



2018

# ANNUAL REPORT

TELOS





# TELOS GROUP

## STAFF



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President & Co-Founder



Todd Deatherage  
Executive Director & Co-Founder



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## DIRECTORS



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Dave Davis



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Annie Kate Pons



Mary Kay Turner



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Carolyn Weimer





PRO/PRO/PRO PEACEMAKING

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Dear Telos friends,

2018 was a year of evolution and growth for Telos. Yet it was also a year of increasing despair and frustration for many of our Palestinian and Israeli friends.

Telos hosted more delegations in 2018 than any previous year. And we've piloted ground-breaking Telos initiatives here in the U.S., including a new southern delegation exploring cross-boundary movement building here at home.

But prospects for a political resolution dimmed as the Trump Administration--buoyed by many of Telos' target constituencies--took aim at policies and institutions supporting Palestinians.

We are entering a new era of the conflict, with our vulnerable friends becoming even more vulnerable. Our work as peacemakers has never been more urgent. We must grow our tribe and scale our impact. And, in the meantime, we must continue to turn our attention, energies, and resources to our friends in need.

Onward and forward!

Greg Khalil, President & Co-Founder



# mission

We exist to form communities of peacemakers to heal intractable conflict.

Our vision is a world in which leaders and their communities claim the requisite drive, expertise, and relationships to effectively and relentlessly wage peace to sustain **security, dignity and freedom for all.**

# vision



## 2018 snapshot

100

trips to I/P since we started in 2009



17 trips to Israel/Palestine this year



3 pilot trips to the US South



7 alumni-initiated projects to impact their communities for peace



398 new trip alumni



39 newsletters & 1 peacemaking curriculum



# this year...

2018 was a difficult year for our friends in Israel/Palestine. And a time of growth and evolution for Telos. With the move of the US embassy to Jerusalem, the closure of the PLO office in DC, the end of significant humanitarian support for Palestinians, and the growing assault on Americans who seek to exercise free speech rights to criticize Israel, we have entered a new and more complicated era for American relations with Israel.



Given these changes, we have an ever-increasing appreciation for the grassroots organizations on the ground. They ensure the national narrative doesn't have the last say.

