



ANNUAL REPORT 2022



A MESSAGE FROM THE EXECUTIVE DIRECTOR

Welcome! I'm excited to share these reflections and celebrations with you. On the pages that follow are stories of how the Center for Courage & Renewal is making a meaningful difference—in people's lives, in schools, homes, healthcare settings, religious communities, businesses, and other institutions.

**"ALL THE PEOPLE YOU WILL MEET
REPRESENT A GROWING
MOVEMENT WITH OTHERS
AROUND THE WORLD WHO ARE
DISCOVERING THE POWER OF
REFUSING TO SETTLE FOR LESS
THAN THE WHOLENESS FOR
WHICH WE ARE MADE. THANK YOU
FOR BEING PART OF THIS STORY."**

You will hear the voices of people who are finding courage to break down barriers, turning away from destructive systems and beliefs, and toward more life-giving and hopeful ones. You will see how they are discovering the power of community, and deepening their commitments to the people and causes they care about. Each one of them, changing the world from the inside out.

You'll also meet board members, donors who have offered transformational support, and hear reflections from our founder, Parker J. Palmer. At CCR, we share a commitment to nurture deep integrity and relational trust—not only in circles of trust—but also in the way we work together as a staff and board, in the operations of our nonprofit, and in our relationships with founders, advocates, and friends.



The stories on these pages are unfolding at a time when humanity is at a tipping point. The devastating impacts of the divided life—in all its many forms—and the suffering wrought on our lives, our communities, and our planet are undeniable. It does not have to be this way.

When we nurture the courage to live out of our wholeness, honoring identity and integrity, we change what is possible—within us, between us, and in the societies and ecosystems we inhabit. The bonds of relational trust, forged in communities that honor everyone's dignity, offer the foundation on which each of us is building a more loving, equitable, and healthy world.

All the people you will meet represent a growing movement with others around the world who are discovering the power of refusing to settle for less than the wholeness for which we are made. Thank you for being part of this story. I hope you will be inspired and encouraged. I hope you will be reminded that you are not alone, and strengthened in your conviction to help bring to the world something each of us desperately needs. Together, we are building the world we believe in.

With deep love and abiding hope,

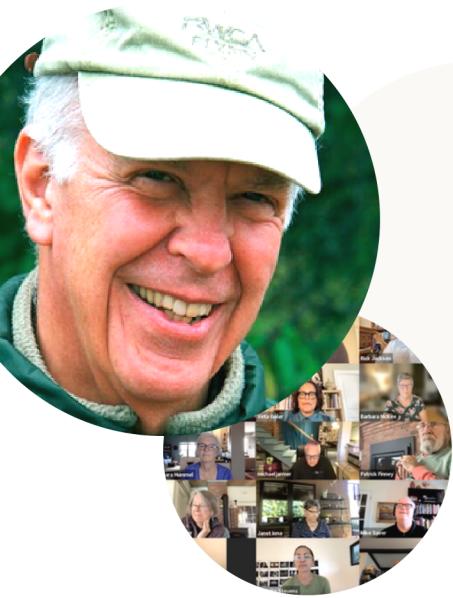


Kathryn A. McElveen

Kathryn McElveen
Executive Director

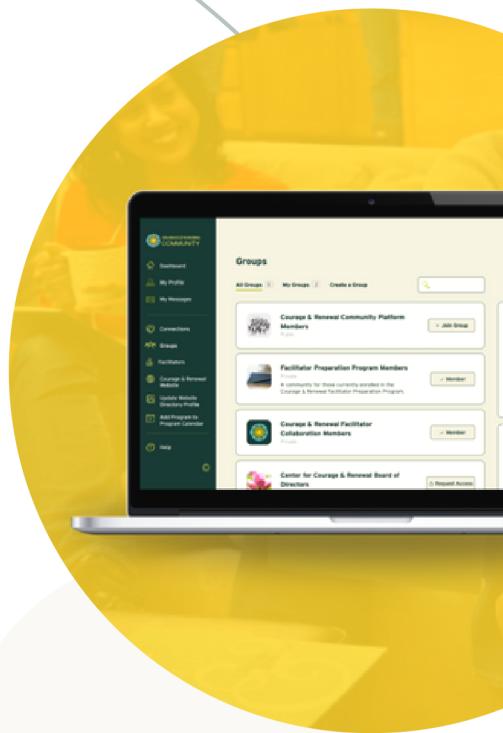


A MILESTONE YEAR FOR CCR



WE CELEBRATED 25 YEARS OF IMPACT

We celebrated our 25th Anniversary with an online gathering of hundreds of people from around the world. During the event, we heard from CCR staff and board members, Parker J. Palmer, co-founders Marcy Jackson and Rick Jackson, Courage & Renewal Facilitators, and other supporters and friends in our wider community. Together we honored our roots, gave thanks, and looked towards the bright future ahead.



