

A photograph of a church interior, showing rows of wooden pews in the foreground and middle ground. The altar area is visible in the background, featuring a large wooden cross on a light-colored wall. The ceiling is made of wood and has several pendant lights hanging from it. A blue rectangular box is overlaid on the left side of the image, containing the text '2024 Annual Report'. Another blue rectangular box is overlaid on the bottom right corner, containing the logo and name of 'GRACE'.

2024

Annual Report



GRACE

Godly Response to Abuse
in the Christian Environment

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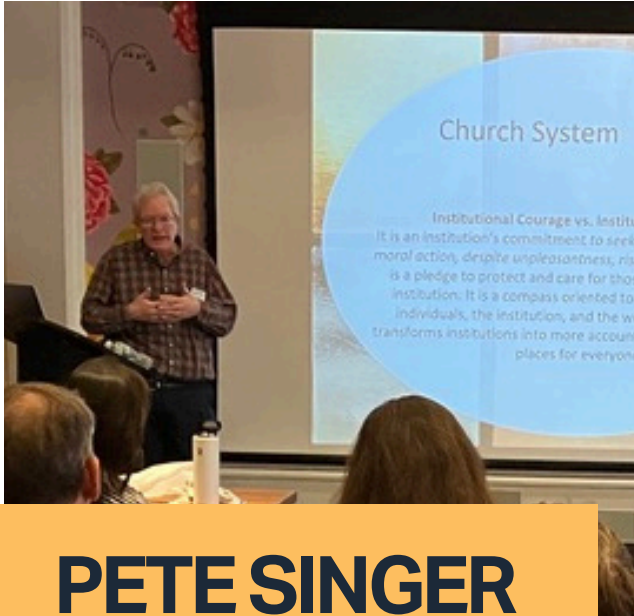
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FROM THE EXECUTIVE DIRECTOR



PETE SINGER

2024 was an amazing year at GRACE. We were able to provide more trainings, more policy reviews, and more investigations than ever before. We did this while also meeting with over 600 individuals and organizations to talk about abuse in the church and how to best respond in a way that honors those who have been harmed and makes them the priority, rather than protecting the reputation of the church or ministry.


One of the trends that began in 2023 and strengthened in 2024 was the recognition of spiritual abuse as a very real source of harm. More churches and individuals approached us about issues relating to this form of abuse, and we were able to provide encouragement and guidance as they navigated the difficult path of responding well to spiritual abuse. We anticipate that this more subtle but still

destructive form of abuse will continue being the focus of many calls to GRACE in 2025.

GRACE also had the opportunity to work with several communities and individuals internationally. Abuse is not confined to the United States, and we were able to provide training, policy review, consultations, or investigations in Africa, Asia, Australia, Europe, and South America. We pray for wisdom as we continue seeing this international need for services that address abuse and misconduct in the church.

We could not have accomplished these things in 2024 without your support. You came through in record numbers, especially during the Twenty Flashes of Light observance of GRACE's 20th anniversary. Thank you so much for coming alongside us in 2024!

We look forward to even more amazing things in 2025.

— — — — —  — — — — —

War, oppression, sexual violence, child abuse, clergy abuse, spiritual abuse, and more have left deep scars on many lives and communities. Into that world of despair came an unquenchable hope. Jesus proclaimed his purpose to create a way to God, to bring healing to those who suffered, and to call for justice for the oppressed.

— **Pete Singer, Toward a More Trauma-Informed Church**



MISSION & VISION

MISSION

To empower Christian communities to recognize, prevent, and respond to abuse.

VISION

GRACE envisions Christian communities embracing their calling to reflect God's love and justice, preventing and responding to abuse in a way that reflects God's heart, becoming the healthiest and safest places in the world.

SAFEGUARDING

In 2024 GRACE's Safeguarding team experienced unprecedented growth, expanding work to more organizations than ever before. Our work is essential to equipping faith communities to create safer spaces. This year, we provided 82 trainings, completed 49 policy projects, and offered 243 consultations, serving 187 unique organizations. We are grateful for this because it means that we made a meaningful difference in people's lives throughout the country and overseas.

