CENTER for COURAGE & RENEWAL

ANNUAL REPORT 2025

JULY 2024 - JUNE 2025

LETTER FROM THE CHAIR OF THE BOARD OF DIRECTORS

Greetings,

It is an honour to share these reflections with you in my first year as Chair of the Board of the Center for Courage & Renewal. I am deeply grateful for the trust you have placed in me, together with my fellow Board members, to help steward CCR into its next chapter.

This past year has reminded me, again and again, why CCR's work matters so profoundly. We are living through a time marked by fragmentation, fear, and division — yet also by a growing global hunger for connection, compassion, and community. Across sectors and geographies, people are seeking spaces where they can speak truthfully, listen deeply, and act with courage. CCR continues to lean into that need with a steadfast commitment to our principles, practices, and values.

Under Kathryn McElveen's leadership and with your support, CCR continues to evolve with purpose. Our programs, community platform, and renewed focus on accessibility and belonging are engaging more people with the Courage & Renewal approach in ways that are meaningful and sustainable. We are seeing the ripple effects of this work in classrooms, healthcare settings, faith communities, social justice movements, and organisations striving to lead with humanity in complex times.

This year also saw the launch of Between the Lines, a new author conversation series. These rich dialogues — with Valerie Brown, Kazu Haga, and most recently Norma Wong — have offered our community a way to engage with wisdom leaders who are shaping the moral, spiritual, and relational imagination needed for these times. These gatherings have become a powerful expression of how CCR is meeting the moment: creating spaces for reflection, truth-telling, and collective insight at a time when such spaces are increasingly rare.

What gives me the most hope is witnessing the courage of our community — people like you — who continue to choose wholeness in a world that often pulls us toward division. Your presence, generosity, and belief in this work make everything possible.

Thank you for walking with us. Together, we are nurturing the courage and community needed to create a more loving, equitable, and healthy world.

With gratitude and hope,

Adé Adeniji
Board Chair

ABOUT CCR

The Center for Courage & Renewal (CCR) exists to nurture deep integrity and relational trust, building the foundation for a more loving, healthy, equitable world.

Our educational programs and resources equip people with skills, practices, and frameworks to nurture connection and resilience, build trust, and act with greater courage and integrity in their lives and work.

WHY OUR WORK MATTERS TODAY

This is a time marked by deep division, rising authoritarianism, economic and environmental instability, rapid technological acceleration, and persistent inequity. Where fear dominates and isolation grows, trust weakens, fatigue rises, and our sense of possibility contracts.

But this is not the only story. Across communities, we see people practicing the kind of courage that builds trust rather than erodes it. We see people narrowing the gap between their actions and their values.

These glimpses reveal what is possible: a more just and interdependent future.

Our work moves us towards that possibility. We help people stay grounded in their values, sustain connection with themselves and their communities, and act with integrity.

Together, we're building the trust that lasting change requires.

OUR REACH & IMPACT AT A GLANCE

6,537
people from 55 countries engaged directly with CCR this year via our programs, membership, newsletter subscription, or financial support.

191
active facilitators carried our work into their communities and institutions, whether through sharing elder wisdom, supporting our collaborative learning community, leading retreats, or living out our approach in their day to day lives.

167
programs & retreats were offered on our program calendar this year, up 51% compared to last year. Courage & Renewal programs & retreats are held online and onsite in locations and time zones all around the world.

102,000+
people visited the CCR website this fiscal year, an increase of 13% from the year before.

$107,079
in financial aid was granted to make participation in our programs more accessible.

HOW WE CULTIVATE LASTING CHANGE

We believe lasting change begins with people who can nurture and sustain trust — within themselves, in relationship with others, and within the institutions our lives depend on.

Informed by Parker Palmer's Movement Model of Social Change, our work and impact take shape across four interconnected dimensions — awareness, practice, integration, and imagination. Together, these pillars strengthen the capacities that make durable transformation possible.

As people engage with our programs, they become more grounded under pressure, more capable of navigating relational complexity, and more willing to take actions consistent with their values.

Over time, these shifts extend beyond individuals: trust deepens, relationships become more resilient, and leaders and institutions act with greater responsiveness and care. These changes reshape our culture, giving rise to more compassionate and humane systems and moving us toward a just and equitable future rooted in collective liberation, reciprocal care, interdependent thriving, and mutual belonging.

FOUR PILLARS OF OUR WORK

Awareness

We raise people's awareness of the divisions within themselves and in the world around them. We remind them that they carry the inner wisdom and agency to choose a more sustainable way of living.