## programming

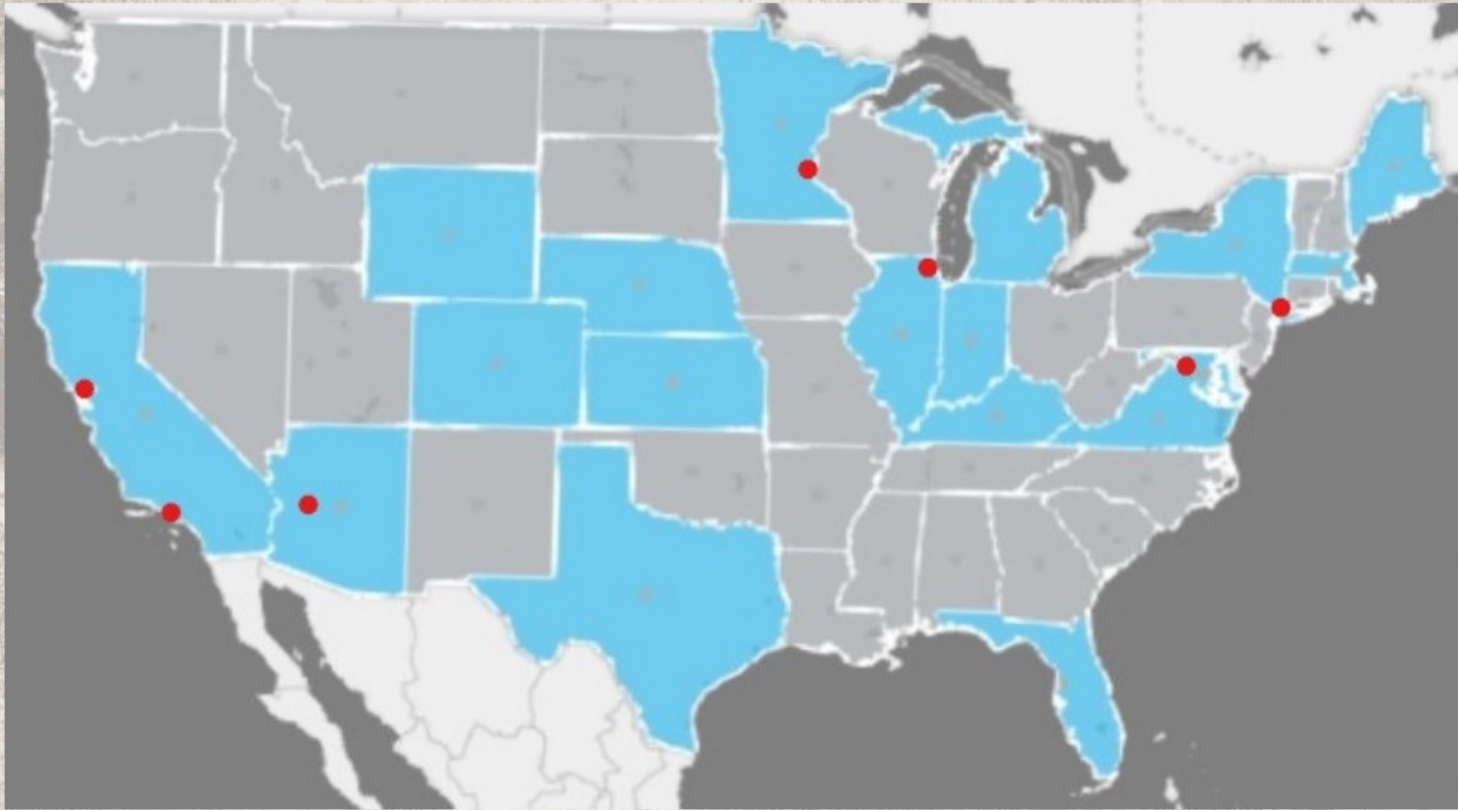
Telos has significantly grown its network and expanded its programming domestically, having hit our 100 trip milestone since 2009! We're seeing the fruits of our labor in changed perceptions and increasing action from our trip alumni.



In 2018 alone, Telos gained 398 trip alumni between the 17 trips to Israel/Palestine and 3 American Pilgrimage pilot trips. The new venture to the South allowed us to learn and engage in conversations surrounding the history of racial tensions and reconciliation efforts in our own country.



# our reach



Telos presence ||| Telos "hub"

# church partners



1  
Christ Presbyterian: MN



2  
Central: AZ



3  
The District Church: DC



4  
National Community: DC



5  
Rockharbor: CA



6  
Willow Creek: IL



7  
Parkview: IL



8  
Trinity Grace Tribeca: NY



# new developments

## American Pilgrimage Pilot

Israel/Palestine trip alumni commonly return with feedback: How can I do this work on Israel/Palestine without exploring my bias and the divisions in my own community?

We're addressing this need - and a large gap in our change theory - through immersive educational experiences domestically in the States. An American Pilgrimage equips our leaders to excavate biases here, learn effective tools of nonviolence and transpartisan advocacy, and to deepen community and advocacy ties within the Telos network. This year we developed a trip to Louisiana, Mississippi, and Alabama.



## Peacemaker's Playbook

Through the Christian Leadership Initiative, Jordan developed a 14-week peacemaking curriculum intended to equip church communities for theological study and tangible peacemaking action. In the fall, he led a pilot group with Telos friends in Washington, DC from The District Church and National Community Church. The curriculum exists to support pastor sermon series, small groups, or individual study.





