

A Note From Mary Heathman



Dear Friend of WGA,

It is time for our annual report and a good time for a bit of reflection about the past year and how the Lord has worked in and through the staff and leaders of Where Grace Abounds since we reported last.

It is encouraging to see what has been accomplished in 2005, and as always, I want to acknowledge that we could not do what we do without our intercessors, financial supporters, volunteers, leaders and staff. You have made it possible for the ministry of WGA to continue with its weekly support group, annual commitment groups and Survivors of Abuse groups. We have also maintained a consistent presence in the Body of Christ, through teaching in Sunday Schools and youth groups, MOPS meetings, and our annual conferences

In addition to “ministry as usual,” this past year, WGA came alongside:

Colorado Christian University staff in training and supporting their leaders when a gay and lesbian activist group came to their campus to protest CCU’s policies on sexual behavior.

More parents whose teens have become caught up in obsessive sexual behavior. Some have already become addicted to internet pornography.

Athletes in Action as we told our stories and presented our mission during their training camp in Ft. Collins last summer.

This year marks our 20th anniversary of the founding of Where Grace Abounds. Sometimes I can hardly believe it has been that long; other times it seems as if we have always been around. It continues to be a privilege to serve folks whose advocates are few.

This year I look forward to not only the next year stretching out in front of us, but to the next twenty and what the Lord might have in store for us. As we report our progress, we hope you will pray with us for guidance and direction for our future.

Thank you for your interest in WGA. Thank you for your prayers and support.

A handwritten signature in blue ink that reads "Mary Heathman". The signature is written in a cursive, flowing style.

Mary Heathman
Executive Director

Thank You from a WGA Board Member

I’ve been involved with Where Grace Abounds for over 14 years, and in that time I’ve always been amazed at the ever-increasing vision of the staff. They are never content with just doing “what has always been done”. And in my current role, I am even more aware of that. The desire to keep expanding our focus and programs is one thing, but the fact that it actually happens is truly miraculous. And a big part of that miracle is people like you who have agreed to support us with your prayers and financial support. The best laid plans can only be carried out with resources, and God abundantly provides those through people like you. We are grateful to Him and to you, and we cherish your continued support of the work that we believe God has called us to do.

Peter Ordelleide, President - Board of Directors

Where Grace Abounds in Transition

By Mary Heathman

In the book, *5 Life Stages of Nonprofit Organizations* (Wilder Foundation, 2001), the author, Judith Sharken Simon, provides a useful perspective on life cycles of nonprofit organizations. She identifies:

- Stage One: Imagine and Inspire ("Can the dream be realized?")
- Stage Two: Found and Frame ("How are we going to pull this off?")
- Stage Three: Ground and Grow ("How can we build this to be viable?")
- Stage Four: Produce and Sustain ("How can the momentum be sustained?")
- Stage Five: Review and Renew ("What do we need to redesign?")

In the first twenty years of ministry, WGA board, staff and leadership have accomplished several trips through Simon's five stages. Sometimes stumbling along, other times marching purposefully, we have journeyed together to where we find ourselves now in our 20th anniversary year. Because of the emphasis on seeking the Holy Spirit's guidance and direction, and our commitment to decision-making by consensus, WGA has effectively navigated the minefields of organizational growth and change thus far.

In the past few years, in my role as WGA executive director, I have found myself returning over and over again to Stage Four and Five questions, "How can the momentum be sustained?" and "What do we need to redesign?" I have kept questions like these before the staff and board; discussions have been worthwhile and fruitful.

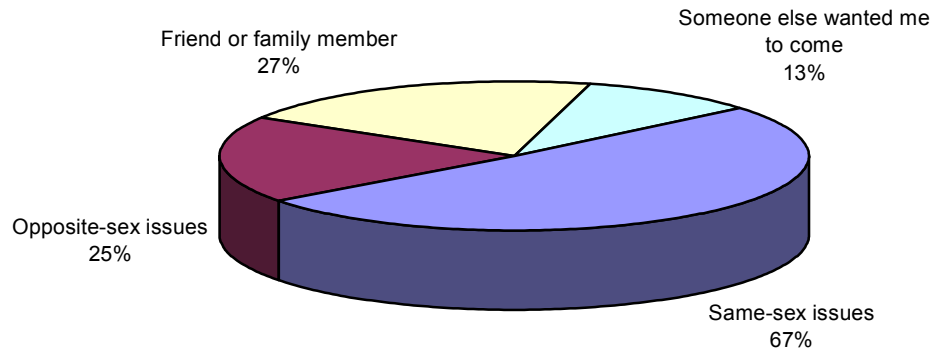
It is common knowledge among organizational change experts that it takes a different kind of leadership to found and develop a ministry than it does to direct and maintain an organization already established. When this difference in needs and skill sets is not acknowledged and planned for, the ministry can get stuck in the first life cycle of its growth as an organization. The WGA Board, staff and leadership decided to pray and plan so that Where Grace Abounds would continue in healthy growth and maturity.