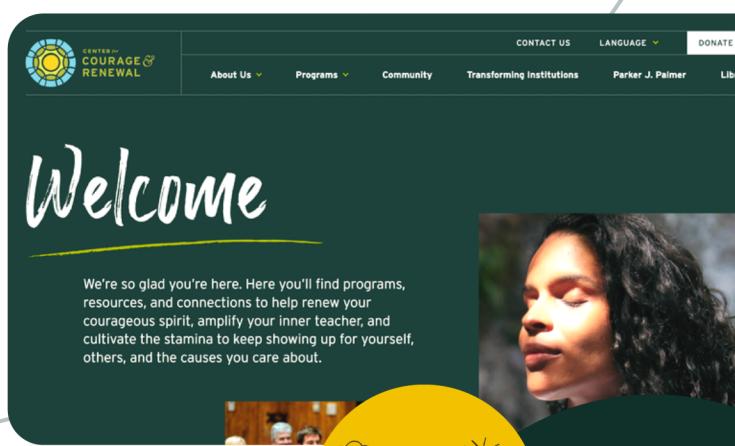
WE DESIGNED NEW CORE PROGRAM OFFERINGS

Foundations of the Courage & Renewal Approach is designed to help people better understand the foundations on which our approach is built. The Courage & Renewal Practicum explores how we can bring these ways of being and perceiving more deeply into our own lives, impacting how we show up in our homes, workplaces, and communities. In 2023, we will launch our re-designed Facilitator Preparation Program which prepares people to offer Circles of Trust, immersive forms of our approach for inner work in community.



WE CREATED A NEW COMMUNITY PLATFORM

We opened up the opportunity for anyone to become a member of the Center for Courage & Renewal and join our new Community Platform. The platform creates a central online gathering place for our global network—a place to connect, learn, and practice with people from around the world.



WE INTRODUCED A NEW WEBSITE

Re-imagined language, layouts, and visuals are vibrant reflections of the work we do today and the possibilities ahead of us. Along with resources developed over many years, we incorporated our new logo, colors inspired by the natural world, diverse photography that reflects our community, whimsical accents of handwriting and illustration, and insightful storytelling that aligns with our strategic vision of expanding access, deepening engagement, and nurturing belonging.

BREAKING THE YEAR DOWN BY THE NUMBERS

105,000+

visitors to the Center for Courage & Renewal website from around the world.



315

participants completed our new Foundations of the Courage & Renewal Approach program.

191

people supported our work with a donation in 2022.



134

Circle of Trust retreats and Courage & Renewal programs were held by our world-class facilitators, reaching thousands of people.



88

participants completed our new Courage & Renewal Practicum program.

14

new facilitators were welcomed into the Facilitator Collaboration.



A MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS

Greetings!

I am delighted to offer a few thoughts to this Annual Report about the state of the Center for Courage & Renewal. In short, the organization is having a rebirth and is thriving.



Under the leadership of Kathryn McElveen over the past few years, CCR has engaged in some profound efforts to contemplate who we are and what we do, and to clarify our understanding of ourselves as an organization. That work has come to fruition in the past year with robust new programs and initiatives—Foundations, Practicum, a redesigned Facilitator Preparation Program, and the Community Platform on our website—that are engaging people all over the world and contributing to a movement to heal societies.

The visioning and implementation skills of Kathryn and the outstanding staff have made this possible. I am excited about where we are as an organization and where we are headed. We are blossoming at a time when the world needs what we have to offer more than ever.

CCR also has an incredible board of thoughtful, values-driven, and hard-working people. Our main goal is to support Kathryn and the staff so that they can carry out their work in ways that manifest CCR's goals.

One way that we walk our talk is our newly approved employee Wellness Policy. Staff members can now receive financial support for health and wellness endeavors beyond what their health insurance provides.