# outreach

## Speaking Engagements

Founders Todd and Greg collectively spoke at more than 10 events discussing reconciliation and social justice in 2018. Key groups include: Q Conference, Interfaith YouthCore, The Olive Tree Initiative, the National Prayer Breakfast (800 Middle East stakeholders), Columbia University, and Georgetown University. Jordan, on behalf of the Christian Leadership Institute, partnered with Virginia Theological Seminary and the Anglican Church for an event titled "Reconceiving Reconciliation." Telos also participated in outreach events at Harvard, MIT, Washington, DC, the San Francisco Area/Silicon Valley area, and the Skoll World Forum in Oxford, UK.

## One America Partnership

Jordan facilitated bridge building across cultures and faiths between a synagogue and mosque in L.A. by connecting Rockharbor church with One America—a movement with organizational support from "Repair the World" to heal fractured communities. In addition, he partnered the Christian Leadership Institute with One America and Over Zero for a seminar on communication strategies to mitigate violent conflict; This served a small group of pastors, including three from the Telos community.



## Consultancies

In addition to advising faith leaders regularly on bringing and growing peacemaking and the pro/pro/pro movement in their communities, multiple projects have utilized the expertise of Telos staff or drawn on experiences from a Telos trip or event: a philanthropic curriculum on ethical investment given the I/P conflict, a Telos alum's fair-trade shop, two peacemaking sermon series, a documentary film project - "Hurdle", Abby Disney's "History of Peace" series, a Global Summit of 100 diverse leaders through Narrative 4, a group that uses the pro/pro/pro model with conversations about sexuality and the church, a book *Indestructible*, and three Telos-inspired artistic endeavors.



# impact

## hosted events

Trip alumni continue to grow the pro/pro/pro community at home. In addition to formal events in Telos hubs, trip cohorts report hosting events around the country to build community around peacemaking.



## perceptions

"...I thought for sure I'd come back to the US knowing who was right/wrong and what needed to be done. Little did I know the complexities of the conflict, and the genuine sense of fear, hurt, pain, and even hope in each of the people we spoke to. I think the Rabbi we met said it best: "If you go home thinking you have a solution, you are part of the problem..."  
--Michelle, National Community Church, Washington, D.C.

"...This was one of the most life-changing and transformational experiences I've had. I saw hope and grace in the most desperate situations. I saw powerless people who longed to be treated with dignity who chose to work toward it in a peaceful way. I saw people with power using their voices and resources to bring about justice and peace. I listened to stories of incredibly strong women, men, and children who exhibit grace, generosity, hospitality, hope, and love in the midst of pain, violence, rejection, fear, and injustice."  
--anonymous



# partners & alumni



Aaron Neiquist, a participant on one of the first Telos trips back in 2010, wrote *The Eternal Current* for any seeking to chart a path between an abandonment of faith and a doubling down on an evangelicalism that's left them empty and disillusioned. His hope-filled third way is a call to a practice-based faith.

In her book *Indestructible*, Ally Fallon recalls an interaction with Robi from The Parents Circle: "She leaned in really closely and put her hand on my arm. She looked at me warmly, like we were friends. I will never forget that look. When she spoke, it was barely above a whisper. She said, 'When the worst thing that has ever happened to you, happens, you will realize you don't have any reason to be afraid anymore.'"



Inspired by her Telos experience, musician Kellie Haddock recorded an album of hymns on the ukulele. She recalls, "[In the Holy Land], I was more aware than ever of how we're invited every day to step into ordinary miracles - the hope for things still unseen becoming all the more tangible."

Luke Norsworthy's *Neighborly Faith* podcast investigates how evangelical Christians can be good neighbors to people of other faiths. Telos alum Aaron Niequist was interviewed to shed a light on his experience building relationships with local Muslims, in part due to his time spent with Telos in Israel/Palestine.



AJ Sherrill, lead pastor at Mars Hill Bible Church, has constructively incorporated the Telos mindset in his sermons. As a gifted communicator, he effortlessly taps into the nuance of waging peace and its implications within Christianity.



