2019
ANNUAL REPORT

Men Healing
Inspiring Hope, Changing Lives
Mission

MenHealing is a 501(c)(3) non-profit, tax-exempt organization dedicated to providing healing resources for men, age 18 and older, who have experienced sexual victimization during childhood or as adults.

MenHealing insures the sustainability of the Weekend of Recovery program.

Vision

MenHealing was formed from a deep commitment to expand services to underserved populations of male sexual victimization survivors and to insure that resources (personnel, programs, and finances) are invested and managed with attention to long-term sustainability.

We pride ourselves on creating healing resources that are inclusive across all spectrums. We will continue to make our resources financially accessible to all male survivors.

Impact

MenHealing is a pioneer in providing effective resources for male survivors.

We have demonstrated the positive healing impact of our Weekend and Day of Recovery programs. In 2019, alumni feedback reported up to a 55% decrease of distressing symptoms after attending an event. Some alumni reported an additional 15% - 40% decrease of symptoms in subsequent years following attendance.

We are committed to ensuring an evidence-based program for all of our work.
HISTORY & OVERVIEW

1988

The first documented conference to focus exclusively on issues related to non-offender male survivors of sexual victimization was conducted in 1988 (St. Paul, MN). Jim Struve (current ED of MenHealing) was a pioneering co-organizer of this inaugural gathering. This catalyzed a series of annual conferences which resulted in the formation of the National Organization Against Male Sexual Victimization (NOMSV), known as MaleSurvivor since 1997.

2001

In 2001, professional members of MaleSurvivor launched a Weekend of Recovery (WOR) program. The structured protocols for these three-day or single-day healing retreats created opportunities for male survivors to address the residual impacts of traumatic injuries that result from sexual victimization.

2017

In 2017, MenHealing was incorporated as an independent 501(c)(3) organization to assume responsibility for on-going management of the WOR program and to expand auxiliary resources. The mission statement of MenHealing includes the goals of expanded outreach to underserved populations of male survivors and management of organizational resources for long-term sustainability.
Our organizational structure is grounded in principles of inclusion and equality, consensus decision-making, and collaboration (internally and externally).
MEET OUR TEAM

JIM STRUVE, LCSW
Executive Director
Jim serves as MenHealing's ED. He has been working with male survivors since 1976. He has provided leadership at each stage of organizational development referenced in the preceding historical overview and he is a nationally-recognized pioneer for clinical and social justice resources for male survivors. He has numerous publications in the field of male sexual victimization. Since 2018, Jim has provided full-time administrative and clinical leadership while waiving his salary.

SUPPORT STAFF

We are grateful for the skill and passion of our dedicated contract and volunteer support staff. They keep our organization running smoothly.
OUR INCREDIBLE FACILITATOR TEAM

The WOR Facilitator Team is comprised of 16 of the most experienced & highly-trained trauma-informed clinicians across the country. Facilitators provide most of their professional services on a pro bono basis, receiving a modest stipend (which accounts for less than 10% of their time) for each WOR event they staff. 50% of the facilitators have volunteered their professional services as members of the team for 10 years or more. Bios for each member are available at menhealing.org/WORTeam
The MenHealing Board is a diverse and dynamic group of individuals. Each member is highly accomplished in both personal and professional areas of their life. The Board is dedicated to maintaining healthy working relationships, defined by a shared commitment to ethical leadership and inclusive decision-making that celebrates the differences while seeking consensus.

**JOANNA COLRAIN**
LPC, CGP, ACS
lives in Decatur, Georgia. After 42 years of psychotherapy practice, specializing in the treatment of trauma, Joanna now focuses her practice on training, consultation & writing. She was a member of the Facilitator Team for Weekends of Recovery for 7 years.

**UMA P. DORN**
PHD, PC
currently works as a sports psychologist at the University of Utah. She teaches as an adjunct at NYU in the Masters counseling program. She also has a private practice in Salt Lake Psychology & conducts training related to equity, diversity & inclusion. Uma is the director of MenHealing’s Program Evaluation Project.

**JORDAN MASCIANELO**
is a two-time Weekend of Recovery alumni who has become a passionate & accomplished advocate for sexual abuse survivor outreach across North America. This includes being a keynote speaker at events & conferences in partnership with the Ontario Provincial Police in Canada.

**MICHAEL MUNSON**
is co-founder & Executive Director of FORGE, an organization focused on improving the lives of transgender individuals by building stronger connections, providing resources, & empowering growth. He is passionate about engaging professionals to embrace these complexities & learn key skills to better serve clients/constituents.

**ANDREW SWINDLE**
is Director of Advancement at Waterford School in Sandy, UT. He has previously served in various advancement roles at the University of Utah. Andrew values community involvement, & giving back whenever possible.

