

# Annual Report

**FY2023-2024**

**PRESENTED BY  
THE TELOS GROUP**



TELOS



## This year has been unlike any we've seen in our 15 years of work.

Nearly a year since the horrific events of October 7th, tens of thousands have been killed and millions displaced and suffering in deplorable conditions in Gaza, as over 100 Israeli hostages are still held captive.

And in the US, as we struggle to address past and ongoing racial inequity in a contested election year, extreme polarization, uncertainty, and political violence dominate the conversation.

**Yet, in the midst of this, the Telos community is changing the script and showing up in powerful, world-shifting ways.**

As we equipped our network with nuanced education, impactful resources, and concrete ways to engage, we kept our gaze firmly fixed on mutual flourishing for ALL people. Even when times have felt dark, when hope for a better future has been dismissed as a naive dream, we have pushed tirelessly for peace. As our friend Rev. Dr. Mitri Raheb reminds us:

**"Hope is what we do."**

## OUR MISSION

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We form communities of American peacemakers across lines of difference, and equip them to help reconcile seemingly intractable conflicts at home and abroad.

## OUR VISION

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Grounded in a vision of mutual flourishing, we envision a world in which leaders and their communities claim the requisite drive, expertise, and relationships to effectively and relentlessly wage peace.

In the Holy Land, we envisage a time beyond the Israeli-Palestinian conflict, when diverse communities of American peacemakers will stand with both Palestinians and Israelis to sustain dignity, freedom, and security for all.

We imagine, too, that our unique model of conflict transformation will be replicated elsewhere - helping bring stability, healing, and reconciliation to communities around the world, including here in America.



A NOTE FROM THE  
PRESIDENT

# Greg Khalil

President and Co-Founder

*Telos*



WATCH THE  
VIDEO HERE!





# Shaping the conversation

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On October 7th, the eyes of the world turned to Israel/Palestine and the unfolding crisis. People who had never engaged with the region suddenly were full of questions. Even those in our network who had traveled with Telos to Israel/Palestine in the past were at a loss. How do we hold hard truths in tension when everyone is picking sides?

**Into this frenzied environment of confusion, polarization, and grief, Telos emerged as a trusted source for information, context, and direction.**





# ADVOCACY HIGHLIGHTS



**6.8K**

**PEOPLE ACCESSED OUR ADVOCACY SCRIPT TO URGE THEIR ELECTED OFFICIALS TO SUPPORT A CEASEFIRE AND RELEASE OF ALL CAPTIVES**



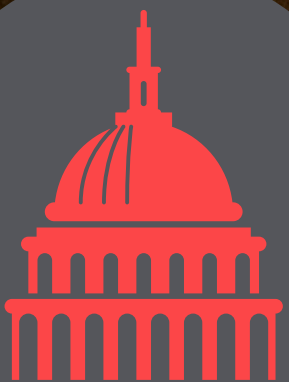
**6**

**COMMUNITY VIGILS TO LAMENT THE ONGOING VIOLENCE IN ISRAEL/PALESTINE AND OWN OUR AGENCY AND RESPONSIBILITY AS US CITIZENS**



**10**

**WEBINARS AND ONLINE EVENTS TO DIVE DEEPER INTO THE ISSUES OF THE DAY, HOW WE GOT HERE, AND HOW WE SHOULD RESPOND**



**25**

**MEETINGS WITH ELECTED OFFICIALS ON THE HILL ALLOWED PEACEMAKERS ON OUR STAFF AND IN OUR NETWORK TO SHARE THEIR STORIES AND ADVOCATE FOR A CEASEFIRE**



# THE TELOS CHANNEL

## TELOS TUESDAYS BRIEFS

We began a new series of briefings providing deep-dives into topics including Gaza before and after Oct 7, Jerusalem and the Holy Sites, Palestinian Christians, Ethnic Cleansing, and more. These Telos Tuesdays briefings, which one alum described as “pin-pointedly relevant, accessible, and engage[ing]”, paired with our bi-weekly newsletter, provided our network with a stream of nuanced education, impactful resources, and strategies for advocacy and engaging their communities.

**I've been learning from Telos for more than a decade. There is a trustworthy voice in a sea of misinformation.” - Shauna Niequist, via Instagram**

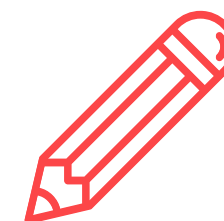
## AS ISRAEL/PALESTINE TOOK CENTER STAGE IN GEOPOLITICS,

we saw a growing need for deeper education beyond just headlines and social media posts. **This year, we recorded 20 podcast episodes that have been downloaded 10,000 times**, keeping our listeners up to date on events in Israel/Palestine and offering insight on what those in the US can do to support justice and peace.

Our online educational module, The Israel/Palestine Conflict - Origins that we created last year **received nearly 4,000 enrollees and was promoted by Alison Courses** as a resource for their network to learn more about the roots of the modern conflict.



**20 PODCAST EPISODES,  
10,000 TOTAL DOWNLOADS**



**4,000 ALISON COURSE  
ENROLEES**



**6 TELOS TUESDAYS BRIEFS**



# THE PRINCIPLES AND PRACTICES OF PEACEMAKING

The Principles and Practices of Peacemaking form the bedrock of who we are as an organization and what we believe is possible in the world. Through this lens of just peacemaking, we have the power to create a world in which all people experience peace, justice, and mutual flourishing in equal measure.