**"WE ARE BLOSSOMING AT A TIME
WHEN THE WORLD NEEDS WHAT WE
HAVE TO OFFER MORE THAN EVER."**

Our hope is that this support allows staff members to engage in self-care in ways that make it possible for them to show up more fully and authentically in their work.

We know that CCR has much to offer the world, and that the problems we are helping people to solve will require sustained attention. Through supporting Kathryn and the staff, through following Courage principles and practices in board member recruitment efforts and our interactions with each other in board meetings, and through attending to the financial health of CCR, we hope to ensure the long-term viability of this great organization.

Thank you for your support,

Veta Goler

Veta Goler
Board Chair

CREATING LIFE-GIVING IMPACT

Loretta Staples

Connecticut, USA

"I continue to learn and grow as I bring the touchstones, principles, and practices with me as a high school teacher. Now more than ever, schools and education systems seem to create the least conducive environments for these practices and this reminds me that they are so important. I am using my learning from Circles of Trust to help me write my doctoral dissertation as I examine the tensions I experience as a queer educator committed to critical and socially just approaches to education."



Ryan Burns

Rhode Island, USA

"I ATTENDED THE PRACTICUM BECAUSE I WANTED TO GAIN DEPTH AND EXPERTISE IN THE CORE PRACTICES OF CCR AND I GOT THAT AND SO MUCH MORE. IT HELPED ME INTEGRATE THE LIVED EXPERIENCE OF TRYING TO BUILD AND SUSTAIN AN INSTITUTION IN THE COURAGE WAY, BOTH THE JOYS AND THE DEVASTATIONS. IT GAVE ME NEW HEART FRIENDS AND NEW CURIOSITIES."



Jenifer Wagley

Oregon, USA



"I WORK AT A HEALTHCARE STARTUP COMPANY AND OFTEN FEEL AT ODDS BOTH WITH MEDICALIZED, PROFESSIONALIZED CARE, AND WITH THE AGGRESSIONESS OF STARTUP CULTURE. I WILL BE REVISITING THE TOUCHSTONES REGULARLY AS I NAVIGATE MY ROLE IN THE COMPANY. I KNOW THEY WILL HELP ME REMAIN CLEAR-HEADED AND OPEN-HEARTED BOTH WITH MY COLLEAGUES AND THOSE WE SERVE."



Renee Bujold

Nova Scotia, Canada

"This teaching reminds me to tend to myself and my health first so that I can be my best professional self. Through tending to our own inner selves and concentrating on what we can influence and control—how we see, speak, and move throughout the world—we can create an unquantifiable ripple of change and influence."

"In my personal life, the touchstones, principles and practices allow me to show up more authentically and as my whole self, while giving me tools to be with people's experiences without trying to help, save or fix anything for them. This has freed up so much for me, enabling me to not be only a spectator in my life but a true participant. I think this will translate in a similar way in my professional setting as I slowly find my way back to the world of work."



Sibongile Musundwa

Johannesberg, South Africa

"I understand the importance of creating space in my life regularly to get still and listen closely to what my soul needs and my spirit is saying. I continue to wonder how I can walk with these gifts and practices in my everyday life, outside of Circles. How can I hold up these practices as we interact daily with a world that often creates barriers rather than openness, divisiveness rather than collective cooperation, and pushes individualism over community and collaboration?"



Chandra Joseph-Lacet
Massachusetts, USA

"Since beginning Foundations I have felt empowered, clearer in my purpose and am using the touchstones explicitly in my work environment with medical student small groups. I hope to develop a Circle of Trust community of practice with a number of the doctors who are working in medical education and have expressed an interest in meeting together. I am very excited about the many possibilities."

Linda Berlach
Perth, Australia



"IT'S HARD TO LIVE IN THIS WORLD. WE AS HUMANS ARE ALL STRUGGLING IN THIS HARDNESS, AND THERE'S SOMETHING LIFE-GIVING ABOUT WALKING THE HARD JOURNEY WITH OTHERS. AND I THINK ULTIMATELY EVERYBODY REALLY JUST WANTS THAT. THEY JUST WANT TO HAVE SOMEBODY THAT CARES, THAT VALUES WHO THEY ARE—I THINK PEOPLE JUST WANT TO FEEL THAT THEY MATTERED. AND THIS [FLOURISHING IN MINISTRY] JOURNEY FOR ME HAS BEEN A PLACE THAT I HAVE FELT THAT I'VE MATTERED AND FELT THAT I BELONGED."

