



2019/2020

# ANNUAL REPORT



# ABOUT MEN HEALING



## Vision

*Men Healing* 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.

## Mission

*Men Healing* 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. *Men Healing* insures the sustainability of the *Weekend of Recovery* program.

# 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 *Men Healing*) 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, *Men Healing* 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 *Men Healing* includes the goals of expanded outreach to underserved populations of male survivors and management of organizational resources for long-term sustainability.

**1 IN 6**   
 MALES WILL EXPERIENCE  
 SEXUAL VICTIMIZATION IN  
 THEIR LIFETIME

THE CDC REPORTS THAT  
**52.4 %**  
 OF MALE VICTIMS  
 REPORTED BEING RAPED  
 BY SOMEONE THEY KNOW

PREVAILING RESEARCH  
 REVEALS THAT, ON AVERAGE,  
 MALE SURVIVORS WAIT UP TO  
**20 YRS**  
 TO BEGIN TALKING ABOUT  
 THEIR TRAUMA

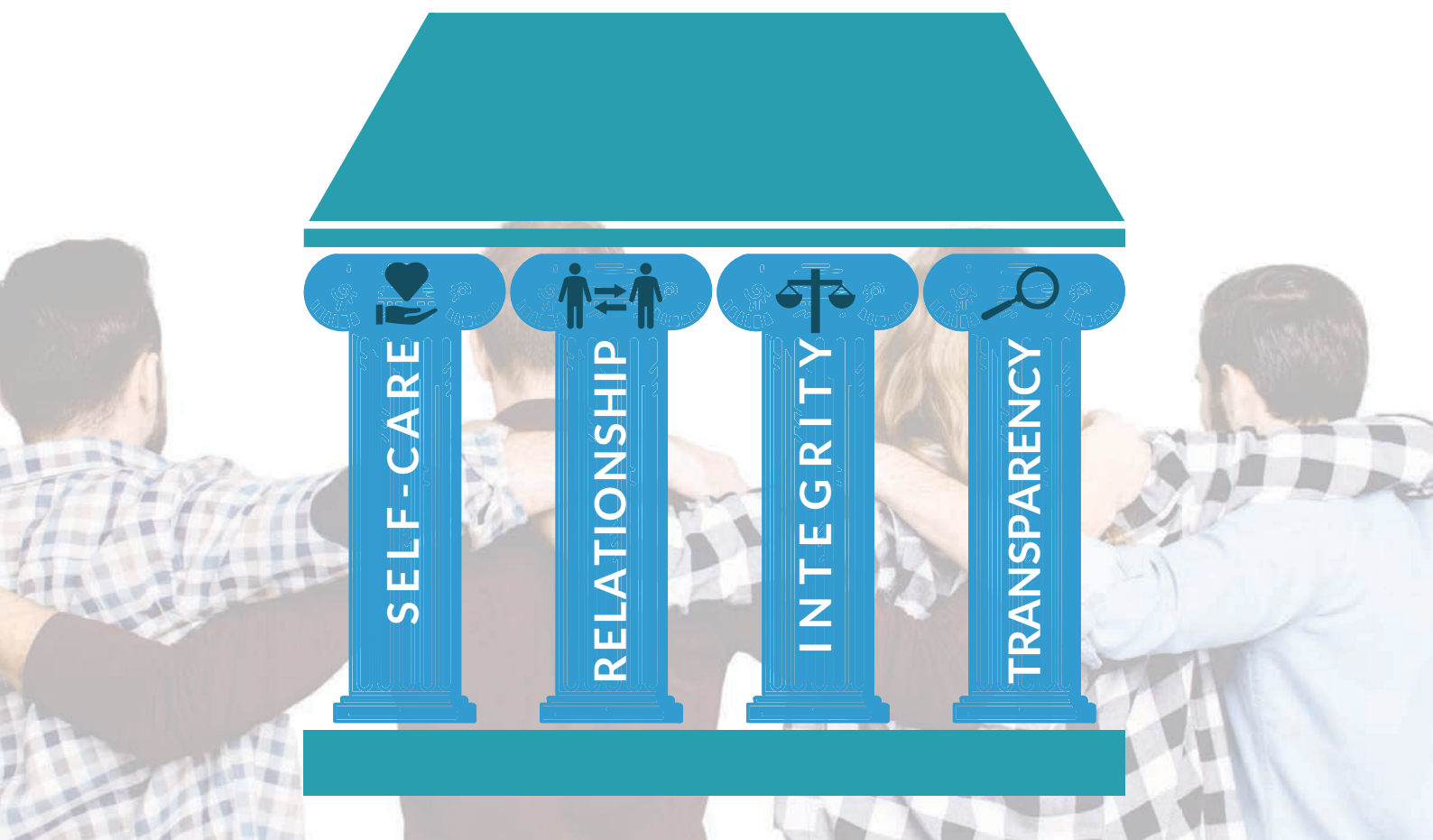
 AFRICAN AMERICAN MALES ARE  
**TWICE**  
 AS LIKELY TO BE SEXUALLY  
 VICTIMIZED AS BOYS