**From high school schools to churches to large corporations, we have provided over a dozen diverse communities with in-depth, practical training in the Principles and Practices.**

We have seen the power of peacemaking firsthand as we have helped communities of people develop a framework through which to address issues as small as interpersonal conflict at work, to as large as human and civil rights, poverty, governance, and inequality.



**38 PEACEMAKING  
TRAININGS &  
CONVERSATIONS**





IT'S POSSIBLE TO  
**RESIST** ANTISEMITISM  
FOR **ADVOCATE**  
**PALESTINIAN**  
HUMAN RIGHTS AT  
THE SAME TIME.



"WE BELONG TO  
EACH OTHER"  
— MOTHER TERESA

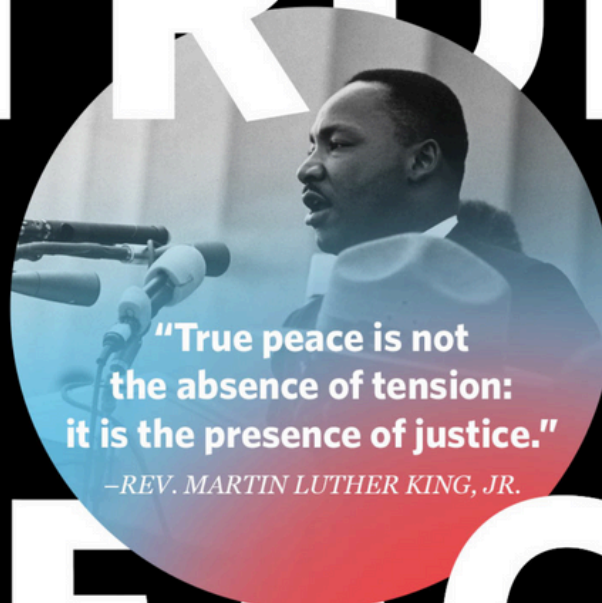


## SOCIAL MEDIA

Over the course of the year, our message of peacemaking and commitment to mutual flourishing reached over 640,000 people on social media and was shared by influencers like Amanda Gorman and AnnaSophia Robb. Our nuanced, informative, easily shareable content continually shaped public discourse and conversation around what it means to advocate for the freedom, security, dignity, and human rights of ALL people.

a war crime cannot justify  
a war crime

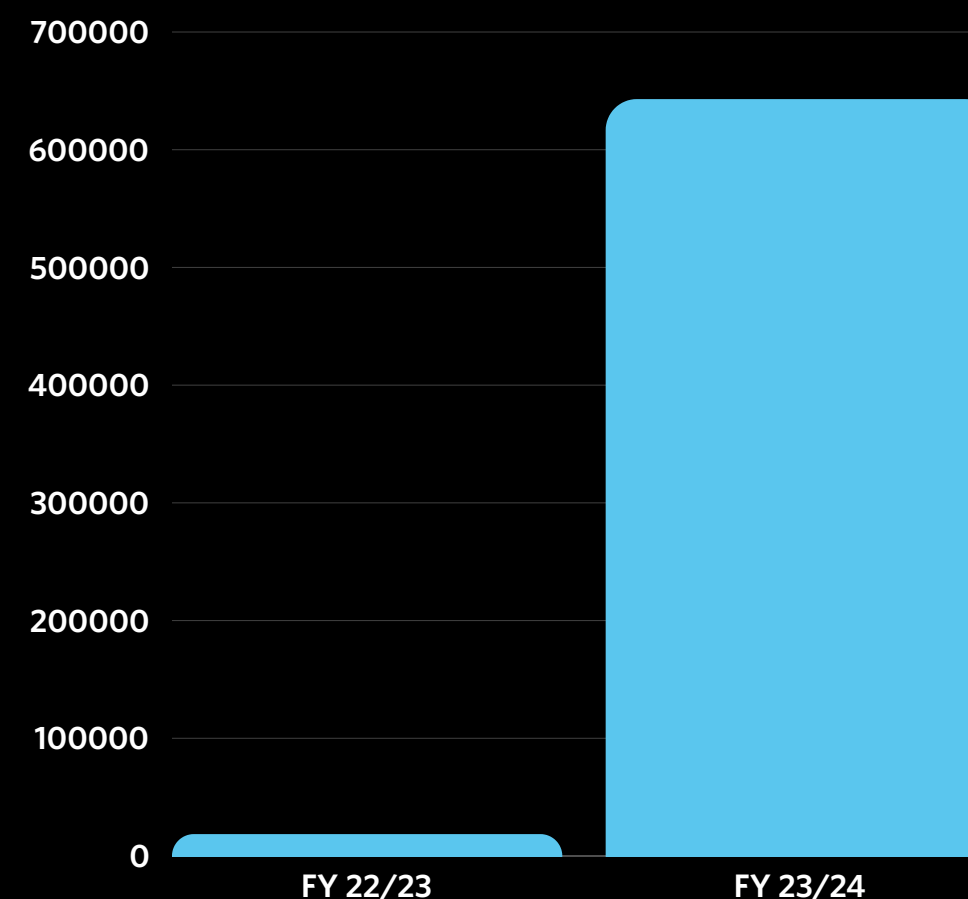
**TRUE  
PEACE**



"True peace is not  
the absence of tension:  
it is the presence of justice."  
—REV. MARTIN LUTHER KING, JR.