"ALWAYS THE RETREATS BRING ME IN CONTACT WITH KIND AND THOUGHTFUL PEOPLE. SOMETIMES WE MAY FEEL ISOLATED, LIKE WE ARE THE ONLY ONE THAT THINKS IN A CERTAIN WAY. WHETHER VIRTUAL OR IN PERSON I LEAVE KNOWING THAT I AM NOT ALONE."



John Smith
Tennessee, USA



Heather Davies
Ontario, Canada



A NOTE FROM OUR FOUNDER

It's hard to believe thirty years have passed since I planted the seeds that grew into the Center for Courage & Renewal. From the start, we've focused on helping people bring identity and integrity more fully into their personal, vocational, and public lives as we seek to help bend "the arc of the moral universe" toward love, truth, and justice.

Today, at age 84, I'm proud of the way our work has evolved in response to a world that's quite different from the one in which we began. Those of us who are now elders in Courage Work continue to aid and abet it, but it is now in the able hands of a new generation of diverse leaders who not only embrace the mission but understand how to pursue it in 2023 and beyond.

They've found ways to link the personal transformation at the heart of our offerings with the social transformation so vital in our time.



They've created several levels of access to Courage Work for people whose interest ranges from curiosity to a desire to help lead it. They know how to make use of technology to serve people who could not otherwise participate. And all of this without losing our focus.

Please continue to support our work! Together we'll find the courage to help create a future worthy of the human spirit.

A handwritten signature of Parker J. Palmer.

Parker J. Palmer

Founder & Senior Partner Emeritus

HONORING JOYCE MCFARLAND AND INTRODUCING THE "JOYCE AND DICK MCFARLAND LEGACY FUND"



On May 13, 2022, the Center for Courage & Renewal lost a dear friend and devoted believer in our mission. In the words of Parker Palmer: "Joyce McFarland, in partnership with her husband Dick, gave of what she had—of herself, her time and energy, and her resources—in answer to one of the most important questions we can ask as citizens and human beings: 'What does it mean to love thy neighbor?'"

"Joyce was always seeking ways to respond to whatever was tugging at her compassionate and generous soul: e.g., advancing gender equity, supporting kids growing up in rural and urban poverty, advocating for racial justice, trying to humanize our toxic politics, helping people find their voices and vocations."

In September we introduced the Joyce and Dick McFarland Legacy Fund—to directly support our efforts in expanding access to our programs, helping people deepen their engagement with our principles and practices, and nurturing belonging so that everyone feels connected to a community of kindred spirits who can help sustain the journey towards wholeness.

OUR GROWING STAFF & BOARD

Our success as an organization depends on our staff and board continually learning from and living into the values, principles, and practices of the Courage & Renewal approach. In recent years, even as we have moved to a fully virtual office and grown more diverse, we have strengthened our shared commitment to bringing these ways of being and perceiving more deeply into our own lives, to our communities, and to holding them with integrity in our work together.

