



**GODLY  
RESPONSE  
TO ABUSE IN  
THE CHRISTIAN  
ENVIRONMENT**

**ANNUAL  
REPORT**

2023

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# Empowering Christian communities to recognize, prevent, and respond to abuse.



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# OUR COMMITMENT

Fostering Christian communities where preventing and responding well to abuse is foundational to ministry.

Reflecting on 2023, we celebrate the significant work we accomplished.

During our 24 investigations this past year, we witnessed incredible bravery and resilience from survivors who shared with us. It is a profound honor to be entrusted to steward their stories and be a part of their journey toward healing and justice within their communities.

We had the privilege to work on over 150 projects, intersecting with over 600 church leaders and survivors to strengthen efforts to prevent abuse

We sincerely value the steadfast commitment of the faith leaders with whom we worked to cultivate caring environments that adhere to gospel principles. We are proud to stand with these communities and leaders who are fostering churches defined by safety, empathy, and accountability.

We are also thankful for you! Thank you for supporting our work and for your own efforts to make faith communities safer for children and the vulnerable.

Join us in our ongoing efforts to create safer, nurturing environments for all. Your efforts and support help to protect the vulnerable, care for survivors, and propel GRACE's mission forward. Together, let's champion justice, compassion, and love—the core values of our faith.

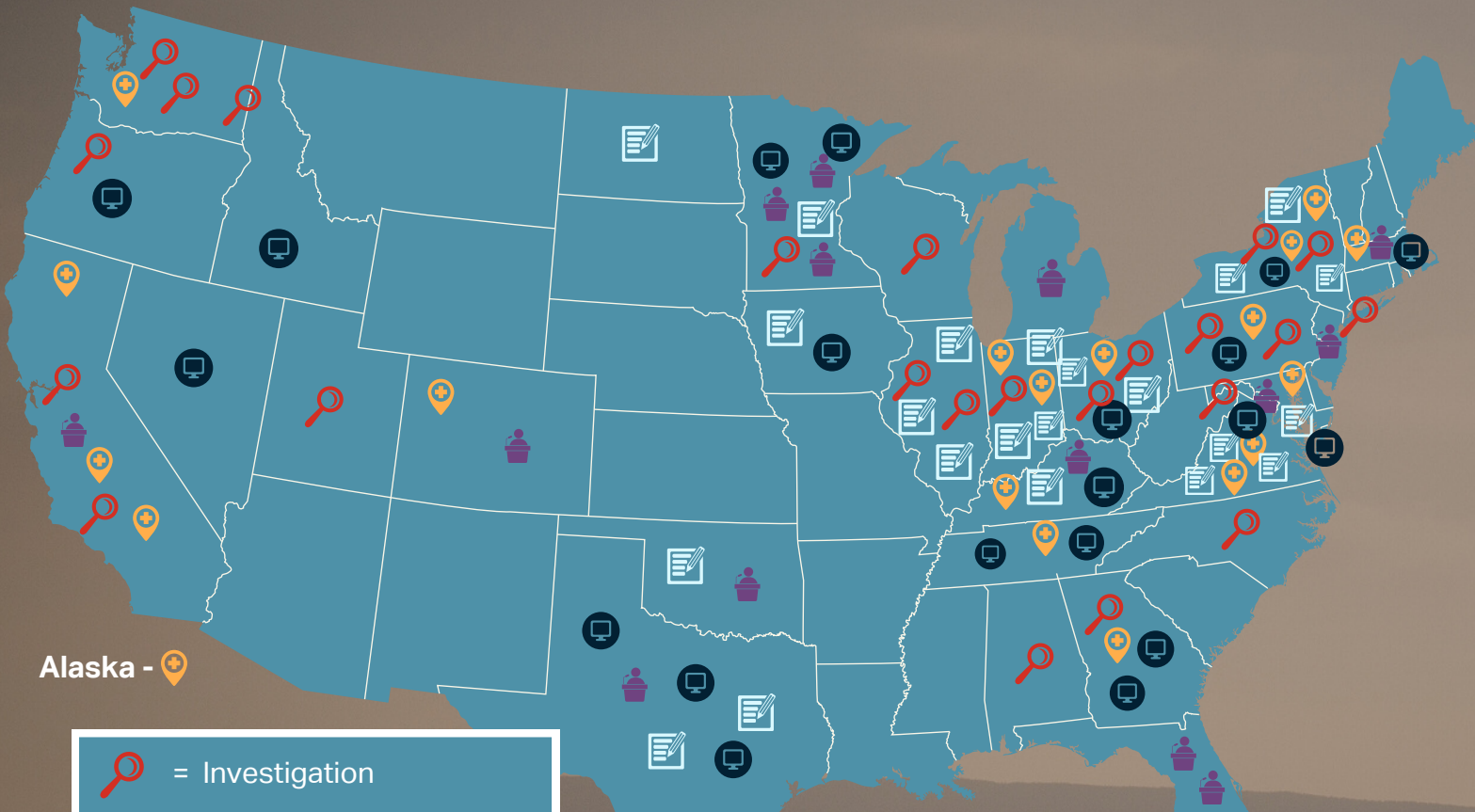
With Jesus' love,



Pete Singer | Executive Director, GRACE







Alaska -

- = Investigation
- = Safeguarding Training
- = Policy Development
- = Online Training
- = Speaking Event