These outcomes were made possible thanks to the hard work and leadership of our entire GRACE team.



The launch of our Safeguarding Cohort Initiative represents a significant step forward for GRACE. As we look to 2025, our team will be reaching out to denominational leaders to expand this transformative program, and partnering with the Episcopal Diocese of Central Florida and the Rosedale Network to refine this model. We are grateful for your support, which allows us to build and refine an approach that creates safer communities.

We are excited for the year ahead. GRACE's journey to equip and transform communities relies on collaboration and learning. One example is our public training for churches across two counties in West Virginia through The Lighthouse Child Advocacy Center (see photo above). We look forward to more partnerships in 2025.



Organizations

187



Policy Projects

49



Trainings

82



Consultations

243



**Safeguarding
Cohort
Launched**

Church Testimonial



Contacting GRACE for consultation was one of the most important decisions our leadership team made when allegations of abuse were discovered in our church community. The team at GRACE helped us find clarity in moments of confusion and indecision. With their guidance, we were able to respond to allegations in a manner that prioritized the needs of survivors and was decisive for the church community.

Once we began consultation with GRACE, seeing their care and professionalism, it was an easy decision to engage their Safeguarding Initiative services. We highly recommend GRACE to other churches and ministries!



INSTITUTIONAL RESPONSE

GRACE provides independent, survivor-centered investigations into abuse allegations within faith communities, including churches, schools, and religious organizations. Our approach prioritizes transparency, accountability, and healing, working to create a supportive and respectful process for reported victims while truth and justice are pursued.

2024 was a transformative year for GRACE's Institutional Response team. We closed the year having worked 27 investigations and completed 15 investigations, both representing organizational records and significant milestones. This work will empower Christian communities to make the necessary changes to foster safety and well-being for all.

During the fourth quarter of 2024, we finalized a detailed 56-page investigative protocol, a significant systemic achievement that will enhance our processes and provide greater clarity for our team. This new guide aligns with GRACE's commitment to best practices and comprehensive, objective reviews of abuse and other misconduct allegations. In 2024 alone, our teams conducted over 600 interviews, resulting in over 1,100 pages of investigative reports that have informed the work of the faith communities we serve.

Our staff members continue to demonstrate exceptional dedication and expertise. With this strong team, we are well-positioned to continue our work in 2025, partnering with additional communities to equip them to heal, protect, and support those most in need.