**DEBRA WARNER**
PsyD.
is a Professor for the Los Angeles campus of The Chicago School of Professional Psychology. She is a leading forensic psychologist, popular speaker, trauma expert, training professional & author. She has devoted her professional efforts to helping men & their loved ones overcome long term effects of trauma.

**ROMMELL WASHINGTON**
LCSW, ACSW
is a social work clinician, health & human rights advocate, & practitioner of healing, & social justice. His forty years of post-graduate experience as a social worker has spanned many movements & causes. Rommell gives presentations & training to community-based groups, organizations, & professional service providers.
ESTABLISHMENT OF A HEALTHY ORGANIZATION

Much attention has been devoted to establishing solid policies and procedures for effective, ethical, and sustainable administrative and financial management.

MenHealing began operation as a fully independent 501(c)(3) organization in December of 2017. Entering 2018, no financial assets were transferred from any prior organizational affiliation, leaving MenHealing with the task of raising all monetary resources to begin operations.

An unforeseen - and wonderfully timely - estate gift of $160,000 provided a valuable monetary infusion. Evaluated with attention to the core values we had established, we carefully allocated this generous financial donation as seed money for the following purposes:

- Hiring Initial Core Support Staff
- Budgeting for Operating Expenses
- Enhancing the Financial Assistance Fund
- Formation of Program Evaluation Project
- Establishing Sustainability Endowment Fund

ADDITIONAL 2018 REVENUE

- $16,500 Event Registrations
- $12,000 Individual Donations
- $10,000 Tyler Perry Foundation Gift

2018 EXPENSES

- $32,833 General Operating Expenses
- $154,000 Invested in Specific 2019 Program Budgets
**BOSTON AREA RAPE CRISIS CENTER**

**IN-KIND DONATION OF $4,200 FOR STAFF TIME TO CO-MANAGE CONTRACTED SERVICE**

**TORONTO FILMMAKER DONATED $11,250 OF HIS PROFESSIONAL SERVICES FOR PRODUCTION OF “FINDING HOPE & HEALING ON MT. KILIMANJARO” VIDEO**

**$155,750 PROVIDED IN PRO BONO SERVICES**

**EXECUTIVE DIRECTOR CONTINUED WAIVER OF ANNUAL SALARY**

**THE UNIVERSITY OF UTAH PROVIDED US WITH $22,000 OF SUPPORT TO PAY TUITION & STIPENDS FOR OUR 2 CLINICAL RESEARCH ASSISTANTS**

**SALT LAKE CITY FILMMAKER DONATED $8,300 OF HIS PROFESSIONAL SERVICES TO PRODUCE THE BEYOND SURVIVAL VIDEO SERIES**

$10,000 CONTRACT FROM BOSTON AREA RAPE CRISIS CENTER TO CONDUCT 2-DAY OF RECOVERY EVENTS FREE TO MASSACHUSETTS MALE SURVIVORS

$35,000 FROM EVENT REGISTRATIONS

47% INCREASE FROM 2018

117 INDIVIDUAL DONORS

25 DONATION PROGRAM

$54,000 IN DONATIONS

$10,000 FROM EVENT REGISTRATIONS

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**LOOKING AHEAD TO 2020**

A STRONG BASE OF RECURRING DONORS IS THE LIFEBLOOD FOR A SUSTAINER-BASED NONPROFIT. WE ARE HONORED TO REPORT A 22% INCREASE IN THE NUMBER OF RECURRING DONORS AND A MORE THAN FIVE-FOLD INCREASE IN THE AMOUNT OF PLEDGED RECURRING DONATIONS AS WE BEGAN 2020.


2019 MENHEALING.ORG PAGE 8
WEEKENDS & DAYS OF RECOVERY

Our WOR and DOR programs are unique. They are thoughtfully planned healing experiences specifically designed to inform, inspire, and support men who have been sexually victimized as adults or children. No other organization offers this innovative healing resource.

77 WOR EVENTS HAVE BEEN CONDUCTED SINCE THE INCEPTION OF THE PROGRAM IN 2001

1,590 MEN HAVE ATTENDED OUR WEEKEND & DAY OF RECOVERY EVENTS

2018
WE CONDUCTED 3 HEALING RETREATS

2019
WE EXPANDED TO 5 HEALING RETREATS

2020
WE ARE GROWING TO 7 HEALING RETREATS

THE BOSTON AREA RAPE CRISIS CENTER CONTRACTED WITH US TO CONDUCT 2 DAY OF RECOVERY EVENTS IN 2019...

