

# CHARITABLE SUPPORT AND THE DIAMOND APPROACH

## OVERVIEW

Charitable Support of the Diamond Approach makes a difference in three key ways, by:

- ▶ *Funding Core Operations*
- ▶ *Providing Support for New Projects and Initiatives*
- ▶ *Securing the Future of the Diamond Approach*

## FUNDING CORE OPERATIONS

### WHAT STUDENT FEES & DUES COVER EACH YEAR

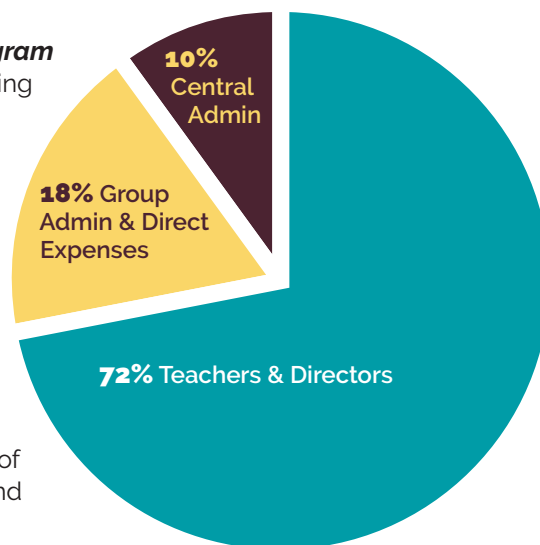
Total payments from students' dues and fees are allocated to the following categories.

**Compensation to Teachers & Program Directors** for their time spent planning and conducting all the teaching activities, groups, and private sessions.

**Group Administrative and Direct Expenses.** Covering expenses like administrators who handle logistics for each large group, rent for meeting space, and group bookkeeping. Groups meeting at one of the Ridhwan centers in Boulder or Berkeley have a portion of their dues that pays for operation and maintenance of the properties.

**Central Administration of the School.** Includes all of the costs that enable the Diamond Approach to be available around the world. See the callout section on the next page for more detail.

Costs for group administration and direct expenses for running retreats are paid out of fees students pay for each retreat. In addition, a percentage of all fees for retreats, small groups and private sessions goes to support the central administration of the School. Percentages that teachers pass along to Ridhwan from these fees, and dues teachers pay, cover a little over half of the School's central administrative costs. The other half is covered by member dues, rents, and donations.



### GAP BETWEEN DUES & FEES AND OPERATING COSTS

Like many nonprofits, the revenue Ridhwan receives through dues & fees does not cover 100% of the School's costs in providing this teaching to students. Because of its commitment to keeping dues and fees low in an environment of increasing costs, the School currently incurs annual operating costs of about \$100 per student that dues and fees do not cover. This amount has risen over the last few years due to inflation and additional investments in infrastructure and personnel. Unrestricted donations at last year's level will cover about half of this gap; we need about \$50 per student in additional new donations or higher payments on the dues sliding scale to fully cover the shortfall.

The Ridhwan Foundation continues to consider how to set dues & fees that reflect financial responsibility and sensitivity to students with financial limitations. Any gap that remains has to be filled with donations. Unrestricted donations to Friends of Ridhwan from those willing and able give, allow Ridhwan greater flexibility to limit increases in dues and fees.

## MEET OUR CENTRAL OFFICE

As a global school, we have students from all around the world, some of whom never knew that there is a central office that does a lot of the behind the scenes work to make the School function, including:

- Financial management and reporting, including payroll and bookkeeping;
- Communications with existing students and outreach to new potential students;
- Legal and administrative activities and support for the teachers and the school;
- New content development through books, online resources, videos, etc.;
- Providing support to Board and Synod to carry forward the vision and the teaching;
- Supporting the development of teachers; and
- Supporting the student community.

## PROVIDING SUPPORT FOR NEW PROJECTS AND INITIATIVES

Interest in the Diamond Approach continues to grow. To meet this interest and to support participation in this teaching in new ways, the School has asked Friends of Ridhwan to seek funding from current students and others with affinity and interest in the Diamond Approach to launch and sustain a number of projects. Some of these initiatives may generate revenue for the School in the future through growth in student participation, but the upfront costs are significant. Current dues and fees are fully committed to cover operational costs for current groups and activities, so donations are needed to fund these new initiatives without significantly raising current dues and fees. The total cost of these projects may reach several hundred thousand dollars over the next five or more years.

### PROJECTS AND INITIATIVES

Developing New Teaching Programs to be Available via Diamond Approach Online

Endowment Funding to Secure the Future of the Diamond Approach

Support for New Students, Longtime Students, and Those with Short-Term Need

Supplemental Support for Teachers Supervising & Mentoring Teachers-in-Training

New Website, Online Presence, Outreach & Student Welcoming Efforts

Editing & Pre-Publication Support for Hameed and Karen's Books

## SECURING THE FUTURE OF THE DIAMOND APPROACH IN THE WORLD

The Ridhwan Endowment Fund for the Future was established in 2014 as a means of providing sustained support for future generations of Diamond Approach students and practitioners. An endowment is a fund held by a charitable organization from which all or a portion of its annual income is used for stated purposes. The fund itself is not spent, but is invested and thereby is a means of ensuring long term support for the School.

Thanks to the generous support of an anonymous student who offered to match donations up to €200,000 to help launch this effort, this fund currently stands at \$382,745.

Outright gifts help us build the fund immediately. Planned gifts such as bequests, retirement fund designations, and other property and estate gifts will contribute to the building of the endowment principal over the years.

## CHARITABLE SUPPORT – NOW AND IN THE FUTURE

Your support of Friends of Ridhwan today or in the future, for immediate use or through a planned gift, can significantly impact the unfolding of the Diamond Approach teaching in the world. To make your gift today to support the Ridhwan Community, please visit: [www.diamondapproach.org/donate](http://www.diamondapproach.org/donate).

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