TEL

### ACCOUNTS REACHED



“

I can't recommend the brilliant people at Telos highly enough. If you want a **trusted and reliable, non-partisan source** to help understand the situation in Israel/Palestine then start here.”

- David Armstrong,  
via Instagram

IS PEACEMAKING  
ABOUT BOTH  
SIDES?

**VIOLENCE  
BEGETS  
VIOLENCE**





# TELOS IN THE MEDIA

BROWSE A SELECTION OF PIECES HIGHLIGHTING TELOS' WORK OVER THE LAST YEAR.

## BITTERSWEET MONTHLY



"Hope is what you do"

## RELIGION NEWS SERVICE



Amid war in Israel and polarization in America, the Telos Group seeks peace

## SEEN AND UNSEEN



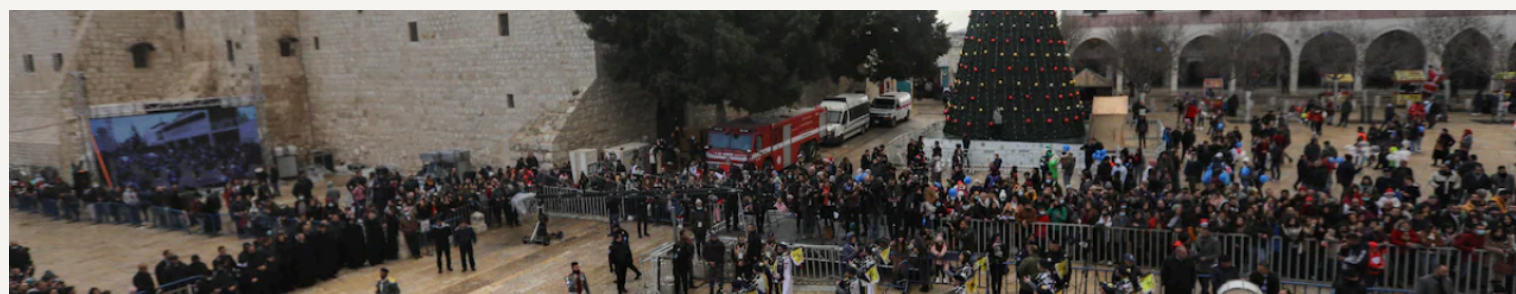
A peacemakers guide to keeping hope alive