STAFF



Kirstin Anglea
Mentoring Program
Coordinator



Taylor Culliver
Director of Strategic
Initiatives



Emmy Guthrie
Salesforce Administrator



John Fenner
Director of Facilitator
Preparation



Nichelle Harrison
Director of Membership &
Belonging



Kathryn McElveen
Executive Director



Chiquita Taborn
Executive Assistant



Sherri Whittington
Operations Manager

BOARD



Adé Adeniji



jeewan chanicka



Veta Goler



Chris Grygo



Eliza Ramos



Tara Reynolds



Justin Stets



Mardi Tindal

THANKS TO ALL OF OUR 2022 DONORS



Debbie J. Adams
Mary Adamski
Susan Ahl
Joelle Andre
Marnie Andrews
Kirstin Anglea
Susan & John Appel
Sarah Averill
John Baird
Stephen Bakke
Cynthia Barrientos
Mary & Keith Bednarowski
Tom & Carol Beech
Benevity Community Impact Fund
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Elizabeth Blair
Rachel Boechler
Haqqua & Bill Bolling
Wint & Tammy Boyd
Marla Brenner
Valerie Brown
Jeff Burdick
Tim Carr
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Terry & Jane Chadsey
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Kathleen Gille
Marvel Godin
Veta Goler
Cat Greenstreet
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Mark & Nancy Hallenbeck
Sally Hare
Nichelle Harrison
Mary Hess
Laura Hill
Chelsey Hillyer
Laurie Hittman
Linda Howe Schelin
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Chris Johnson
Julie Johnson
Alexis Jones
Chandra Joseph-Lacet
Dagmar Kauffman
PK Kennedy
Dixie Keyes
Merrie King
Barbara Kornas
Steven Kosk
Karen Kozak
Fionnuala Langford
Chris & Bob Larson
Loie Lenarz & Bob Kolasa
Beth Lewis
Diana Livingston Brant & Family
Chris Love
Amy Maupin
Kathryn & Rimes McElveen
Joyce & Dick McFarland
Joyce McFarland Estate
Cindy McMahon
Lauri Mendelsohn
Bryan & Meredith Mitchell
Jack & Jacqueline Mitchell
Constance Murphy
Shelley Murphy
Ann Myers
Loyd Neve
Susan Nodurft
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Diane Ott-Hager
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Betsy Shepard
Dale Skaggs
Judy Skeen
Thomas Skillings
Colleen Smith
Jeff Smith
John Smith
Mary Ann & Lowery Smith
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Morgan Stafford
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Justin & Kristin Stets
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Lynn Truesdell III
Christopher Tucker
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James & Susan Varn
Wallace Family Foundation
Sharon Wallin
Dell Waterhouse
Sherry Watt
Georgia Weithe
Holly Wilkinson
Elizabeth Williams
Michael Williams
Chip Wood
Leslye Wood

OUR FINANCIALS: FISCAL YEAR ENDING JUNE 2022

STATEMENT OF FINANCIAL POSITION

ASSETS	2022
Cash and Cash Equivalents	\$693,906
Pledges Receivable	\$5,600
Prepaid Expenses	\$25,393
Investments	\$1,125,968
Total Assets	\$1,850,867
LIABILITIES	2022
Total Liabilities	\$83,871
NET ASSETS	2022
Total Net Assets	\$1,766,996

STATEMENT OF ACTIVITIES

REVENUE	2022
Contributions	\$323,635
Services Fees + Tuition	\$212,105
Other Income	\$45,417
Total Revenue	\$581,157
EXPENSES	2022
Program Services	\$726,278
Management and General	\$46,931
Fundraising	\$40,392
Total Expenses	\$813,601
NET ASSETS	2022
Change in Net Assets	(\$232,444)
Net Assets, End of Year	\$1,766,996

A NOTE FROM THE BOARD TREASURER

Dear CCR Community Members:

The world that we all inhabit; from the breath that we take and food that we consume; to every interaction we have with one another—rests primarily on two pillars: love and trust.

And while, I would argue, you have read summaries of love scattered throughout this report, within the Finance Committee of CCR, our fiscal and fiduciary responsibility to you is to engender and nurture your trust in the stewardship of CCR's resources.

Our focus is clear: be operationally effective with the contributions that you generously direct to CCR, be strategically sound in identifying the risks that may prevent us from advancing our mission, and be humble and wise in how we position CCR for a sustainable future. Here are three simple examples of how that clear focus shows up in our financials:

- We continue to invest in technology platforms for the purpose of increasing staff efficiency and improving our ability to track, audit and report on activities.
- We are outsourcing our bookkeeping activities to a professional firm which reduces financial risk and heightens transparency of our operations.
- We have maintained a strong, high quality liquid position in our investments which has insulated the organization from market volatility.

Thank you for entrusting us with your gifts of love, be they monetary contributions or the numerous non-financial ways you are showing up to advance our work.

Justin Stets

Justin Stets

Board Treasurer





CENTER for
**COURAGE &
RENEWAL**

2435 EAST NORTH ST.
SUITE 1108 - 111
GREENVILLE, SC 29615



ANNUAL REPORT 2022

THE RIPPLE EFFECTS OF YOUR SUPPORT ARE MAKING AN OUTSIZED IMPACT IN SO MANY PEOPLE'S LIVES – AND THE PEOPLE THEIR LIVES IMPACT. TOGETHER WE ARE NURTURING THE COURAGE AND COMMUNITY WE ALL NEED TO CREATE A MORE LOVING, EQUITABLE, AND HEALTHY WORLD. THANK YOU!