27

Total
Investigations



611

Interviews
Performed



1,112

Investigative Report
Pages Written

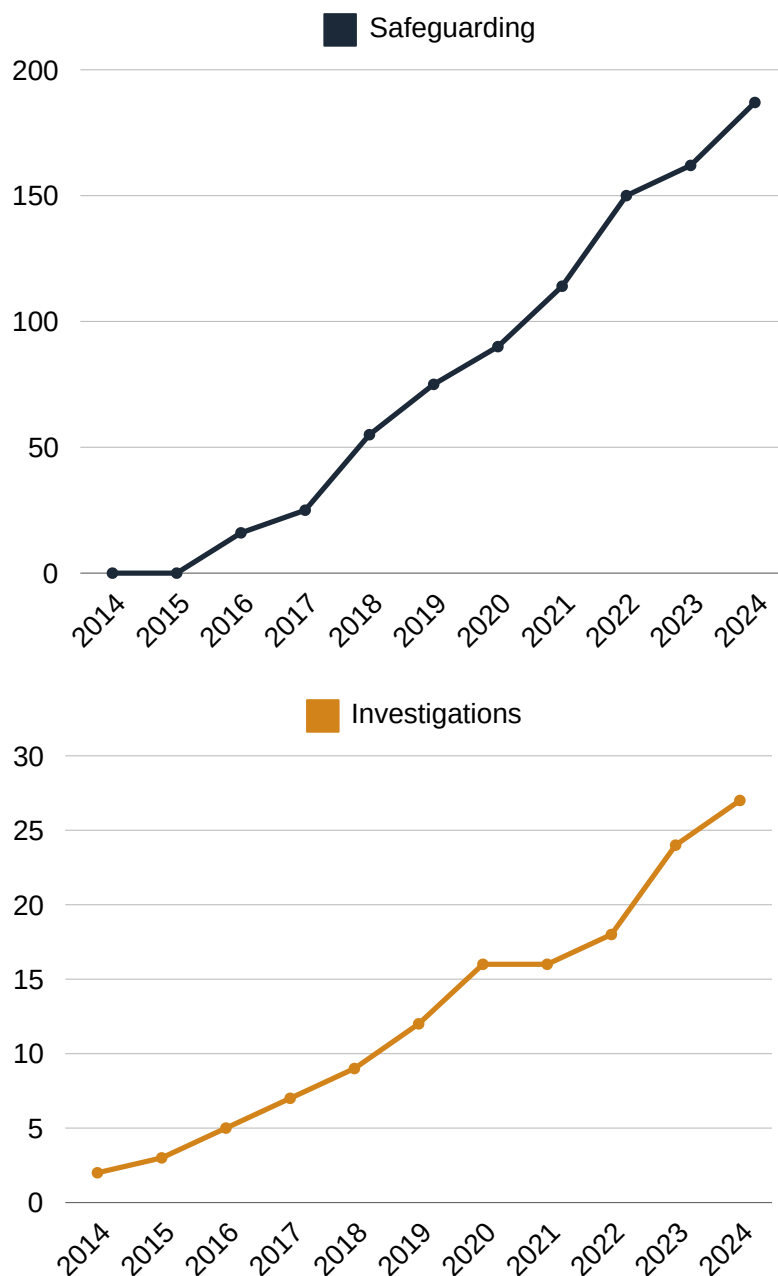


New Assessment
Model Developed

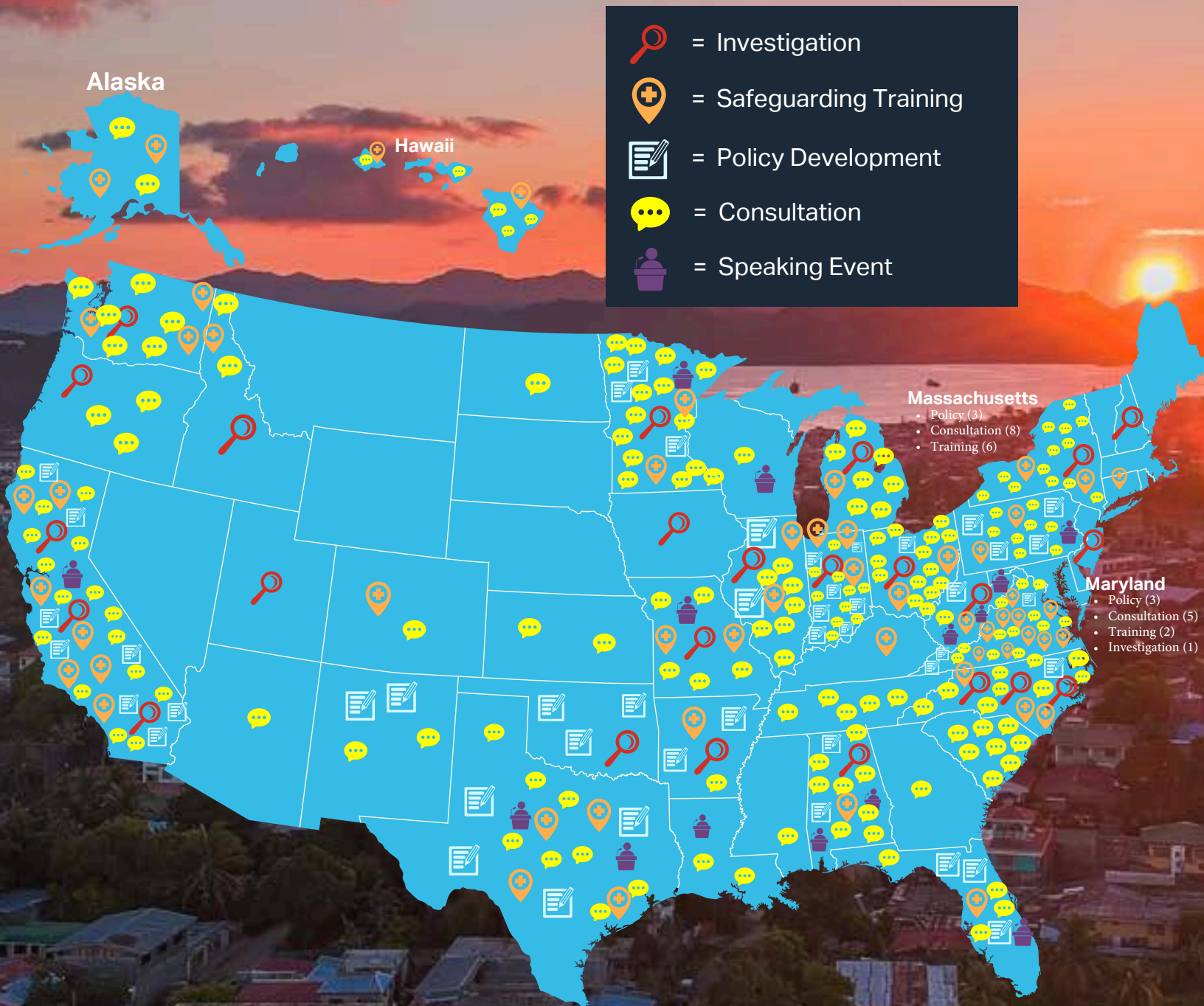
GROWTH BY NUMBERS

Engagements Through the Years

Year	Safeguarding	Investigations
2014	-	2
2015	-	3
2016	16	5
2017	25	7
2018	55	9
2019	75	12
2020	90	16
2021	114	16
2022	150	18
2023	162	24
2024	187	27



2024 National Impact



Each location on the map represents a localized faith community. These communities range in size from 25 to over several thousand individuals. Locations on the map represent the states we worked in, not any specific cities or towns.

2024 International Impact

SAFEGUARDING

El Salvador



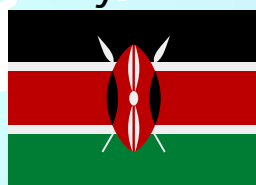
A partnership with 'Iglesia Segura' in El Salvador reached a significant milestone in 2024, with the certification of 459 individuals and 16 churches in abuse prevention and response. This collaborative effort, guided by GRACE's training and expertise, is fostering a profound transformation within Salvadoran communities. This work has already given churches the courage to address abuse openly, support survivors effectively, and cultivate safer, more nurturing environments for all.

Australia



GRACE led significant policy review and safeguarding training for a number of churches.