## BBC



Conversation with Palestinian Christian leaders delegation

## WASHINGTON POST



Why Christmas is cancelled in Bethlehem

## A THIRD WAY PODCAST



Peace in the Middle East: a Christian perspective



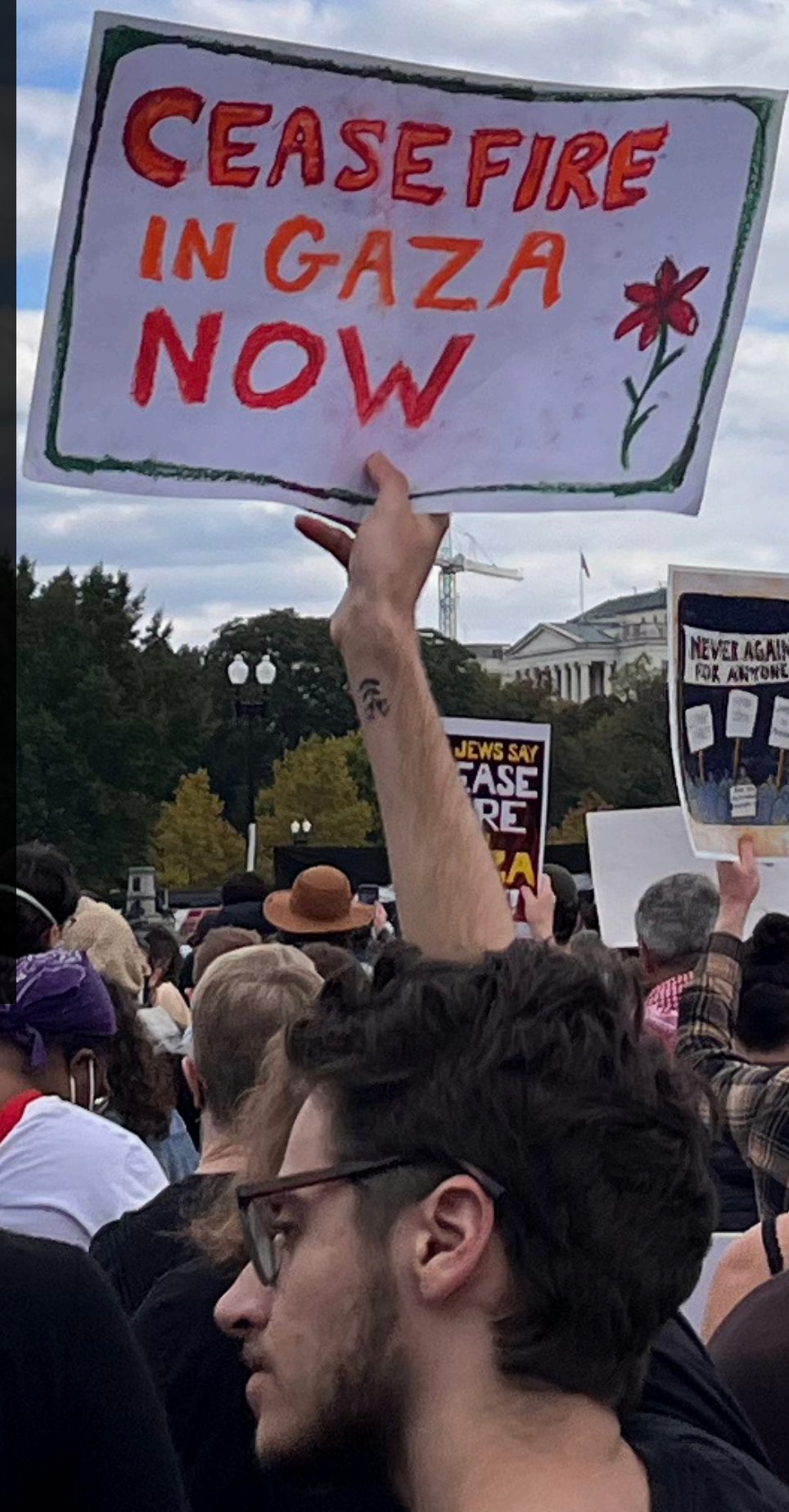
# Equipping our network

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**Change starts by building a movement.**

We are equipping our network to extend transformation, taking what they have learned through Telos and channeling it into advocacy, education, and local engagement.

Through the incredible work of our partners and alumni, we're **growing the peacemaking movement.**





# OUR ALUMNI ARE ON THE MOVE



## Immersive Travel Right at Home

After their experience with ReStory US, groups from Silicon Valley, the Colossian Forum in Grand Rapids, and South Bend City Church in Indiana independently organized local “Telos” experiences with their communities. These multi-day trips used ReStory US as a model and set about unpacking the history of their communities, weaving local narrative into the broader American story, inviting participants into a deeper understanding of the places where they live and embodied action for peace in their communities.



## Weaving Peacemaking into Church DNA

A group of ReStory US alumni from University Place Presbyterian Church, in an effort to share what they learned with the wider congregation, have created a “peacemaking team” at their church. This team has worked together to host a viewing of the film Just Mercy, organized a night of lament at their church, and is seeking to increase their impact in the local community by partnering with another church to advance housing equity in the area.

## HUNDREDS OF ALUMNI ACTIONS INCLUDING:

- BUILDING PARTNERSHIPS
- LOCAL ENGAGEMENT
- OUTREACH & EVENTS
- DIRECT ADVOCACY
- MAINSTREAMING PEACEMAKING



## Embodied Action For Ceasefire in Gaza

Telos alumni from Tulsa and Chicago worked within their communities to create Gaza Ceasefire Pilgrimages to stand in solidarity with those suffering displacement and destruction in Gaza and to advocate for a ceasefire and release of captives. These events included community walks paired with liturgies, stories, and songs from Palestinian voices.



ALUM SPOTLIGHT

# Bob Harder

Associate Provost  
Dean, College of Engineering  
*George Fox University*



WATCH THE  
VIDEO HERE!





ALUMNI SPOTLIGHT

# Amy Graham

Spiritual Care Pastor

*The District Church*



WATCH THE  
VIDEO HERE!





# Mobilizing Christians

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While not a faith-based organization, Telos works directly with Christian leaders and communities to help build a world where all people can flourish, in the US, Israel/Palestine, and beyond.

**We believe that Christians have a unique power to shift our elected leaders, our culture, and US policies—especially on Israel/Palestine —toward a future of flourishing for all.**





**OVER THE COURSE OF THE YEAR,** a central question continued to arise from the Christians in our network: how can the Church in the US be at the forefront of transforming our nation's relationship with Israel/Palestine towards lasting justice and true peace?

We quickly realized that this was not a question that one person or even one organization could answer. It would take a coalition of Christian leaders from diverse backgrounds, experiences, and expertise coming together to discuss new strategies of engagement in Christian communities and brainstorming what it would look like to bring peacemaking from the margins to the center of Christian discipleship.

**In June, Telos hosted a group of 45+ Christian leaders along with well-recognized Palestinian leaders to invest in this work, gathering pastors, influencers, and organizational leaders from across the country for three days of connection and advocacy.**

We began by lamenting the role that those of us from the Christian community have played in our action or inaction as it affects Palestinians and Israelis, recognizing that our communities are intimately connected to what happens in the region. But we didn't end there. We moved forward, imagining something new together: a Church transformed and transforming, promoting the human rights, dignity, security, and freedom of Palestinians and Israelis alike.

### **This year we also:**

- **Equipped hundreds of pastors and Christian leaders through our Christian Leaders listserv**
- **Trained over a dozen churches in the Principles and Practices of Peacemaking**
- **Enrolled 5 pastors and Christian leaders in our year-long Peacemakers Cohort program**



# Supporting our partners

Our relationships with partners and staff members on the ground in Israel/Palestine are central to who we are as an organization. The events of October 7th and everything that has followed has taken a toll on our staff and network as we share in the suffering of our friends and loved ones in the region.

**Our primary goal remains supporting our Israeli and Palestinian partners in the region and standing in solidarity with them as we pursue peace.**





# SOLIDARITY TRIP

**After the events of October 7th, we made the decision to pause all travel to the region in the interest of safety for our partners and trip participants.**

By the end of May, when we were confident that we could safely execute a trip, we led a delegation of 16 Christian leaders and core Telos partners for a trip of solidarity, to engage in the “Ministry of Presence” with our partners in the region.

