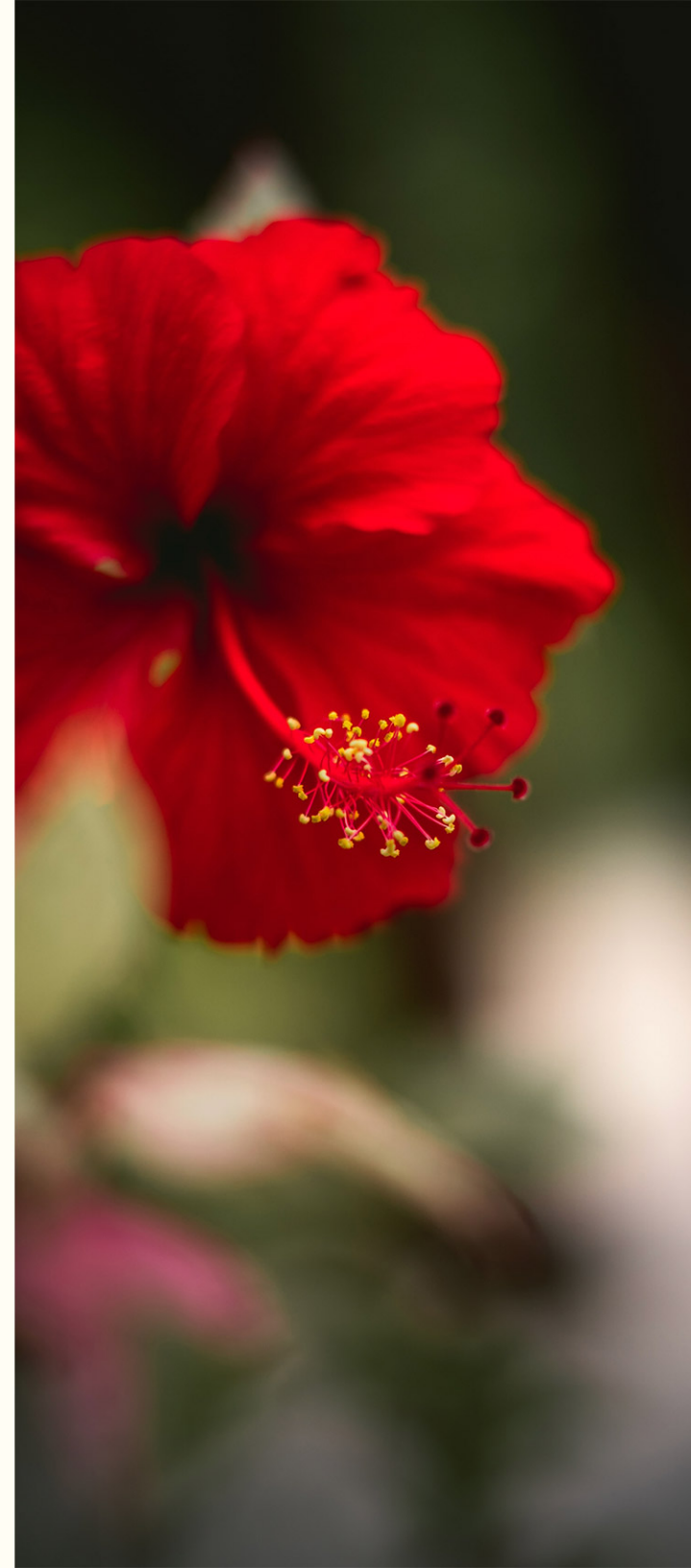
### Teacher Development

Ongoing support and learning for individual teachers and the teacher body as a whole will ensure both high-quality teaching experiences for students and a holding for teachers. Some ways we will do that are...

- creating online opportunities for teachers to work with a wider group of students
- individual and group mentoring
- following up after ordinations of new teachers with advanced training and all-teacher retreats
- continue publishing a Teacher Digest to keep teachers abreast of student activities, developments and needs
- developing continuing-education programs through the Training Directors Group, such as cultural consciousness training and body-focused inquiry

### Growing Global Community

Though we are deeply connected by our teaching, we are constantly looking at individual needs within our community brought about by differences in language and diversity (cultural, political, environmental and others). **Finding ways to be more aware and inclusive** of our individual backgrounds and needs is an ongoing priority.





There are so many ways to support the Ridhwan community

# Donate Your Time and Talents!

## Help with IT & Website

Are you a marketing whiz? Do you love to write code or find creative solutions to IT challenges? Do you have legal expertise and available time to review a document? We need folks with all kinds of skills.