Kenya



With the help of the Every Church Empowered funds, GRACE served a ministry in Kenya by providing multiple trainings.

Canada



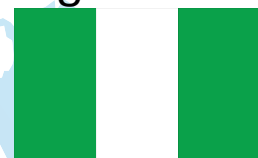
A group of churches reviewed and developed their safeguarding policies with the help of GRACE's team.

Singapore



GRACE consulted on matters of abuse prevention and response.

Nigeria



GRACE trained a team of advocates on abuse prevention and response.

INVESTIGATIONS

Colombia



Mexico



Germany



EMPLOYEE SPOTLIGHTS



**WADE
MULLEN**

Assistant Director of Institutional Response
Systems & Quality - Hired in 2024

Wade Mullen brings extensive experience in trauma and spiritual abuse to GRACE, drawing on years of research and advocacy in this space.

As Assistant Director of Systems and Quality, Wade strengthens our quality control measures, ensuring the highest standards of care in our investigations and reports.



**EMILY
PETRIE**

Assistant Director of Institutional Response
Investigations - Promoted in 2024

Emily Petrie, a dedicated attorney with roots in Maryland and a passion for helping abuse survivors in Christian environments, has served with GRACE since 2019.

Emily is leveraging her legal training and experience to ensure that GRACE's investigations adhere to best practices while supporting our commitment to justice and safety for all involved.