We wept together, laughed together, and shared meals. We heard stories from our partners as they described their experience of the events of October 7 and everything that has followed. We heard from Yonatan Ziegan (son of the beloved peacemaker Vivian Silver) as he recounted the horror of his last phone call with his mother, up until the last moments when Hamas gunmen broke into her home to bring eternal silence to her voice. We heard from Daoud Nassar, as he shared about new checkpoints isolating his farm and increased settler violence that has kept the Nassar family in a perpetual state of terror.

Yet, as we listened to these stories that shook us to our very core, our partners continued to stress the importance of peacemaking and reconciliation. Their challenge to Americans was to stand up and advocate for peace, and to amplify the voices of the peacemakers in the region.

- **Read Telos Executive Director and Co-founder Todd Deatherage's reflection on the experience, published by Missio Alliance [here](#).**
- **Listen to Skye Jethani's series of podcast reflections [here](#).**
- **Listen to Amy Graham's reflection [here](#).**



**This was truly a unique trip full of emotional pain, learning, listening, and simply being present... My faith is strengthened and I am emboldened to speak about the war in Gaza and support for Palestinians while supporting the release of hostages."**

*-Jenelle W, Solidarity Trip Alum*





# THE TELOS PEACEMAKERS FUND

With most aid unable to enter the Gaza Strip, men, women, and children in the enclave are starving. In the West Bank and East Jerusalem, the collapse of the tourist industry has caused intense economic hardship and has left many people unable to support themselves and their families.

Through the overwhelming generosity of the Telos community, we were able to distribute grants from our Peacemakers Fund, which goes directly to support our partners on the ground.

**Since October 7th, we have been able to distribute over \$73,000 in lifesaving support to individual families in the West Bank and East Jerusalem, as well as to organizations working to deliver aid to Gazans and Israelis affected by the conflict.**

While we know that lasting solutions are needed for sustainable economic stability, these funds mean the world to our friends and partners who are suffering right now. We could not have done this without you. Thank you.

## Recipients include:

- **Zaki Shraim, partner in Jerusalem and bus driver for Israel/Palestine trips**
- **Bethlehem Bible College**
- **Roni Keidar, Israeli peacemaker and partner**
- **And more**



**\$73,000**  
**DISTRIBUTED**



# Restory-ing our communities

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We believe that we cannot hope to change the world until we see it as it actually is. This work begins at home, with our own American story.

**The problem is: many of us don't really know our history. Important stories remain untold, silenced, or censored.**

That's why we're committed to the work of historical education, to "ReSTORYing" our past through immersive experiences. ReStory helps us understand and reimagine our history through eye-witness, face-to-face encounters among the people and at the places where it happened.







This year, nine cohort groups traveled with us on our ReStory US experience, totaling nearly 150 alumni. We traveled through New Orleans, Jackson, Selma, and Montgomery, learning from civil rights activists, building deep relationships, witnessing the places where history was and continues to be made, and exploring what it looks like to tell a more honest and just story of our nation.

This journey doesn't end when trip participants return home. Through their ReStory US experience, alumni are given a new lens through which to view their own local context.

## Spotlight: Calvin Institute of Christian Worship

This year, we hosted three delegations of faculty, staff, and other Christian leaders through the Calvin Institute of Christian Worship. After the trips, each participant was challenged to create a project to share elements of what they learned on the ReStory US trip with their wider community. These groups of leaders, educators, and academics continued to meet together regularly, culminating in a gathering of all three cohorts to connect, process together, and present their projects.

“The trip was outstanding... My feelings and understanding of the American experience have shifted enormously.” -2023 ReStory US Trip Alum





