



GRACE

Godly Response to Abuse
in the Christian Environment

2022

Annual Report

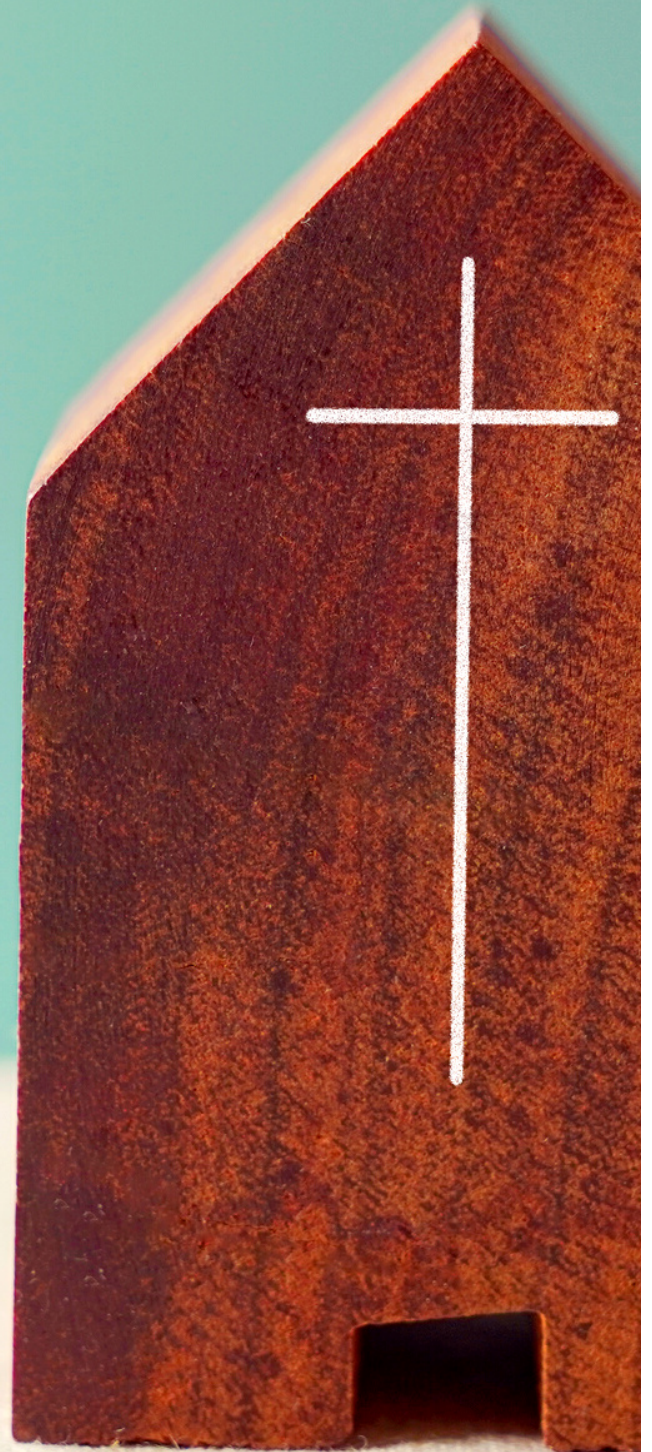


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Empowering Christian communities to recognize, prevent, and respond to abuse.

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Executive Director's Statement

As I look back on 2022, I cannot detail all the meaningful events from the past year or adequately express how much it has meant to everyone on the GRACE team to know you are in this work with us. I see much that brings me hope and I wanted to highlight three short stories with you here.

A Growing Staff

Eight people joined our team this year, and three people who had been part-time moved to full-time. Each new person brought great qualifications and experience, and they came with a passion for this work. It is an honor to be on such a skilled and dedicated team!

Churches Are "Getting It"

This year I spoke with a pastor after someone in his church reported having been abused there. The pastor said, "We tried to do the right thing, but we got it wrong, and we hurt him more. Please, help us not to cause him more pain." This pastor never asked how to protect the reputation of his church or justify the errors he initially made in his response. He admitted his failures and he showed a commitment to doing better. While many churches still have a long way to go,

seeing this change among some of the churches we work with gives me hope.

A Challenge From A Survivor

After presenting at a conference about how the Church can better reflect the heart of Christ toward those who have been hurt by abuse, a woman came up to speak with me. She told me of the years of abuse she had endured and how hard her path had been. She began crying as she told me how hearing someone talk about abuse in a faith setting finally helped her to feel hope. The power of her story and the challenge that she laid before all of us - to be a source of hope in the darkness - still resonates within me.

Thank you for walking alongside us on this journey. I look forward to continuing with you in 2023 and beyond as, together, we help the Church better recognize, prevent, and respond to abuse. Knowing we are in this together truly does give me hope.