**1** IN EVERY **2**   
 TRANSGENDER PEOPLE  
 ARE SEXUALLY ASSAULTED  
 DURING THEIR LIFETIME



# WHO WE ARE

The **Weekend of Recovery** program - which operates solely and exclusively under the auspices of *Men Healing* - provides a unique healing resource for male survivors. *Men Healing* is equipped with the exceptional skills of bold and innovative personnel, many of whom are nationally-recognized pioneers and leaders for male survivors. The executive director, members of the facilitator team and board, and the support staff possess a wealth of skills and proven leadership.



Our organizational structure is grounded in principles of inclusion and equality, consensus decision-making, and collaboration (internally and externally).

4 core pillars define our organizational culture:  
**Self-Care, Integrity, Transparency, and Relationship.**

# MEET OUR TEAM



**JIM STRUVE, LCSW**  
Executive Director

Jim serves as *Men Healing'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. Since 2018, Jim has provided full-time administrative and clinical leadership while waiving his salary.

## SUPPORT STAFF



**DAVID EVANOFF**  
Video Production Manager



**ERIC JENNINGS**  
Social Outreach Co-Manager



**TRISHA MASSA**  
Outreach Coordinator



**JORDAN MASCIANGELO**  
Social Outreach Co-Manager



**HEATHER STALEY**  
Bookkeeper



**SHAR WOOD**  
Webmaster





# MEN HEALING BOARD OF DIRECTORS

*The Men Healing 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.



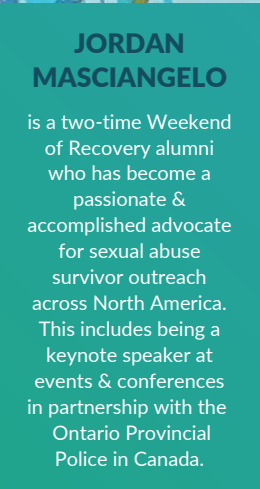
**UMA P. DORN**  
PHD, PC

has been working in the mental health field for almost 15 years - primarily working with children & families. She currently teaches courses related to clinical practice & supervision of clinical work (i.e. counseling skills, practicum & internship, etc.)



**MARIA ESTRADA**  
PhD

came to the US from her native Colombia in 1988. She works within the conservation movement for The Nature Conservancy where she works on building strong relationships of trust & mutuality internally & externally with diverse of partners.



**JORDAN MASCIANGELO**

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.



**JAMES OTT**  
LCSW, CAI, CIP

is founder, director, & therapist at Red Willow Counseling & Recovery, an outpatient psychotherapy practice helping individuals & families with mental health & addiction issues. He works as a consultant with other addiction treatment programs in preparing them for Joint Commission accreditation.



**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.

# 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.*



**OLUWATOSIN AKINDELE**  
LMSW



**LEE BECKSTEAD**  
Ph.D



**BILL BURMESTER**  
M.A., M.F.T.



**CHAD CORBLEY**  
Ph.D



**SANDI FORTI**  
Ph.D



**JESSICA GUSBERG**  
LCSW



**MARGARET HUNTER**  
LMFT, ATR



**SHARON IMPERATO**  
LMHC



**LISA JAMESON**  
LMFT



**KERBY KILLINGHAM**  
M.A., LPC, NCC



**KENTON KIRBY**  
LCSW



**ERNESTO MUJICA**  
Ph.D



**RICHARD SIMS**  
Somatic Educator



**MATT STELLA**  
LICSW, Dipl.PW.



**JIM STRUVE**  
LCSW



**DIANA THOMAS**  
M.Ed., CMHC

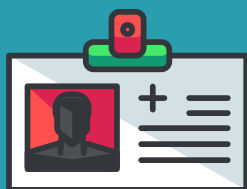


# ESTABLISHMENT OF A HEALTHY ORGANIZATION

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

*Men Healing 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 Men Healing 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