RESULTS WERE SUCCESSFUL & THIS MODEL PROJECT WILL BE REPEATED IN 2020

THESE EVENTS WERE FUNDED BY A GOVERNMENT GRANT & WERE AVAILABLE FREE TO MALE SURVIVORS WHO WERE RESIDENTS OF MA.

$15,000 WAS ALLOCATED TO EACH OF 4 WOR EVENTS FROM THE 2018 ESTATE GIFT TO TEST THE FUNDING MODEL OF UNDERWRITING SPONSORSHIP FOR INDIVIDUAL EVENTS...

...THIS MODEL WAS SUCCESSFUL IN STABILIZING FINANCIAL MANAGEMENT

8 OF THOSE EVENTS IN 2018/2019 - UNDER THE EXCLUSIVE MANAGEMENT OF MENHEALING

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...THIS MODEL WAS SUCCESSFUL IN STABILIZING FINANCIAL MANAGEMENT
MenHealing is committed to providing financial assistance for survivors with limited income or financial hardship. This commitment is reflected in the steady growth of the WOR Financial Assistance Fund. This fund is fully supported by donations.

**FINANCIAL ASSISTANCE FUND**

DURING 2019, WE EXPANDED THE ELIGIBILITY OF FINANCIAL ASSISTANCE GRANTS TO INCLUDE:

- Inclusive of double as well as triple room occupancy
- An increase of up to 80% of cost for registration
- Special consideration of single room occupancy for survivors with special medical or physical mobility considerations

OF 2019 WOR/DOR PARTICIPANTS RECEIVED FINANCIAL ASSISTANCE

**MENHEALING IS GRATEFUL**

TO THE MANY DONORS WHO MAKE THE FINANCIAL ASSISTANCE FUND POSSIBLE

FINANCIAL ASSISTANCE FUND INCREASED FROM $6,000 IN 2018 TO $30,000 IN 2019

YEAR | 2017 | 2018 | 2019
---|---|---|---
FINANCIAL ASSISTANCE MONEY GRANTED ($) | 0 | 10,000 | 30,000

51 RECIPIENTS

GRATEFUL TO THE MANY DONORS WHO MAKE THE FINANCIAL ASSISTANCE FUND POSSIBLE
In early 2019, we launched the Program Evaluation Project to implement mechanisms for monitoring the impact on the healing process for survivors who have attended a Weekend/Day of Recovery event. This is a unique, first of its kind project that has the potential for considerable contribution to the field of evidence-based trauma treatment for male survivors.

We plan to continue the Program Evaluation Project in 2020-2021, designed as a real-time pre- and post-WOR measurement of effectiveness.

As part of the research study, we asked WOR alumni to self-report their experiences prior to the weekend, immediately after the weekend, and currently. Alumni reported several areas in which they experienced a significant decrease in negative symptoms including: flashbacks, isolation, and shame.

The full report can be found at menhealing.org/pepstaff

### Symptom Reduction

<table>
<thead>
<tr>
<th>Feedback From 55 Alumni</th>
<th>% of Alumni Who Experienced Negative Symptoms As a Significant Problem</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Symptoms Reported Before WOR Event</td>
</tr>
<tr>
<td>Shame</td>
<td>86%</td>
</tr>
<tr>
<td>Isolation</td>
<td>82%</td>
</tr>
<tr>
<td>Traumatic Flashbacks</td>
<td>83%</td>
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#### Post-Event Focus Groups

- 66% of alumni were surveyed on what areas of the WOR were most beneficial
- 80% of alumni felt interacting with facilitators was the most beneficial
- 67% felt small group activities had the greatest impact

Post-Event Focus Groups were conducted for all 2019 WOR/DOR events and will continue for 2020 events.
"Over nearly thirty years of therapy and 12-step recovery I've been in lots of rooms with lots of people struggling to find the next right thing. In all that time I have never felt the sense of belonging I felt this weekend."

"The WORs have been absolutely vital to my healing process. Healing in community helped me to feel much less alone. I felt connected to just about every other participant on the weekend."

"I have been engaged in healing for 9 years. The WOR was instrumental in helping me to see my issues. Being able to participate with other men about the deep emotional impact while feeling safe through the trusting environment created by the staff enabled me to overcome many of the obstacles keeping me from having a fruitful and loving life."

"The WOR was the most powerful transformation I have experienced in my entire life."

"...For the first time in my life ... I can live and be positive where I am now. I don't have to be silent anymore and I can use my new found voice. I found freedom with WOR!!!!!"

"There is nothing like WOR. It is the most amazing experience and nothing compares."

"...I can now look forward to the future with optimism and a relish for life. Thanks to the WOR I can see that I am so much more than just a survivor."