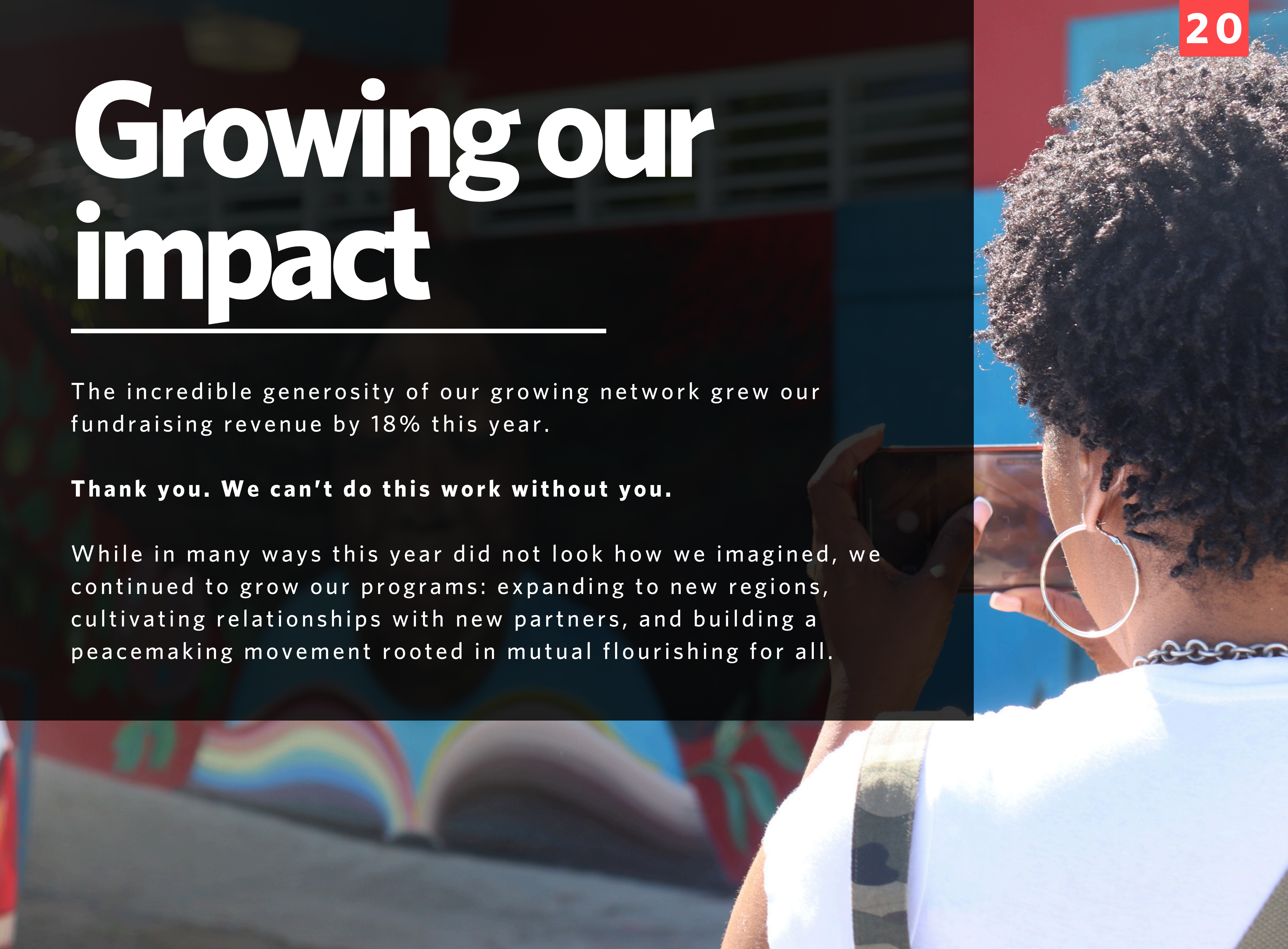
# Growing our impact

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The incredible generosity of our growing network grew our fundraising revenue by 18% this year.

**Thank you. We can't do this work without you.**

While in many ways this year did not look how we imagined, we continued to grow our programs: expanding to new regions, cultivating relationships with new partners, and building a peacemaking movement rooted in mutual flourishing for all.





## IRELAND/NORTHERN IRELAND

With trips to Israel/Palestine paused, we pivoted several scheduled trips to Ireland/Northern Ireland. This was a region that we have been scouting as a new Telos trip destination, so we jumped at the opportunity to introduce new participants to this region.

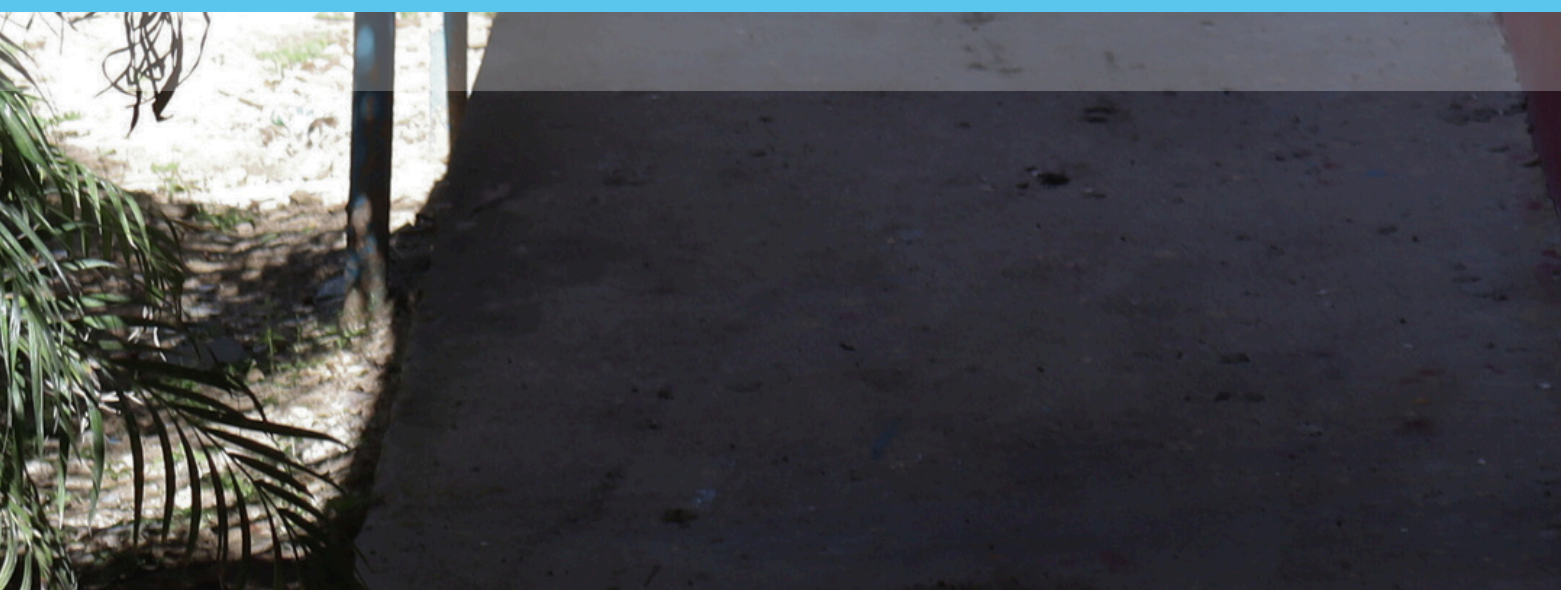
Through these trips, we engaged in conversations with local residents, communities, and peacemakers throughout Ireland and Northern Ireland. We explored the history of this region, focusing on the Troubles, the Good Friday Agreement, and the long path to peace and reconciliation. Trip participants returned home with a greater understanding not just of Ireland/Northern Ireland, but of what the peacemaking and reconciliation process looks like in all of its messy, beautiful complexity.