Practice

We create trustworthy spaces where people can practice new ways of relating to themselves and others. Bounded by norms and supported by community, they build the "muscles" needed to show up differently in real life.

COMMUNITY

Imagination

We share real stories of people who embody this way of living and the difference it makes. These stories help others believe that change is possible — and inspire them to play their part in building a better world.

Integration

We help people bring what they've learned into their everyday lives. As they make decisions, handle conflict, and build relationships, these new skills and habits start to transform how they live and work.

AWARENESS

"It was amazing... definitely going to join this community because I need the touchstone of connecting with others in this way."
- Laura H.

"Deeply, deeply touching. I feel like I am waking up after going numb."
- Virginia P.

Meeting People Where They Are

In the immediate aftermath of the 2024 United States presidential election, CCR created a public gathering for anyone seeking space to process how things were unfolding.

More than 1,000 people registered.

We created space for people to reflect and look clear-eyed at a time with mixed emotions and uncertainty — within themselves and in the world around them. In doing so, participants gained clarity about their own courageous path forward.

"I learned a great deal quieting down, listening to myself internally, and then out loud in group, and listening to the wisdom of others."
- Kent P.

"It was a wonderful time to be present together. I feel more at peace now than I have for weeks and weeks. Thank you for giving us this opportunity."
- Alice E.

"Grateful for this gathering. Thank you for the listening and the sharing. Gave me a chance to settle, be present to myself and an energy of care."
- Beth C.

"It worked beautifully. We shared deeply. Deeply healing."
- Denise H.

AWARENESS

Launching CCR's "Between the Lines" Author Series

In early 2025, CCR launched the Between the Lines Author Series to create space for thoughtful conversation about the tensions shaping our lives and civic life. In dialogue with Parker J. Palmer, authors Valerie Brown and Kazu Haga invited participants to reflect on how they want to live and respond in these times. Many left with renewed clarity about their values and the role they can play in building a more compassionate and humane world.

"It inspired me to stop sitting back and step forward in creating community."

- Santou C.

"This event affirmed the importance of showing up with presence. The phrase 'begin again, gently' has stayed with me — not only to reset personally, but also in how I accompany others. Trust doesn't grow from certainty, but from the quiet courage to hold space."

- Curtis S.

By the numbers:

- **1,378** participants registered for the two Author Series offerings.
- **85%** of feedback respondents reported that the content of the conversations was 'Very Effective' in helping them gain meaningful knowledge, resources, and insights.
- **$55,859** collected in registration donations — funds that will support lowering financial barriers and creating more access to CCR's programs and resources.

PRACTICE

Learning and Practicing the Courage & Renewal Approach

CCR's core programs offer guided spaces where people deepen their understanding of the Courage & Renewal approach and strengthen practices they can carry into their lives, relationships, and work.

Foundations of the Courage & Renewal Approach

An introductory program exploring the values, principles, and practices of the Courage & Renewal approach and how they support authentic living and trustworthy community.

- 192 participants across 7 offerings
- $5,255 granted in financial aid
- 13 countries represented

Courage & Renewal Practicum

A deepening program for those seeking to strengthen their understanding of the Courage & Renewal approach and apply its practices more fully in their lives and work.

- 41 participants across 2 cohorts
- $13,685 granted in financial aid
- 4 countries represented

Facilitator Preparation Program

An immersive training process for those called to facilitate Circle of Trust® retreats, equipping them to create and hold trustworthy spaces for others rooted in the our approach.

- 32 new participants
- $25,170 granted in financial aid
- 8 countries represented

The Courage & Renewal Approach to Mentoring

An exploration of mentoring through the lens of the Courage & Renewal approach, strengthening the practices of presence, listening, and care that support others' growth.

- 52 participants
- $200 granted in financial aid
- 9 countries represented

Circle of Trust® Retreats Around the World

Courage & Renewal facilitators continue to find creative ways to offer Circle of Trust retreats within their communities and institutions — cultivating spaces to practice deep listening, ask open and honest questions, and reflect on what matters most. From virtual gatherings to onsite retreats across geographies and time zones, this work continues to take root in diverse settings around the world.

Among them, "Leading From Within: Tending to our Hearts" brought together Korean-speaking clergy through a collaboration between U.S.-based and South Korea-based facilitators. The retreat created a culturally grounded space for exploring trust, leadership, and the inner work required to sustain both.

"One of the most important aspects of the gatherings was the principles for the trust circle. At the beginning of each session, we read these principles, and through sharing, I was able to deeply reflect on how trust can grow. As I had been contemplating what fosters trust within a community, these principles seemed to offer valuable guidance."
- Soonho K.