"The WOR gave me more hope that I can thrive and be successful than I have ever felt, even after many years of therapy."
Last year, in partnership with MenHealing, a Weekend of Recovery alumnus produced a 22-minute documentary highlighting his healing journey as he successfully summited Mount Kilimanjaro in East Africa.

His fundraising campaign for the expedition raised $9,500 which was donated directly to MenHealing’s Financial Aid Fund.

A Toronto filmmaker donated $11,250 of his professional time to help produce and edit this video as a gift to MenHealing.

This powerful short film can be found on our website as well as our YouTube channel.

Inspired by this documentary, we began producing short videos that tell the stories and highlight the unique healing journeys of individual male survivors. A Salt Lake City filmmaker has generously provided reduced-fee professional services for the production and, to date, we have produced 10 of these powerful 2-5 minute videos. They are also all available on our website and YouTube channel.

A 3-MINUTE EDUCATIONAL PSA VIDEO (“DID YOU KNOW”) WAS PRODUCED FOR APRIL 2020 SEXUAL ASSAULT AWARENESS MONTH

Plans to produce additional videos in 2020 include an insider’s look at what a Weekend/Day of Recovery is & an overview of the facilitator team, board members & support staff.
FINANCIAL REQUESTS FOR SUPPORT

We are seeking to secure underwriting/sponsorship grants for WOR and DOR events

TOTAL COST

WEEKEND OF RECOVERY
$35,000 PER EVENT

DAY OF RECOVERY
$15,000 PER EVENT

DONATIONS MAY BE DESIGNATED:

1. FROM AN INDIVIDUAL OR FROM A BUSINESS/Organization
   CAN BE PUBLICLY ACKNOWLEDGED OR GIFTED ANONYMOUSLY

2. APPLIED TO A SPECIFIC EVENT OR FOR OVERALL EVENTS PROGRAM BUDGET
   100% SPONSORSHIP FEE FOR AN EVENT OR LESSER AMOUNT TO JOIN COALITION FUNDING

3. ONE-TIME OR ON-GOING ANNUAL UNDERWRITING

LOOKING AHEAD TO 2020 & 2021, WE ARE SEEKING...

$60,000 FOR OUR FINANCIAL ASSISTANCE FUND
DOUBLING THIS FUND WILL ALLOW US
• TO INCREASE THE NUMBER OF GRANTS WE CAN PROVIDE
• EXPAND GRANTS UP TO 100% OF THE COST OF REGISTRATION

$30,000 TO MAINTAIN THE PROGRAM EVALUATION PROJECT

$40,000 TO CONTINUE PRODUCTION ON VIDEO OUTREACH THROUGH 2020

HELP FROM ANY WHO CAN PROVIDE ASSISTANCE IN IMPLEMENTING A TRAVEL ASSISTANCE FUND
• ALLOWING ADDITIONAL SUPPORT FOR SURVIVORS WHO LIVE IN REMOTE OR UNDERSERVED GEOGRAPHIC AREAS
• FOR MEN WHO HAVE THE EXTRA FINANCIAL BURDEN OF TRAVEL EXPENSES TO ACCESS A WOR/DOR EVENT
MenHealing is committed to maintaining a vibrant organization grounded in grassroots volunteer and financial sustainability. During the first 2 years of our existence as a fully independent nonprofit, more than 80% of our financial resources have come from individual donors. And, many of our accomplishments have been achieved by volunteer and pro bono service.

If **YOU** are already one of our volunteers or donors, **THANK YOU** for your generosity!

If **YOU** have not yet contributed financially to support the work of MenHealing, we invite you to make a donation at this critical time in our work.

**Building a sustainable future is our strength!**
Many survivors may experience difficulties resulting from the pervasive consequences of the COVID-19 pandemic. Recovery within the context of current individual and cultural life trauma creates unique challenges. We anticipate that economic uncertainties may create obstacles for survivors seeking help and potential limitations in charitable giving may stretch financial resources for nonprofit organizations like MenHealing. Nonetheless, we are optimistic about the future. We are confident about our abilities to respond to uncertainties with creativity and agility. We remain steadfast in our commitment to provide meaningful resources for male survivors. Although a major strength of our healing retreats is ending isolation through in-person community gatherings, facilitators and our board members are already building the infrastructure that allows us to adapt more of our services to online access. With continued support from loyal alumni, allies, and benefactors we will demonstrate resilience as we move forward beyond the pandemic. We envision a future that is vibrant and alive, emerging from the current challenges as a steady and reliable advocate for survivors.

THANK YOU FOR YOUR SUPPORT & YOUR INVESTMENT IN OUR FUTURE.

-Jim Struve
Executive Director, MenHealing