## PUERTO RICO

In Puerto Rico, one of our growing regions of impact, our Peacemakers Cohort alumni reunited to explore the bountiful history and beauty of the Caribbean island. Between restful conversations and trips to local farms, the alumni

continued their peacemaking training in a new context through meetings with local activists, historians, and peacemakers, diving into the multi-layered dimensions of Puerto Rico's status as a US territory.

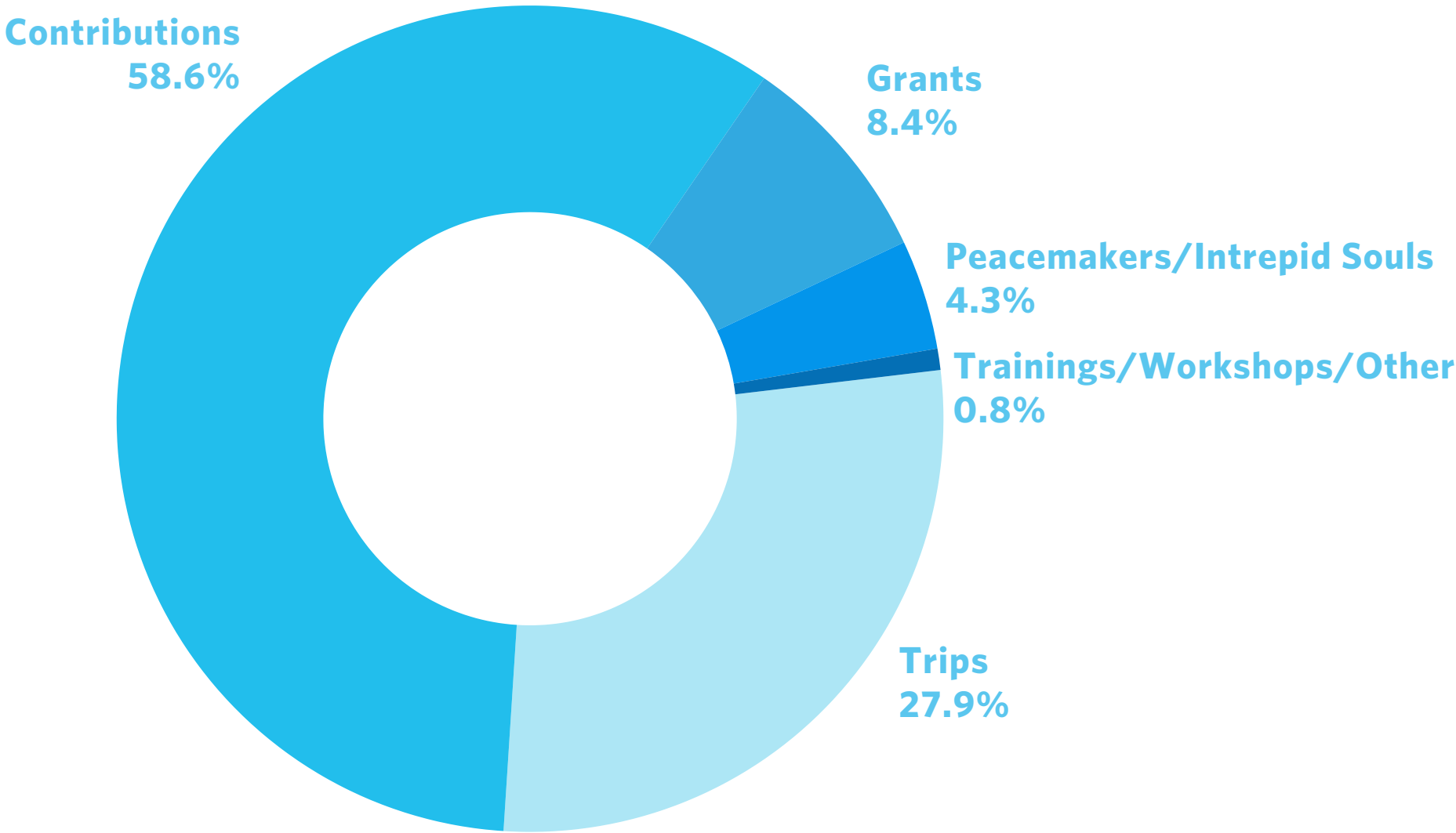
**This trip was truly transformative. I could have never had this level of programming and connections on my own." -2024 Ireland/Northern Ireland Trip Alum**