Survivor Testimonial



When I received the information that the abusing pastor had been interviewed by the denomination's assigned investigating committee and had surrendered his credentials, I shared the news with Pete! I continued to update him as I received other details. Pete joyfully replied, thanking me for the privilege of joining this journey. In that particular email, I shared that the finality of such complete exposure, with so much being revealed and acknowledged, helped me fully separate the abuser from Jesus.

THOUGHT LEADERSHIP RESOURCES & PUBLIC SPEAKING

This year, GRACE significantly expanded its reach and influence through strategic resource development, impactful advocacy, and broad public education initiatives. We continued to be leaders in this space by creating several relevant articles and resources, including the widely requested guide, [Abuse in Your Church: 10 Guidelines for Responding Well](#), and a [crucial academic analysis on the role of denialism](#) and how it enables abuse within faith communities. We were also grateful to partner with Lisa Oakley and our own Mike Sloan to host a powerful webinar on Spiritual Abuse: Recognition, Prevention, and Response, equipping leaders and communities with the knowledge to define, recognize, and address this often-hidden form of abuse.

Beyond that, our commitment to developing live and recorded online resources continued with a series of successful and engaging GRACE Live Conversations. In 2024, these conversations covered a number of relevant topics including: Healing Through the Holidays, Breaking the Cycle: Rebuilding Healthy Church Systems, An Interview with Christa Brown, Healthy Communities of Belonging, Action in the Absence of Justice, Care in the Absence of Justice, Elder Abuse, and Intimate Partner Violence. [Visit our YouTube channel to learn more and connect with us!](#)

Advocacy/Training Through Conferences

In 2024, GRACE team members actively sought opportunities to share our expertise, research, and resources at key conferences and events across the country. We were able to contribute to critical conversations about child safeguarding, abuse prevention, and trauma-informed practices.



THOUGHT LEADERSHIP RESOURCES & PUBLIC SPEAKING

This year, Pete Singer spoke at many events such as:

- Keeping Faith: Addressing Emotional and Spiritual Impacts of Abuse, and Bridging the Gap
- APSAC: A Forgotten Millstone: The Prevalence and Effects of Denying Abuse in the Christian Church
- South Texas Forensic Sciences Conference: Healing the Healers
- AWAKE Milwaukee: Creating the Best Trauma-Sensitive Church
- Broken to Beloved: Navigating Abuse in Faith Communities

Robert Peters, Director of Institutional Response, gave presentations on the following topics:

- Artificial Intelligence and Child Abuse Investigations
- Investigating and Addressing Abuse Within Faith Communities
- Scouts, Sins, and Systems: Investigating and Responding to Institutional Abuse
- Daring to Lead: Transforming Conflict on Multidisciplinary Teams
- Youth With Problematic Sexual Behavior
- Corroborating Evidence in the Digital Age

Robert presented these at the Crimes Against Children Annual Conference (Dallas, TX), International Symposium on Child Abuse (Huntsville, AL), WV Child Advocacy Network Annual Conference, Justice for Children Conference (St. Peters, MO), North Star Fall Conference (Parkersburg, WV), and Hero's Haven Child Advocacy Center Worker Training.

Mike Sloan, Director of Safeguarding, and Maureen Garcia, our Safeguarding Specialist, presented at the following events:

- The Lighthouse Child Advocacy Center: Safeguarding Training for churches in Wetzel and Tyler Counties in West Virginia
- GRACE Public Awareness Training: Spiritual Abuse - Recognition, Prevention, and Response
- East Coast Ranch Ministry Clinic at Wings of Hope Ranch: Safeguarding in Your Ministry
- Training Event in Honor of Jessie Petry: Leadership Training for Fremont Michigan Area
- South Texas Forensic Sciences Conference: Writing Child Safeguarding Policies
- International Conference on Missions: Spiritual Abuse - Recognition, Prevention, & Response
- Broken to Beloved: Creating a Culture of Protection in Your Church

Through these multiple and diverse avenues, GRACE continues to make a difference in the world by empowering Christian communities to recognize, prevent, and respond to abuse and to create a vision for an authentic community, where responsibility, accountability, and compassion are second nature.