## 2018 EXPENSES

**\$32,833**  
GENERAL OPERATING EXPENSES

**\$154,000**  
INVESTED IN SPECIFIC 2019  
PROGRAM BUDGETS



# FINANCIAL MANAGEMENT 2019

**117**  
INDIVIDUAL  
DONORS

**25** INDIVIDUALS  
ENROLLED  
IN OUR  
RECURRING  
DONATION PROGRAM

**\$35,000**  
FROM EVENT REGISTRATIONS

**47%**  
INCREASE FROM 2018



**\$10,000**

CONTRACT FROM  
BOSTON AREA RAPE CRISIS CENTER  
TO CONDUCT 2 DAY OF RECOVERY  
EVENTS FREE TO MASSACHUSETTS  
MALE SURVIVORS



**\$54,000**  
IN DONATIONS

**\$102,450** PROVIDED IN  
PRO BONO SERVICES



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



PLACE  
HOLDER  
TEXT



EXECUTIVE  
DIRECTOR  
CONTINUED WAIVER  
OF \$65,000 ANNUAL  
SALARY



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

LOOKING AHEAD TO

**2020**

INCREASED NUMBER OF  
RECURRING DONORS FROM

**25** " - " **32**  
IN 2019 \$↑\$ IN 2020

INCREASING RECURRING  
DONATIONS FROM AN ANNUAL  
TOTAL OF \$5,000 IN 2019 TO A  
PLEDGED ANNUAL TOTAL OF  
\$27,324 IN 2020

# 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.



**77th**  
**WOR & DOR EVENTS**  
HAVE BEEN CONDUCTED SINCE THE INCEPTION OF THE PROGRAM



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

**2020**  
WE ARE GROWING TO 7 HEALING RETREATS

**2019**  
WE EXPANDED TO 5 HEALING RETREATS

**2018**  
WE CONDUCTED 3 HEALING RETREATS



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



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

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

**\$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



# FINANCIAL ASSISTANCE FUND

*Men Healing 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***

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



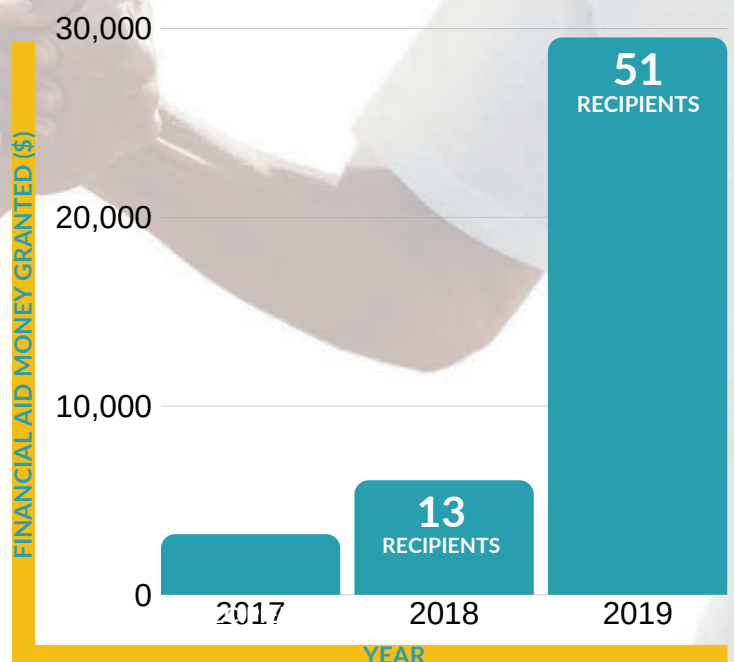
**INCLUSIVE OF DOUBLE AS WELL AS TRIPLE ROOM OCCUPANCY**

**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**

**72%**  
**OF 2019 WOR/DOR PARTICIPANTS RECEIVED FINANCIAL ASSISTANCE**





# PROGRAM EVALUATION PROJECT

*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.*



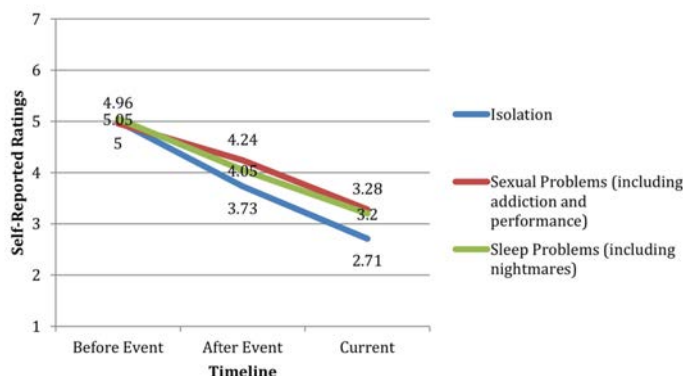
POST-EVENT FOCUS GROUPS WERE CONDUCTED FOR ALL 2019 WOR/DOR EVENTS AND WILL CONTINUE FOR 2020 EVENTS