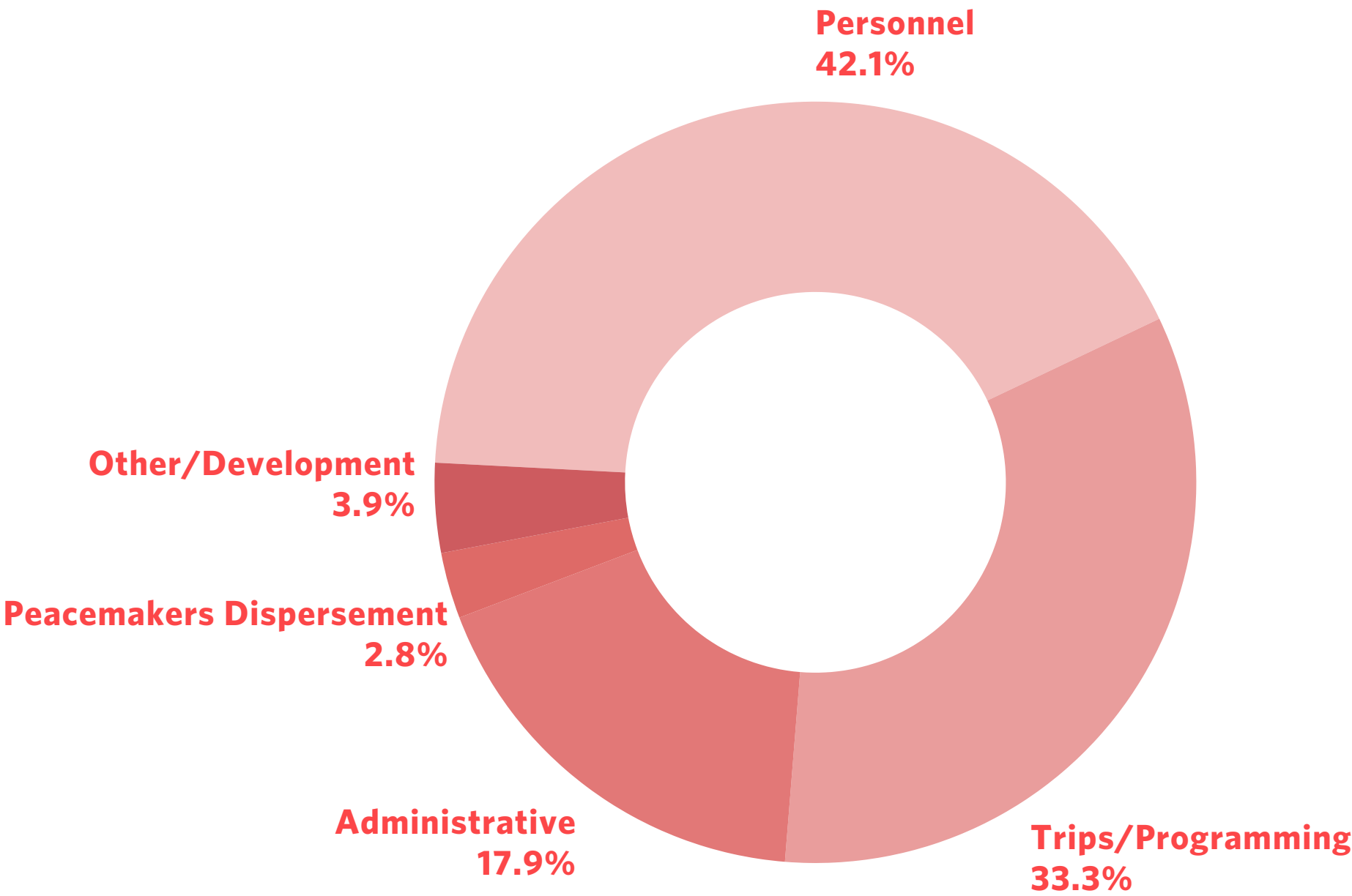
REVENUE AND CONTRIBUTIONS

|                                      |                |
|--------------------------------------|----------------|
| Contributions                        | \$1,471,000.00 |
| Trips                                | \$701,000.00   |
| Grants                               | \$211,000.00   |
| Peacemakers and Intrepid Souls Funds | \$108,000.00   |
| Trainings and Workshops              | \$13,000.00    |
| Other                                | \$8,000.00     |
| <hr/>                                |                |
| Total Revenue                        | \$2,512,000.00 |



EXPENSES

|                               |                |
|-------------------------------|----------------|
| Personnel                     | \$1,096,000.00 |
| Trips and Programming         | \$868,000.00   |
| Administrative                | \$467,000.00   |
| Peacemakers Fund Dispersement | \$73,000.00    |
| Other                         | \$54,000.00    |
| Development                   | \$45,000.00    |
| <hr/>                         |                |
| Total Expenses                | \$2,603,000.00 |



(Revenue - Expenses) (\$91,000.00)



# OUR STAFF



**EMILY CULLUM**

Program Advisor



**FRANCES CRANE**

Program Coordinator,  
ReStory US



**DAVE DAVIS**

Chief Operating  
Officer



**TODD  
DEATHERAGE**  
Executive Director  
and Co-Founder



**LAYAN DEEB**

Program Coordinator,  
Israel/Palestine



**DESEAN DYSON**

Director of US  
Programming, ReStory  
US



**DAVID KATIBAH**

Director of  
Communications and  
Christian Engagement



**GREG KHALIL**

President and Co-  
Founder



**ELI PHILIP**

Program Manager,  
Israel/Palestine



**SARAH  
STURM**  
Program Director



**REBECCA  
SWANSON**  
2024-2025 Fellow



**MARY JOY  
WYTSMA**  
Program Coordinator  
for Development and  
Marketing

# OUR BOARD



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KIM**

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**TODD  
DEATHERAGE**

Executive Director  
and Co-Founder



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