In the love and goodness of Jesus,



Pete Singer | Executive Director | GRACE

Safeguarding

In 2022 our Safeguarding team has helped more churches and organizations than ever before. Together, we have served well over 150 churches and organizations this year. The main difference has been the addition of Maureen Garcia as our Lead Safeguarding Specialist and Suzie Wellin as our full-time Administrative Assistant. GRACE's safeguarding work includes helping churches and Christian organizations with:

- **Leadership training focused on culture change around abuse**
- **Safeguarding training for all adults**
- **Policy review**
- **Policy development**
- **Real-Time Consultation**

In addition to paid services, we have been able to set up informal consultations with many survivors who have reached out to us. We never charge individuals for these consultations. It is our honor to listen, validate their experience, and offer personal support and answer questions.

We are so grateful for our supporters, the GRACE Board, and our colleagues at GRACE who have helped enable this growth in 2022. Very often, when we conclude a training, policy work, or a consultation with a church we hear words like these: "Thank you, this has been so helpful." Or "This is exactly what we needed."

This work is hard, but we know it is worth it. Each child and each person matters. We are looking forward to continued growth in 2023.

Thank you from everyone on the GRACE Safeguarding Team.

Churches
served

150

Institutional Response

2022 was our busiest year to date. Our investigation and assessment specialists compassionately and as objectively as possible sought the truth while holding to trauma-informed principles.

Our incredible team - consisting of

- **attorneys,**
- **prosecutors,**
- **retired law enforcement,**
- **theologians, and**
- **subject-matter experts -**

conducted over 380 interviews while working on a total of eighteen investigations and assessments, ten of which were completed during 2022.

18
Investigations
& Assessments

We often don't get to know the ongoing impact of investigations and assessments once we have completed them, but we do get a glimpse occasionally. Two such situations were especially encouraging this year. In early 2022, GRACE

completed an investigation of child sexual abuse alleged to have occurred several

380
Interviews

years earlier. Following the GRACE report, a present-day minor came forward alleging the reported offender sexually abused him as well. That reported offender has now been arrested and charged with sexual assault of a minor.

Following another investigation completed this year, GRACE presented our report to a survivor of the alleged abuse by the pastor. She responded, "I have more terrifying decisions to make, but your words of kindness and hope along with your complete support over us survivors have given me some of my power back."

These powerful conclusions are possible because of your prayers and other support. Thank you so much for joining us as we help the Church better recognize, prevent, and respond to abuse.

Empowering Resources

1

GRACE Live Conversations

Each month we invited outside experts to join us for a live topical conversation. For the first half of 2022, we spent time with our guests talking about and applying trauma-informed principles to faith communities. During the second half of the year, we brought in experts to discuss different types of abuse and how faith communities can better equip themselves to recognize, prevent, and respond to each form.

3

Conferences and Events

GRACE continues to pursue opportunities to speak and educate on abuse in various professional settings. Not only do we get to advocate for victims and survivors in faith settings but we also get to represent our Christian faith and share the truth about God's heart toward the abused with the wider culture.

In just the past two years GRACE has had the opportunity to speak at 25 conferences and events.

2

Articles and Publications

One of our goals is to continue to highlight and apply the latest evidence-based research to abuse within faith communities. This year Pete Singer published a ground-breaking article on the use of images during forensic interviews with children. Our work has been reviewed and accepted by the Department of Justice and has the potential to impact the practices and policies of other branches of the US government that investigate crimes against children.

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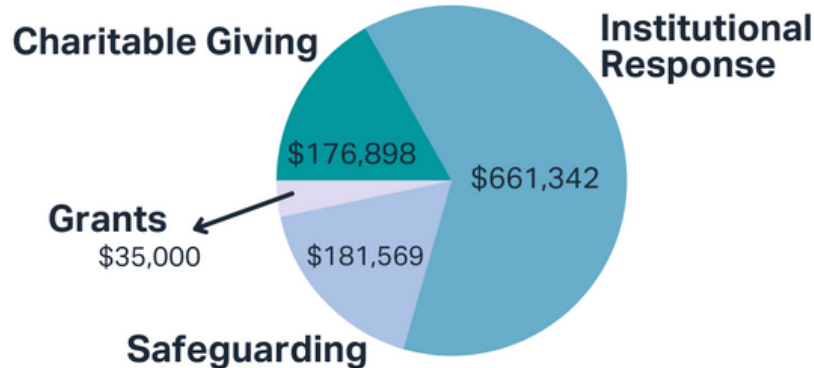
Keeping Faith Trainings

Some of the most exciting work that GRACE does is alongside and with other organizations committed to ending abuse. This past year we have partnered with Zero Abuse Project to host Keeping Faith, a two-day remote online training designed to empower faith communities to recognize and respond to cases of sexual abuse, physical abuse, emotional abuse, and neglect.

2022 Financials

Revenue

Total - \$1,062,994



Net Revenue

In 2022 we operated with -\$93,238 in net revenue. GRACE provided discounts and released restricted funds. We operated ahead of our 2022 planned budget.