"It was a deep and gentle, yet strong and warm community experience, and it gave me the strength to become a leader and create such a welcoming and life-giving community."
- Jihun K.

"I particularly enjoyed the format's invitation to silence. Initially, I felt compelled to speak, but over time, I learned the freedom of not having to. The lack of a sense of needing to reach a certain conclusion made this countercultural experience refreshing. I wish there were more opportunities for retreats like this."
- Jungsu P.

INTEGRATION

Communities of Practice: Integrating Courage & Renewal Into Our Personal & Professional Lives

CCR's Membership & Belonging program supports people as they carry Courage & Renewal practices into their daily lives and leadership. In community, members share stories, questions, resources, and challenges from the journey, finding the support needed to keep integrating the work into the public sphere.

"I always feel refreshed and renewed and hopeful that I can implement some of the ideas when I return to work... It's amazing how quickly the structures and systems can overshadow everything I've just learned. I think the more I engage in the practices, though, the more it becomes a part of my daily life, including my response to these systems that deplete and diminish."

- Amy M.

"Knowing that there are people "out there" who "get" a more authentic way of being in the world allows me to continue showing up for my lived reality/community to create that in my own life and relationships."

- Peggy D.

By the numbers:

- **593** membership community event registrations for intimate gatherings that helped members explore real-life challenges and deepen their practice in community.
- **94%** of Membership Survey respondents 'Agree' or 'Strongly Agree' that being a member of the Courage & Renewal community is valuable for them.
- **$25,892** granted in financial aid to make membership accessible for those seeking learning communities of practice and support.

INTEGRATION

Souls on Deck: Shaping Our Work in the World

Our "Souls on Deck" program brought together 30+ Courage & Renewal Facilitators to participate in a year-long community of practice. Through intimate "soul circles," virtual gatherings, and a culminating retreat, participants explored how engaging the sacred could deepen their Courage & Renewal work. What emerged was a shift in how facilitators show up in their leadership, relationships, and the spaces they hold, with new practices and ideas already taking root across our wider Facilitator Collaboration.

"Our ongoing Soul Circle was a way to stay connected not only to the whole experience but to each other and ourselves. It was a steady, predictable offering that served as an anchor in difficult times."

"The depth of connection I feel with other members of our Souls on Deck circle (and with a part of myself that I've kept largely hidden as a facilitator) has everything to do with how explicitly and intentionally the sacred has been held at the center of every aspect of our work together. That has been, and continues to be, the most life-giving, richly generative part of the process for me — and one that will inform my own work as a facilitator going forward."

"The intimacy, trust and support hat we have developed have been extraordinary. We have shared our individual journeys and faith traditions — as well as our questions and doubts — in the context of the larger Souls on Deck community. It has been invaluable to be in this group during this tumultuous time."

IMAGINATION

Telling Stories That Expand Possibility: "Sustaining Community Recovery Work"

After Australia's devastating 2019–2020 bushfires, Courage & Renewal facilitators Louise Mitchell and Noela Maletz brought Courage & Renewal workshops and retreats to community recovery workers supporting affected communities. Over three years, these gatherings created space for reflection, connection, and shared meaning-making for those carrying the weight of recovery work.

Their reflections, captured in a short film produced by CCR, offer a powerful reminder of how restorative practices can sustain those doing some of the hardest work in our world — and how sharing stories of this work expands our sense of what's possible.

Anne Cleverley

Lovely Lou– how important to take the time to reflect and hold space for each other. It would be wonderful to see this kind of work embedded in disaster recovery. We need tools that support deep reflection as the challenges of recovery work are deeply felt. Thanks for generously sharing your knowledge and continuing to support so many through your work.

Like · 2 | Reply · 1 reply

Catherine Gearing
National Consultant Disaster Recovery for the Social Recovery ...

Wow Lou, this looks like fantastic work. Congratulations on your continued commitment, passion and drive to community recovery, you are such an asset to the sector. I love seeing how you are supporting the valuable workforce who provide this assistance and rarely get the chance to reflect and unpack the complex work we do. I really hope this approach can become standard practice, the continuing burn out in the sector needs to change. Keep up the great work. ❤️

Like · 4 | Reply

Peter Pigott
Community engagement and collaboration specialist, creating a...

Thanks for sharing this and for amplifying this important work. An essential part of navigating the climate crisis is having opportunities to be in this sort of practice, regularly.