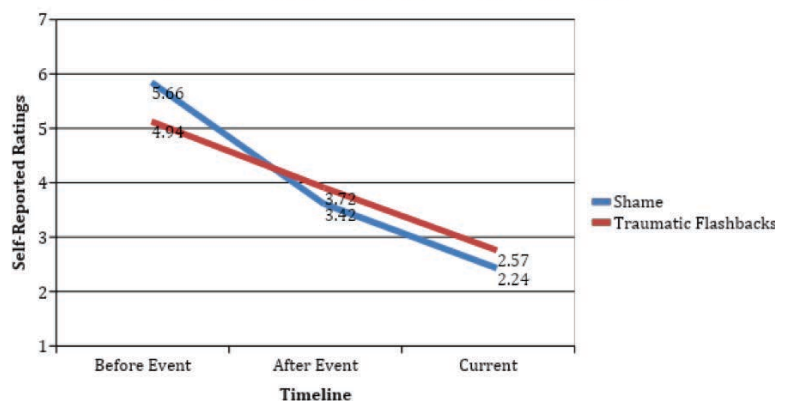
ALUMNI WERE SURVEYED ON WHAT AREAS OF THE WOR EVENT THEY ENJOYED THE MOST- AS NOTED BY THE TOP THREE PROGRAM AREAS, THE INTERACTION AND HEALING THAT OCCURS WITH OTHERS WAS THE MOST IMPACTFUL

As part of the research study, we asked alumni to self-report their experiences in several domains prior to the weekend, immediately after the weekend, and currently. In this report, there are several areas in which alumni experienced a significant decrease in their negative symptoms including: isolation, sexual problems, and shame.

**Isolation, Sexual Problems and Sleep Problems**



**Shame and Traumatic Flashbacks**



# WHAT WEEKEND OF RECOVERY ALUMNI ARE SAYING...

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

"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."

"...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."

"The WOR gave me more hope that I can thrive and be successful than I have ever felt, even after many years of therapy."

"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."

"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."





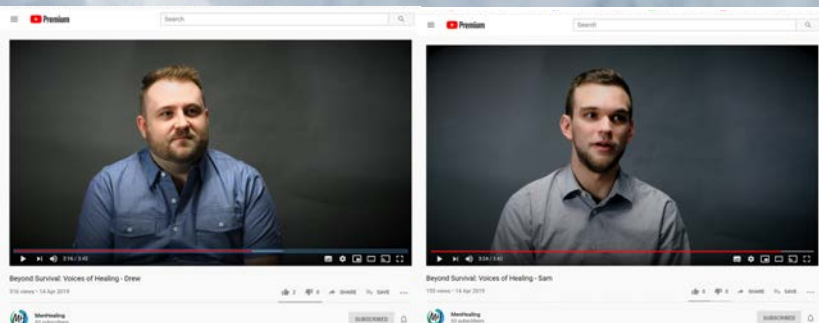
It's time to live.



- Last year, in partnership with *Men Healing*, 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 *Men Healing'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 *Men Healing*.
- This powerful short film can be found on our website as well as our YouTube channel.

## BEYOND SURVIVAL: VOICES OF HEALING

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




ALL VIDEOS ARE AVAILABLE ON OUR WEBSITE & YOUTUBE CHANNEL





# 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:



- FROM AN INDIVIDUAL OR FROM A BUSINESS/ ORGANIZATION
- CAN BE PUBLICLY ACKNOWLEDGED OR GIFTED ANONYMOUSLY
- APPLIED TO A SPECIFIC EVENT OR FOR OVERALL EVENTS PROGRAM BUDGET
- 100% SPONSORSHIP FEE FOR AN EVENT OR LESSER AMOUNT TO JOIN COALITION FUNDING
- 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

ONE MAN'S HEALING CONTRIBUTES TO GENERATIONAL AND CULTURAL SOCIAL CHANGE. YOUR FINANCIAL CONTRIBUTION SUPPORTS THE EMPOWERMENT OF A LARGER COMMUNITY OF SURVIVORS OF SEXUAL VIOLENCE.



*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 Men Healing. 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.*

*- Jim Struve*

Executive Director, Men Healing

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