More than

\$146K

In discounts given for investigations and assessments.

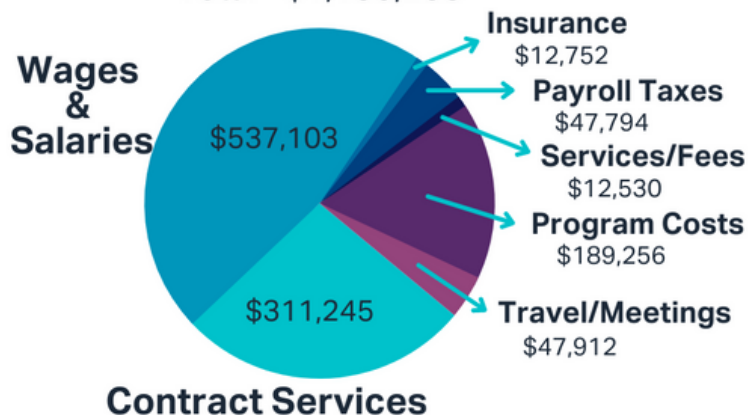
More than

\$50K

of restricted funds released for salary and financial assistance.

Expenses

Total - \$1,156,233



GRACE surpassed \$1 million in revenue in 2022. This is up from \$600,000 in 2021. We continue to achieve financial growth in a steady and sustainable manner. Nearly 80% of our revenue is generated directly from the services we performed for churches, ministries, and schools.

As we look to 2023 we conservatively forecast revenue of \$1.4 million. Your charitable support helps to sustain new initiatives, programs, and resources as we continue our mission to empower faith communities to recognize, prevent, and respond to abuse.

Strategy, Growth, & Health

Strategy

In 2023 we will be working with consulting group Feast Over Famine to develop a 5-year professionalized strategic plan. Our hope is to identify unique opportunities and organizational strengths so that we can better fulfill our mission over the next five years. Thank you to the Phillips Foundation for supporting this project.

Growth

The work continues to expand and multiply. Every year we experience a growing number of communities

reaching out to GRACE for assistance. In 2023 our plan is to hire an institutional response specialist, a resource and operations manager, and a development intern, as well as shift our Lead Safeguarding Specialist from part-time to full-time.

Health

As GRACE grows we are committed to financial integrity and accountability practices. In 2023 we will be hiring an outside accounting firm to perform an annual GAAP financial audit.

PROJECTS	DETAILS	OUTCOME
Professionalized Strategic Plan	Working with non-profit consultants Feast Over Famine	To grow and scale while preserving mission integrity and healthy organizational culture
Key Staff Hires	Hiring, onboarding, and training new staff	A new Lead IR Specialist, a Resource & Operations Manager, a Dev. Intern, and shift to full-time Lead Safeguarding Specialist
Financial Health & Accountability	Setting up financial safeguards to maintain accountability and financial health	An annual GAAP financial audit with third-party accounting firm

Working Together

Use Your Voice

- Report suspected abuse to authorities. For a list of state reporting hotlines, visit www.childwelfare.gov/organizations
- Your faith community needs individuals speaking on behalf of the vulnerable and children. As you advocate for better policies, training, and accountability, we are here to support you. Our Safeguarding services are customizable to fit the needs of your community.
- Equip yourself. Keeping Faith training is offered on April 12-13
- Encourage your leaders to address systemic abuse issues with an Organizational Assessment or Independent Investigation.

Invite GRACE To Speak

- Help host a community-wide abuse prevention and response awareness event. This May we are heading to Boston! —>
- Host a "GRACE Fundraiser Dinner" in your area. Help us develop a lasting financial support community.

Support GRACE Financially

- Give a one-time financial gift.
- Set up a monthly donation.
- 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), from a traditional IRA.

Visit www.netgrace.org/donate or email zane@netgrace.org to learn more.



Abuse Prevention Training For Faith Communities

An introductory training on the role of faith leaders in preventing and responding to abuse.

In this presentation, we will shine a light on the reality of abuse and give leaders the necessary tools to take pro-active steps that make a difference in both prevention and response in local faith communities.

Wed. May 3rd, 11am - 1pm
at More Than Words (242 E Berkeley St)

PARKING: 2 lots a block away (365 Albany St. and 39 Traveler St.) & limited street/metered parking. 10-minute walk from Broadway on the red line, and Tufts on the orange line, and the silver line bus has a stop at the corner of the building.

This is a free event open to everyone. Spread the word!

RSVP link - <https://forms.gle/xvmuKyeJf3DqQ4A19>
Visit www.netgrace.org to learn more about GRACE

**We thank you for
your ongoing support
of GRACE**



Godly Response To Abuse in the Christian Environment

4026 Wards Rd, Suite G1, #198

Lynchburg, VA 24502

www.netgrace.org

info@netgrace.org