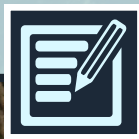
Each location on the map represents a localized faith community. These communities range in size from 20 to over several thousand individuals. Each of the services we provide is customized to the needs of the community and contextualized to the particular church culture fostering a deep and lasting impact.

### Online Speaking Events

- APSAC Faith Colloquium
- Through God's Grace
- Keeping Faith (2x)
- Becoming a Trauma-Informed Church



GRACE worked on significant policy projects for 6 different denominational agencies across North America.



### International Efforts

Canada - Policy Development (3x)



El Salvador - Leadership Training, Safeguarding Training, Consultation

India - Safeguarding Training



West Africa - Safeguarding Training

Colombia - Investigation



# INSTITUTIONAL RESPONSE

Addressing past abuse allegations while assessing an organization's awareness and response.

## During 2023 we

- conducted 24 investigations, including 9 ongoing from 2022,
- generated 759 pages of final reports throughout the year,
- conducted over 400 trauma-informed interviews,
- delivered over 75 Free Institutional Response Consultations, and
- welcomed 8 new experienced contractors to the GRACE team.

## We elevated our investigations by...

- implementing new platforms and systems for case management, document storage, witness communications, intake, and billing,
- introducing new pricing models and structures to streamline operations, and
- updating GRACE report structures, conventions, and designs for improved clarity and accessibility.

“When I sat down for my interview with the investigators, I was terrified. But for the very first time, people with authority fully listened to me tell my whole story without judgment.”

- An Interviewee  
(used with permission)





# SAFEGUARDING

Directly impacting over 150 communities.

## 22 churches/ministries active in a Safeguarding Initiative process

In 2023 we saw 13 new churches begin the Safeguarding Initiative (SGI) process. The SGI includes Leadership Training, Safeguarding Training for the whole congregation, a building safety evaluation, policy development, reduced-priced consultations, child safety talk resources, and additional helpful resources related to policy development, safeguarding, and best practices. This process typically takes 6+ months and aims to help churches address safety in practical ways with ongoing conversations, training, and policy development alongside experienced GRACE safeguarding specialists.



## 25 Stand-Alone Policy Development Projects (from a total of 49 policy projects)

This includes developing the policies of 6 denominations, which will impact thousands of individual churches and ministries (see impact map above).

## 48 Stand-Alone Training Events (in-person & online).

This includes groups from all over the country and from Ghana, India, and El Salvador. These groups ranged in size from 3 to 400.

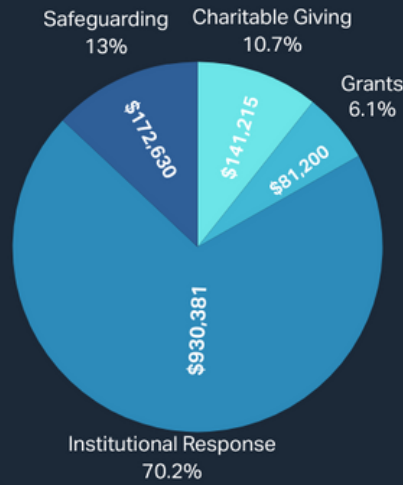
## 17 Formal Safeguarding Consultations & 25+ Free Consultations

Safeguarding Consultations include two GRACE specialists who meet with victims, advocates, concerned parties, or anyone seeking more information about safeguarding. For many survivors, we offer these consultations free of charge to listen, validate, and often offer resources and recommendations that are appropriate for the situation.



## 2023 REVENUE

TOTAL - \$1,326,026



### 82%

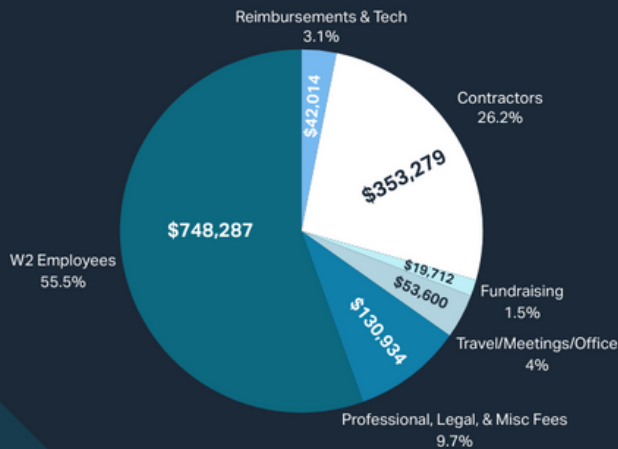
Total Earned Revenue vs. Donations and Grants (18%). Your charitable gifts fuel growth and help us to provide free or discounted resources to churches and survivors.