FINANCIAL RESPONSIBILITY

In 2024, GRACE was honored to operate with a revenue of \$1,598,821. We seek to steward these funds with both faithfulness and responsibility, knowing the incredible need within faith communities for our trauma-informed services and resources. This commitment to good financial operations is why GRACE works with an outside CPA firm to perform an annual audit of our activities, bringing accountability and transparency to our operations. Our aim is to maintain the highest standards with our finances.

Our total revenue was comprised of the following components:

- Direct Public Support: 13.4% (\$214,396) of revenue came from our individual donors, who gave to us because they believe in our commitment to safer faith communities.
- Grant Support: 2.8% (\$44,700) of total revenue was comprised of grants that were offered by foundations that also see the need for the services that we provide.
- Institutional Response: 71.7% (\$1,146,921) The largest percentage of our funding came from the direct revenue earned from the specific institutional response services rendered.
- Safeguarding: 11.9% (\$190,952) The ongoing priority and focus to proactively foster safer communities resulted in steady growth of safeguarding engagements.

In 2024, GRACE was responsible for total expenditures of \$1,537,990, which helped us to pursue our mission of building healthy and safe communities. These resources enabled us to train, support, and offer guidance in abuse prevention, response, and safeguarding. Our greatest expenses were related to staffing that supported missional work, while also focusing on building and strengthening our systems and operations. The budget was divided as follows:

- Salaries & Wages: 55.8%
- Contractors 26.2%
- Non-Personnel Expenses (Office, Travel, Insurance, Tech, Systems, etc.): 18%

\$1.59M

Revenue

\$1.54M

Expenses

Click here for a detailed Statement of Activity and Balance Sheet.

5-YEAR STRATEGIC PLAN SUMMARY & PROGRESS REPORT

Our Vision

To support over 1,000 faith communities and impact 200,000+ individuals through expanded abuse prevention and response services, fostering trauma-informed environments.

Year One Summary

We engaged with over 220 unique faith communities, impacting 40,400+ individuals. We've worked behind the scenes to strengthen existing programs and develop new ones. See below.