In addition to help cover the costs involved (currently estimated at \$650k), as we develop the new Ridhwan Foundation website, we will need volunteers to assist with:

- **web design**
- **web development**
- **web content development**
- **user experience**
- **audio/video creation or editing**
- **digital marketing**
- **content migration**
- **German translation**
- **Dutch translation**
- **legal review**

## Testing the New Website

Even if you don't have technological expertise, you can still participate. We need folks to help us test the site before it goes live, something everyone can do.

## Transcriptions

We're also looking for people willing to help with transcriptions:

- **Summer and November Retreats**
- **the Canon project: library for teachers**

## Interested?

Please click one of the links below, fill out the short form, and someone from the team will follow up with you.

[I'd like to help with IT & Website](#)

[I'd like to help with Transcriptions](#)



# Sustainability of the School

## Overhaul of the Website and Portal to Support Outreach

This year we have several special projects in need of funding.

A new website and upgraded IT infrastructure brings our organization's technology into the 21st century and creates a scalable platform we can build on for years to come.

It promotes 'findability' through more inviting and engaging content, modern visual design, and improved search engine optimization.

It creates staff efficiencies by optimizing and automating many of our outdated organizational processes. And it facilitates building community by offering online tools for our students and teachers to interact with each other.

Overall, it facilitates long-term growth and sustainability of the school by helping mature our technology to better match the maturity and depth of the teachings. The total cost to achieve these goals is currently estimated at \$650,000.

## Your Generosity Supports the Functioning of the School

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.**

**Donate Today**

**"The Diamond Approach has represented a place of inner space and relative safety in defense of the less present world around me...The DA is the tiny equatorial countercurrent that opposes that mindless flow and reminds me that my presence and my authenticity are keys to a fuller, more vibrant and radiant life."**



**Corinne Rollolazo**  
CADH10, California



## WAYS TO GET INVOLVED

# Leave a Legacy for Future Generations

Through Legacy Giving, you can support the long-term sustainability of the teaching by planning to leave a financial gift to Friends of Ridhwan.

For some, this can be an uncomfortable topic or one best left for later. Even knowing where to start can feel overwhelming.

## Step-by-Step Tools

The most familiar type of legacy gift is a **charitable bequest**—directing an executor or trustee to make a gift to Friends of Ridhwan through a will or trust. To help make this easier, we've created a few step-by-step tools:

1. **Planned Gift Intention Form**
2. **Sample Language for a Bequest**

Additionally, naming Friends of Ridhwan as a primary or contingent **beneficiary of a life insurance policy, retirement or pension plan** can create a significant impact in supporting the ongoing manifestation and unfoldment of the Diamond Approach teaching for future generations.

Bonus: your heirs may also be provided with significant tax and other financial benefits as a result of your charitable contributions.