Like · 1 | Reply

Damien Farrell
Founder at Humbli

Thank you for sharing Louise Mitchell🙏 The video provides a stunning insight into the impact and critical importance of your Courage & Renewal work.

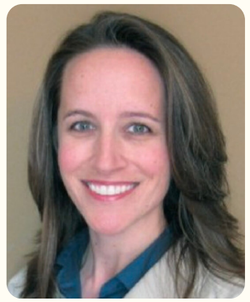
Like · 1 | Reply · 1 reply

Global Gathering of Courage & Renewal Facilitators: Sharing Stories from the Field

In October 2024, 100 facilitators from around the world gathered in Madison, Wisconsin for the Global Gathering of Courage & Renewal Facilitators — the first in-person gathering in seven years.

Through presentations and conversations, participants shared stories of how Courage & Renewal practices are being brought into communities, workplaces, and healing spaces across the globe. Participants left with a renewed and inspired sense of the power of our work.

OUR STAFF (Current)



Kathryn McElveen
Executive Director

Kirstin Anglea
Mentoring Program Coordinator

Marna Anderson
Director of Development

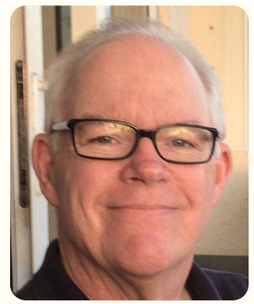
Taylor Culliver
Director of Strategic Initiatives

Jessica Fentiman
Executive Assistant

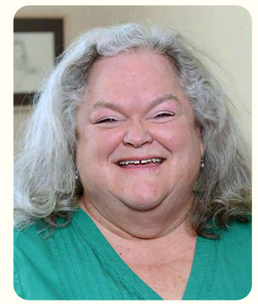
Emmy Guthrie
Salesforce Administrator

Ariel Thai Heide
Accounting Specialist
Blumer Associates

Mariela Reese, CPA
Finance Manager
Blumer Associates



Mike Saver
Core Program Lead, Practicum & Facilitator Preparation Program

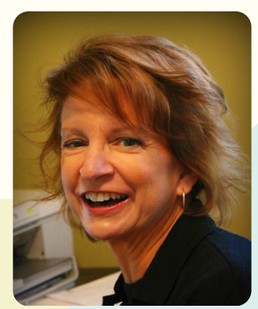


Judy Skeen
Facilitator Collaboration Coordinator

The depth and impact of our programs depends on the care, skill, and integrity of the people who steward them. As the need for our work grows, we continue to strengthen our team by expanding capacity, deepening our expertise, and working alongside an engaged and committed board. Investing in our staff and governance ensures our work remains responsive, transparent, and sustainable.

Morgan Stafford
Programs Manager

Vincent Thurman
Communications & Storytelling Manager



Sherri Whittington
Operations Manager

OUR BOARD (Current)