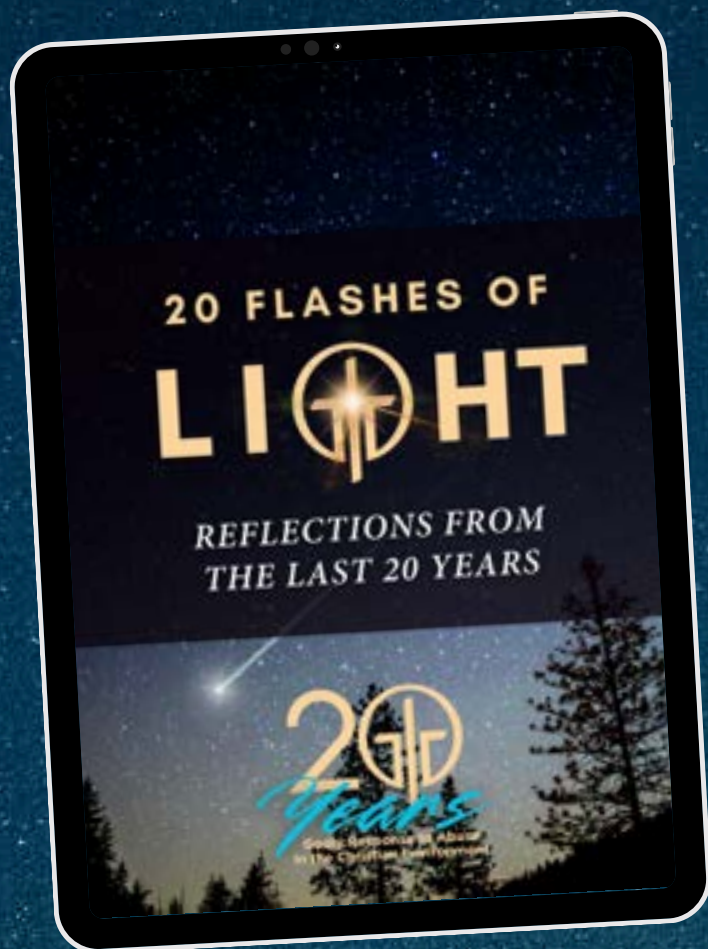
Key Initiatives & Progress To Date

Institutional Response Growth	<p>Increase the number of investigations and assessments from 20 to 40 by 2028. GRACE will scale its team and implement new pricing models to meet the growing demand.</p> <p>We added 2 new Assistant Directors of IR to our team (one hired, one promoted from within). We implemented a flat fee model, a writer pool, and restructured billing. Completed 15 new investigations in 2024. Aim to begin 18 new investigations in 2025.</p>
Safeguarding Cohort Model	<p>Launch cohorts of congregations for shared learning, accountability, and policy development in safeguarding. This model fosters collaboration across churches.</p> <p>We initiated our first cohort in 2024, with strong leads for more cohorts in 2025. We plan to aggressively promote this new model starting in 2025.</p>
Tiered Assessments	<p>Introduce a flexible, tiered assessment system, providing an affordable diagnostic tool that is tailored to the varying needs of churches, schools, and ministries.</p> <p>We've spent time, energy, and research in 2024 working collaboratively to develop and design our new assessment services which will focus on the overall health of the community in regard to abuse safeguarding and community response.</p>
Speaker's Bureau	<p>Establish a roster of expert speakers on abuse prevention, trauma, safeguarding, and institutional accountability. The bureau will connect faith leaders with high-quality, specialized speakers focusing on a handful of critical topics around abuse.</p> <p>Set to launch in Fall of 2025.</p>
New Webinars	<p>Expand training through 2-3 annual online webinars focused on safeguarding, trauma-informed care, and abuse prevention, accessible to faith leaders and communities.</p> <p>New Spiritual Abuse webinar was developed and launched in August of 2024. A new abuse response webinar to launch in 2025.</p>

Visit netgrace.org/strategic-plan to read the complete 5-Year Strategic Plan.

20TH ANNIVERSARY

In 2024, we commemorated 20 years honoring the lives impacted and renewing our commitment to support survivors and foster safe, Christ-centered communities.



We've gathered 20 voices from GRACE's past and present—survivors, whistleblowers, advocates, ministry leaders, staff, and board members—to share their reflections on this important work. Each story sheds light on the significance of standing with those who have suffered and the hope as we work to create safe spaces within the Church.

These stories speak powerfully to the reality of the work that GRACE engages in every single day, and the hope and encouragement that we all need in order to be renewed and refreshed to enter once again into the fray.

Download this free resource here at
netgrace.org/flashes-of-light

GET INVOLVED TOGETHER WITH GRACE

USE YOUR VOICE

To protect the vulnerable, it is our ethical and legal responsibility to report suspected child abuse to the authorities. Resources such as state reporting hotlines can be found at childwelfare.gov/organizations. GRACE stands ready to partner with you in this vital effort. Our Safeguarding services are designed to be flexible and responsive, providing tailored solutions that meet the specific needs of your church or ministry.

EQUIP 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 29-30 - [Register here!](#)

GRACE's YouTube Channel — We have 56 free educational videos on abuse, prevention, and response.

RESPOND WITH INTEGRITY

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

INVITE GRACE TO SPEAK

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

HOST A GRACE FUNDRAISER DINNER

GRACE dinners help us to continually establish a financial support network of donors who champion our cause. If you would like to host a GRACE dinner in your city reach out to zane@netgrace.org.

Thank you for all the ways you advocate and work to safeguard those in your community. Let us continue to work together to create safer spaces for everyone.

As you have seen, 2024 was a year full of growth, as well as challenges. We anticipate even more in 2025. We can't do this work without your ongoing support. Please consider how you may be able to support GRACE in 2025. It may be prayer, a one-time gift, a monthly donation, or some other way that you feel led. Whatever it may be, we look forward to partnering with you in 2025 as we seek to help the church better recognize, prevent, and respond to abuse.

A handwritten signature in white ink, appearing to read 'Pete Singer', is positioned above the printed name.

Pete Singer

Executive Director at GRACE

Address/

Giving to GRACE

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:

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:

netgrace.org/strategic-plan

Thank you for your support!

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