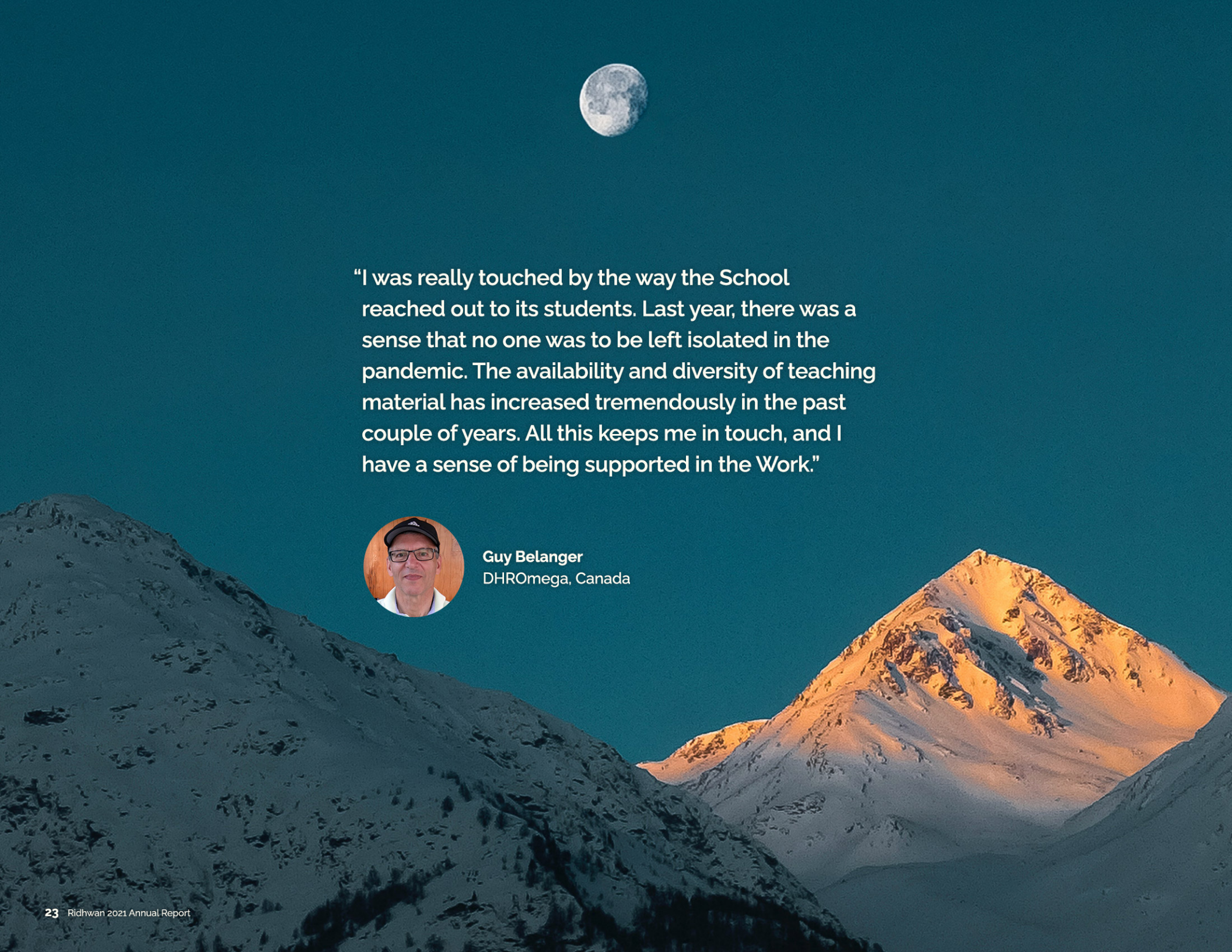
## Create Your Legacy

Email Leslie Miller Jewett at Friends of Ridhwan to schedule a call: [contact@friendsofridhwan.org](mailto:contact@friendsofridhwan.org)



*Want to learn more? Click above to watch Scott Vachon and John Harper answer key questions about Legacy Giving.*



A full moon is visible in a dark teal sky. Below the sky, a mountain range is shown. The mountain on the right is illuminated with a warm, golden light, while the mountain on the left is in shadow.

"I was really touched by the way the School reached out to its students. Last year, there was a sense that no one was to be left isolated in the pandemic. The availability and diversity of teaching material has increased tremendously in the past couple of years. All this keeps me in touch, and I have a sense of being supported in the Work."



**Guy Belanger**  
DHROmega, Canada





# Ridhwan Leadership



## The School

The School is not an entity with legal status in and of itself, but rather the network of organizations, teachings, and individuals that comprise the Ridhwan community and its presence and existence as a spiritual body in the world.

## The Ridhwan Foundation

The Foundation is the legal and civic structure that gives legitimacy, protection, and support for the School to do its work in the secular world. The Foundation is the visible organization that deals with finances, legalities, and various other functions.

## Ridhwan Board

The Ridhwan Board oversees the functioning of the Ridhwan Foundation and is in service of the teaching and the teachers. The Board is an organ of support to operate in a concrete way in the world.

The Board is at the interface of the invisible mystery school and the visible school. The Board has responsibility to watch over legal, financial, and operational risks, and to protect the church and nonprofit status of the Foundation.

## The Obsidian Synod

The Obsidian Synod is the leadership council that oversees the running of the School, established in 1998 by Hameed Ali to be the interface between the organizational structures and the teaching and teachers of the Diamond Approach.

The Synod provides the spiritual leadership for the Ridhwan Foundation and oversees the activities, proposals, and decisions of the Foundation. Its goal is to ensure that such activities, proposals, and decisions serve, support, and are harmonious expressions of the Diamond Approach.

## The Executive Committee

The Executive Committee makes decisions on behalf of the Board when such decisions are required between Board meetings and are either not amenable to email discussion or not important enough to require the full Board's attention.

## Friends of Ridhwan

Friends of Ridhwan is the student-led nonprofit designated by the Obsidian Synod to raise funds to support the School and the Foundation.