### 30%

Our total revenue increase from 2022. GRACE is continually experiencing incredible demand for our services. The need to grow, provide more resources, and add more staff continues to be felt.

## 2023 EXPENSES

TOTAL - \$1,347,826



### 32%

The percentage of total contractor expenses to total W2 employee expenses. To grow at a sustainable rate, we need to find the right balance of having consistent W2 employees with the benefits of working with flexible contractors.

### 40%

The increase in W2 Employee costs over 2022 highlights the plan to adequately staff GRACE to meet the current demand.



# A FIVE-YEAR STRATEGIC PLAN

Helping establish 1000 safer, healthier faith communities for over 200,000 individuals by 2028.

## A New Vision

Our vision over the next five years is to foster healthy and resilient faith communities that diligently work to prevent abuse and prioritize the needs of the vulnerable. To this end, we will aim to provide abuse prevention and response services to over 1000 communities and engage in over 2000 consults with faith leaders and survivors. These community services will impact the lives of well 200,000 individuals. We will strengthen these safeguarding and prevention services by enhancing internal systems, bolstering financial stability, and implementing pivotal initiatives.

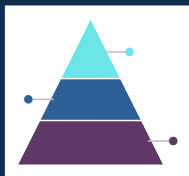
## New Key Initiatives



A Safeguarding Cohort Model



3-4 New Annual Webinars Offerings



Tiered Model for Assessments



A Speaker's Bureau

**READ THE FULL STRATEGIC PLAN HERE!**

Visit [netgrace.org/strategic-plan](https://netgrace.org/strategic-plan)





# TOGETHER WITH GRACE

## **USING YOUR VOICE**

It is imperative to report suspected abuse to the authorities. For a comprehensive list of state reporting hotlines, visit [www.childwelfare.gov/organizations](http://www.childwelfare.gov/organizations). As you advocate for better policies, adequate training, and increased accountability, rest assured that we stand beside you. Our Safeguarding services are adaptable to suit the unique needs of your church or ministry.

## **EQUIPPING YOURSELF**

[GRACE Live Conversations](#) — Free live hour-long webinars around the topic of abuse in faith settings.

[GRACE Webinars](#) — Four-hour paid training offerings to equip you and your church on specific areas of abuse prevention and response.

[Keeping Faith](#) — A paid webinar designed for faith leaders to gain the knowledge and skills to address abuse. The next training is April 16-17 - [Register here!](#)

[GRACE's YouTube Channel](#) — We have 50+ [free](#) educational videos on abuse, prevention, and response.

## **RESPONDING WITH INTEGRITY**

Encourage your leaders to confront abuse, misconduct issues, and allegations by engaging in a GRACE Assessment or Independent Investigation. These steps are crucial in fostering a safe and supportive environment after disclosures of abuse.

## **INVITING GRACE TO SPEAK**

Last year, in addition to GRACE's safeguarding training events, GRACE spoke at over two dozen events. Together, we can raise awareness about abuse prevention and response in your community.



## **HOSTING A GRACE FUNDRAISER DINNER**

GRACE dinners help us to continually establish a financial support network of donors who champion our cause. This May we are heading to Orlando! If you would like to host a GRACE dinner in your city reach out to [zane@netgrace.org](mailto:zane@netgrace.org).

Your commitment to advocacy and protection is invaluable. Let us continue to work together to create safer spaces for everyone.

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## SUPPORTING GRACE

### Giving Options For Every Donor

- Set up a monthly recurring donation
- Give a one-time financial gift
- Pledge a matching gift
- Give using a Donor Advised Fund
- Set up a planned gift through your will or living trust
- Give a stock gift
- If you are 70 1/2 or older you can give an IRA Charitable Rollover, also known as a qualified charitable distribution (QCD)

*To learn more visit:*

[www.netgrace.org/ways-to-give](http://www.netgrace.org/ways-to-give)

### Give To The Strategic Plan!

As we look forward, we value your steadfast partnership in realizing a shared vision and making a profound impact together. For the strategic plan, we aim to raise \$1 million over five years, roughly \$200,000 each year and your support will make all the difference.

*Learn how you can partner with us financially by visiting:*

[www.netgrace.org/strategic-plan](http://www.netgrace.org/strategic-plan)

# Thank you for your support!

**Godly Response To Abuse in the Christian Environment**

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