Adé Adeniji
Board Chair

Tirzah Enumah
Board Vice Chair

Dr. Aleze Fulbright
Board Member

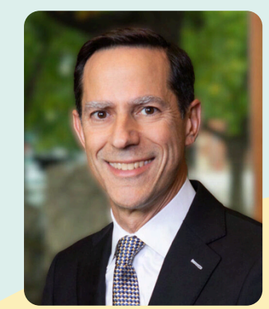
Will Johnson
Board Member

Jonetta Moyo
Board Member

Mary Lynn Oglesbee
Board Member

Tara Reynolds
Board Secretary

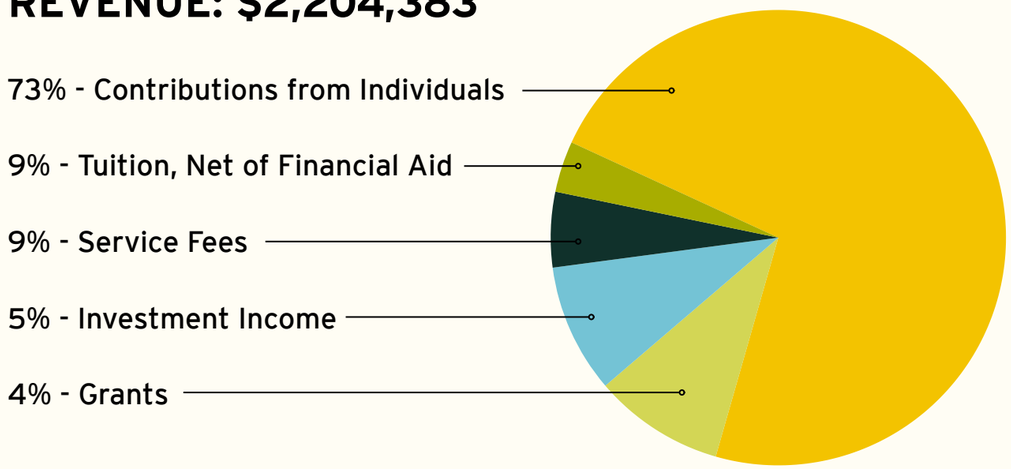
Lucrecia Rodríguez
Board Member



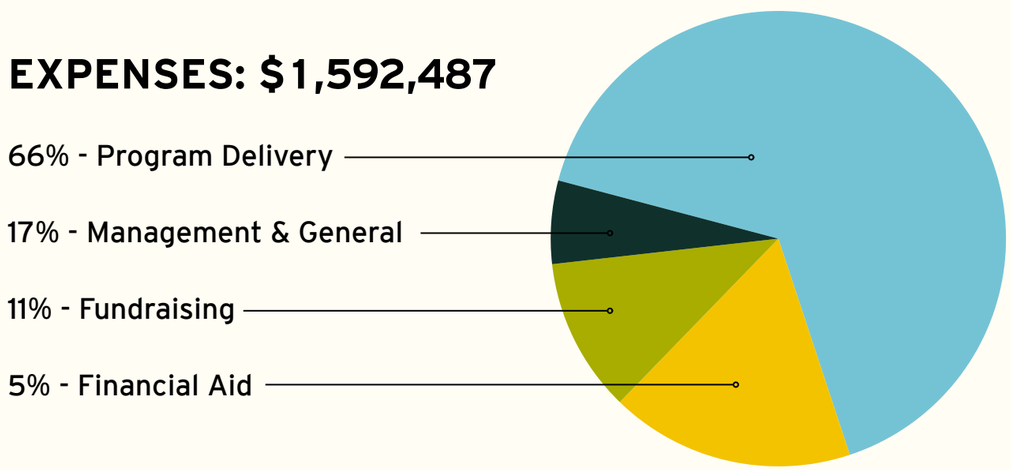
Justin Stets
Board Treasurer

FINANCIALS (Fiscal Year-End 2025)

REVENUE: $2,204,383



EXPENSES: $1,592,487



NET ASSETS

2024: $1,847,357

2025: $2,459,253

Read our full financial report.

GRATITUDE FOR OUR SUPPORTERS

As Executive Director of the Center for Courage & Renewal, I am filled with deep gratitude for the extraordinary community that sustains and advances this work. In a time when the world feels both tender and turbulent, your commitment to nurturing courageous, compassionate leadership is nothing short of inspiring.

Because of you — our generous donors, dedicated facilitators, thoughtful partners, and steadfast participants — the impact of Center for Courage & Renewal ripples outward into our families, communities, and organizations across the globe. You make it possible for people to reconnect with their deepest values, to lead with integrity, and to build relationships rooted in trust and belonging.

Thank you for believing in this mission and in one another. Your generosity of time, resources, and heart ensures that the work not only continues, but grows. It is an honor to walk alongside you in this shared journey toward a more compassionate and courageous world.

With thanks,

Kathryn McElveen
Executive Director

MOMENTUM FOR THE WORK AHEAD

With growing interest in Courage & Renewal around the world, CCR is investing in three areas that will help this work reach further and take deeper root: expanding access so more people can experience the practices that support lives of wholeness and courage; strengthening communities of practice that sustain people in living and leading with integrity; and amplifying stories that inspire a new social imagination rooted in healing and transformation. Together, these investments will help ensure that Courage & Renewal continues to grow as a source of connection, courage, and cultural change in the years ahead.

YOUR GIVING HELPS SUSTAIN THIS URGENT, NECESSARY WORK

Your investment supports our unyielding commitment to transforming lives and building the foundation for a more loving, equitable, and healthy world.

Ways to Give:

Scan the QR code or visit couragerenewal.org to make a one-time or recurring donation online.

Mail a Check to:
25 Goldsmith Street #18
Greenville, SC 29609

Use our easy online form to give stock or make a donation through your donor advised fund or IRA.

Create a simple will for free on our website and leave a donation to CCR or another nonprofit.

To learn more about our work and other ways to give please visit our website or contact Marna Anderson at 651-247-5542 or email her at marna@couragerenewal.org.

CENTER for COURAGE & RENEWAL

25 GOLDSMITH STREET #18
GREENVILLE, SC 29609

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!

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