# Ridhwan Leadership



## Obsidian Synod



Bob Ball



Christof Bosch



John Davis



Tejo Jourdan



Linda Krier



Morton Letofsky



Zarina Maiwandi



Jeanine Mamary



Anne Singer



Elsa Teeuwen



Victoria Young

## Board of Directors



Bob Ball  
President



Laurie Chestnut  
Treasurer



Maury Zilber  
Secretary



Kristin Bobola



Rob Gussenhoven



Karen Johnson



Stephanie Kenen



Keith McAllister



Marko Rinck



Seth Schapiro  
Executive Director



Thomas Schneider



Anne Singer  
Synod Liaison



Diane Woods

## Executive Committee



Hameed Ali



Bob Ball



Karen Johnson



Morton Letofsky



Seth Schapiro



# Friends of Ridhwan



## Board of Directors



**Rob Gussenhoven**  
President



**Guus Brackel**  
Vice President



**Laurie Chestnut**  
Treasurer



**Richard Wallstein**  
Secretary



**Vaishali Chadha**



**Claus Haalck**



**Seth Schapiro**  
Executive Director

"Short, low-cost retreats were a helpful support in these troubling times. With the added offerings, the school became more 'feelable' and available. Though the school is not of the world, it is palpably very much in the world, which for me enhances trust that it addresses the needs of the students."



**Coşkun Çelik**  
DHE1, The Netherlands

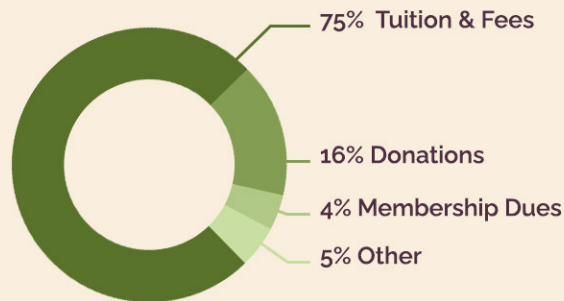


# \$16 Million

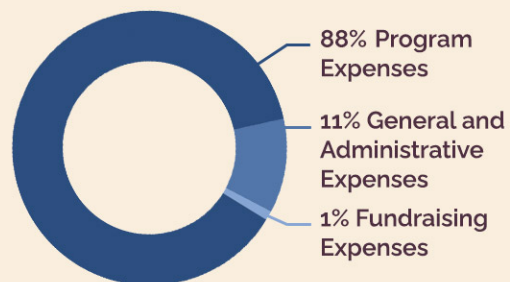
The estimated 2021 income of the Ridhwan School in all its activities around the world. This includes all groups, retreats, small groups, and private sessions students have with their teachers.\*

\* 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 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. FOR is incorporated as a California not-for-profit organization and recognized by the US IRS as a 501(c)(3) tax-exempt, charitable entity.

The graphs at left estimate the financial size of the Ridhwan School, both its income and its expenses.

[Click here for detailed financials](#)



# Financial Statements

The Ridhwan Foundation closed 2021 with an operating surplus, which will help build reserves and pay for planned investments in IT infrastructure and outreach.

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

The Ridhwan Foundation (RF) closed 2021 with an operating surplus of \$771,000 before depreciation. Two-thirds of this surplus is due to one-time factors, such as temporary job vacancies and higher-than-expected enrollment in some short-term programs.

This surplus has allowed RF to **increase its operating reserves from 3 to 6 months of operating expenses**. The cash reserves will also help fund planned future investments in IT infrastructure and outreach.

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.

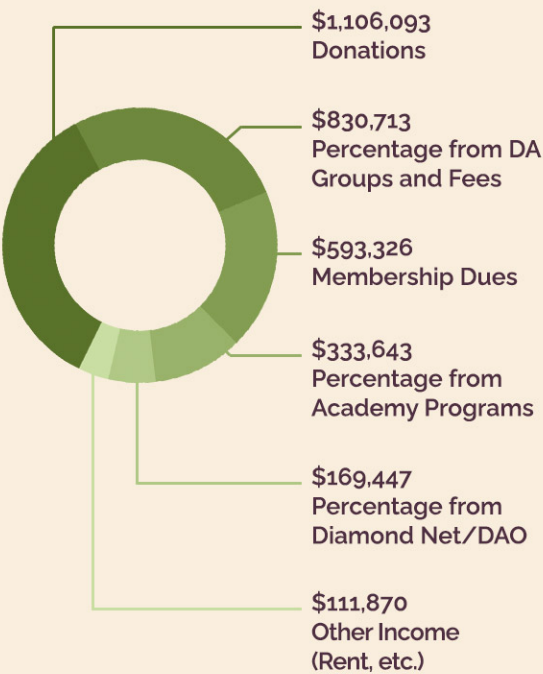
The Foundation's **expenses** are primarily for general US and international administration, communications, certain teaching costs, and website and portal operations.