# financials

## 2018 Support



STATEMENT OF FINANCIAL POSITION		
	2017	2018
<b>Revenue + Support</b>		
Leadership Tours	\$369,305	\$899,134
Conference	\$50,505	----
Contributions		
Churches	\$129,810	\$53,669
Foundations	\$310,000	\$370,500
Individuals	\$233,073	\$201,493
Corporate	\$7,047	\$5,029
<b>TOTAL REVENUE + SUPPORT</b>	<b>\$1,099,740</b>	<b>\$1,529,825</b>
<b>Expenses</b>		
Leadership Tour Expenses	\$404,695	\$811,192
Conference Expenses	\$194,397	----
Community Engagement	\$27,795	\$15,263
Fundraising	\$1,875	\$1,279
General + Admin	\$159,217	\$212,103
Employee Compensation	\$398,298	\$438,000
<b>TOTAL EXPENSES</b>	<b>\$1,186,277</b>	<b>\$1,477,837</b>
	<b>(-86,537)</b>	<b>(+51,988)</b>



## Revenue/Expenses Each Year



# looking forward

## South Africa 2020

Telos has piloted a new immersive educational experience in South Africa. Trips are set to begin in January 2020!!



## Telos Table

During our mid-year fundraising campaign in 2019, we will begin rolling out the "Telos Table" initiative - a community-based post-trip engagement program to keep our alumni at the table and on the peacemaking journey - in our respective communities here in the United States.





# expanded programming

## travel & fiscal sustainability

### illumine



Telos is growing and expanding its travel programs through a new brand called Illumine.

Through Illumine, we are able to offer our unique trips to many more communities, replicate our model in other locations, and generate more revenue for Telos. Already, we've launched new trip models in the domestic U.S. and in South Africa. We've built a new website, [illumine.io](http://illumine.io), which also handles the back-end processing for all Telos trips. And we've begun to offer trips to non-American groups.

Illumine is key to our strategy of growth and long-term fiscal sustainability.



## sponsorships

We are incubating two projects through Telos that have started specialized programming. Through our unique relationship with them, these organizations can receive Telos guidance, fundraise for tax deductible donations, and make use of our platform to execute some of their programming.

### Amplify Peace

Founded by women seeking to create a better story - incorporating those who have been marginalized or silenced - it launches peacemakers through transformational immersive encounters locally and globally, introducing participants to a worldview that reveals dignity in all.

### Law School Students

A prominent law school sought to bring a human rights lens to student engagement in the Middle East. We partnered with them to develop a human rights-focused trip tailored to their community and its needs.



# new team members

## staff

**Carly Rosenthal** is a program coordinator based in Jerusalem. She has extensively invested in the Jewish youth community in Melbourne, Australia. Most recently before working with Telos, she spent five months volunteering with Israeli and Palestinian human rights activists and leading educational tours for Jewish-American groups to the Palestinian territories.

**Marina Kilmchuck** is a program coordinator based in Jaffa. Before joining us in 2018, she spent a year of service in Georgia (Caucasus) through the Global Jewish Service Corps fostering cross-cultural partnerships to help weave the marginalized Jewish community into the local social fabric. She has also worked with children of asylum seekers and women at risk.

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## board

**Annie Kate Pons**, an LA-based TV producer supporting domestic and international news and unscripted news, has a keen eye for unique points of view and stories of families and communities across America.

**Dave Davis**, the lead pastor at Parkview Community Church, has been instrumental in his congregation's partnership with Telos. His strategic consulting company has previously advised Telos.

**Carolyn Weimer** has worked in the Investment Management industry for the past two decades focusing on product development, relationship management, fund formation, marketing strategy, and communications.







**"The ultimate weakness of violence is that it is a descending spiral, begetting the very thing it seeks to destroy. Instead of diminishing evil, it multiplies it. Through violence you may murder the liar, but you cannot murder the lie, nor establish the truth. Through violence you may murder the hater, but you do not murder hate. In fact, violence merely increases hate. So it goes.**

**Returning violence for violence multiplies violence, adding deeper darkness to a night already devoid of stars. Darkness cannot drive out darkness: only light can do that. Hate cannot drive out hate: only love can do that."**

**-Martin Luther King, Jr.**