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

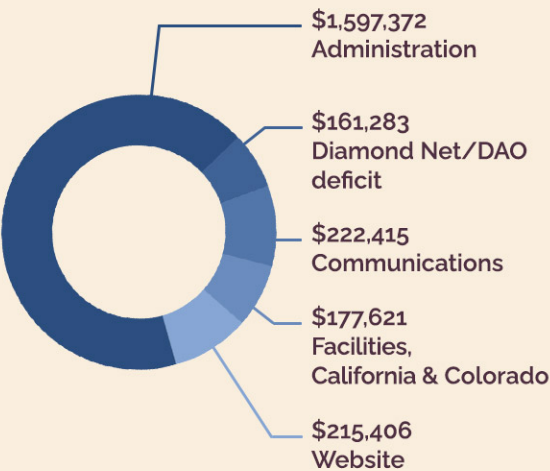
The operation and maintenance of the Colorado and California centers are also RF expenses; the latter is the Foundation's headquarters. Members whose groups use these centers pay higher annual dues and fees to help cover these costs.

[Click here for detailed financials](#)

## Ridhwan Foundation Income \$3,145,092



## Ridhwan Foundation Expenses \$2,374,097





# Donations

**Total donations raised in 2021** were lower than those raised in 2020. Because the School had higher operational revenues in 2021, the Executive Director asked major donors to delay donating until 2022. The substantially increased level of 2021 unrestricted donations could be used to offset the lower restricted operational support where needed. Contributions to the unrestricted total also included the return from an earlier teacher support investment.

**The higher number of unrestricted gifts** relative to restricted gifts is a shift helpful for the School. It allows the Ridhwan Foundation Board and Synod to direct funds where they are most needed. Those already generously donating or considering donating can support the School most effectively by making unrestricted donations.

**2021 Use of Donations:** please note that the amounts for each category are amounts received over a number of years whereas those in the table 2021 Donations represent indicated single-year donations.

[Click here for detailed financials](#)

## 2021 Donations Received

	2020	2021
Unrestricted Donations	\$486,007	\$838,060
Restricted Funds*	\$296,268	\$351,568
Scholarship funds, restricted**	\$115,115	\$106,740
Charitable Trust***	\$59,200	\$56,800
Endowment	\$7,100	\$2,690
Operational Support, Miscellaneous	\$587,878	\$60,400
<b>Total Donations</b>	<b>\$1,551,568</b>	<b>\$1,416,258</b>

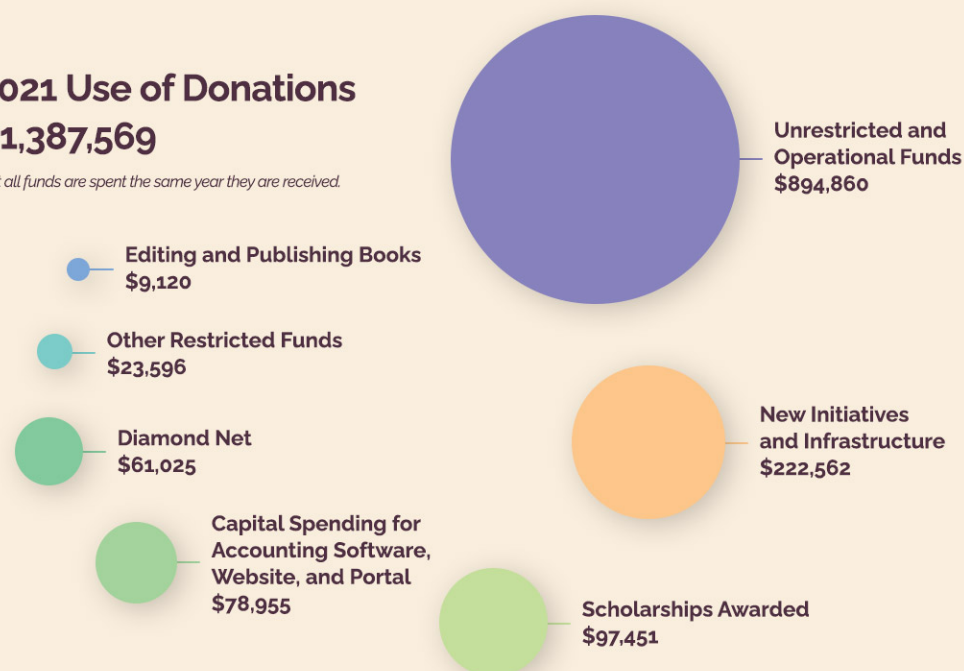
\* Accounts include: Friends of the Logos (book editing), property funds, and various community-support funds.

\*\* 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.

## 2021 Use of Donations \$1,387,569

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





“Everything  
is made  
out of Love.”

A.H. Almaas



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