In the meantime, (off and on for several years), I have been experiencing some growing pains of my own. I found my thoughts and heart continually turning

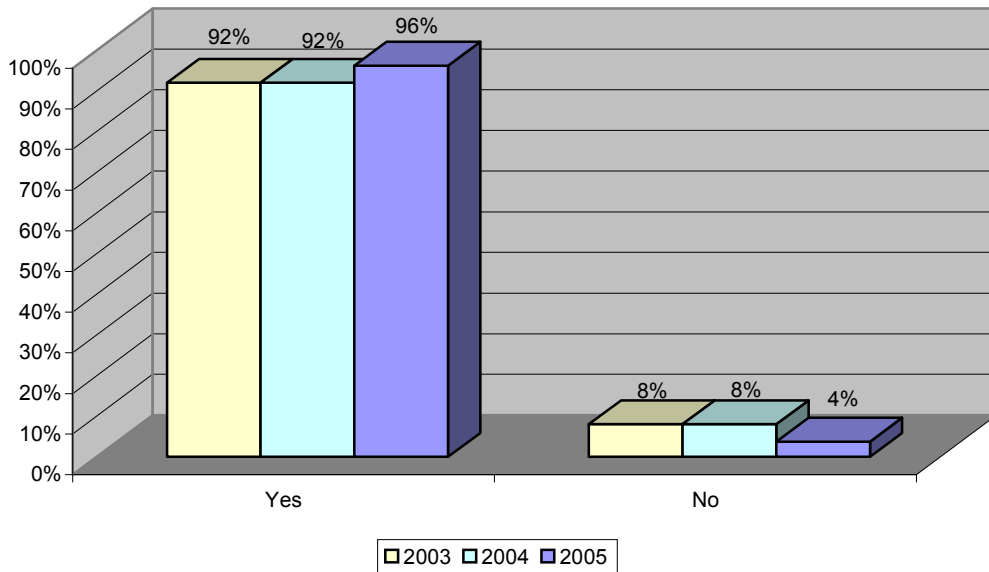
2005 Donating Churches and Organizations

Advance Capital Lending
Allison Medical
Arvada Covenant Church
Bear creek Evangelical Presbyterian Church
Calvary Church
Catalyst Creative, Inc.
Cherry Creek Presbyterian Church
Cherry Hills Community Church
Chinese Evangelical Church of Denver
Church of God
Church of the Open Door
Corona Presbyterian Church
Corona Presbyterian Women
Crosspointe Community Church
Family Harvest Church
Fifth Christian Reformed Church
First Denver Friends Church
First Friends Church
Galilee Baptist
Healing for the Soul
Indiana Yearly Meeting of Friends
International Lending Solutions
Lakewood Christian Fellowship
Leptas Foundation
Living in Freedom Eternally
Mile High United Way
The Next Level Church
Northwest Friends Church
Paonia Friends Church
Rocky Mountain yearly Meeting of Friends
Radio Design Group, Inc.
Rogers heights Christian Reformed Church
Trinity Presbyterian Church
Wabash Friends Missions

Why Group Members Initially Came to WGA



Group Members Who Attend a Local Church



toward new things, wanting to focus on outreach and other frontiers for WGA.

Consensus was building, and when we all sensed the Holy Spirit’s timing, the board agreed last year to a Succession Plan, and a new job description for our next executive director. It was left to the staff to come up with a proposal for an implementation plan, a timeline and all the decisions involved. These issues were major discussion points during the annual staff planning sessions in October.

As fruit has been on the vine, growing, it gains color and comes into its peak flavor. So it is with a decision that has been allowed to ripen under the Lord’s guidance and timetable. It becomes obvious to us all—of a sudden it seems—and there is a knowing, an assurance that cannot be mistaken.

At our staff planning meeting in October, 2005, the staff came to consensus about a transition plan and who should succeed me as executive director. The staff prayed, agreed on a proposal and took it to the next board meeting. The discussion among staff and board and leadership was similar to what the staff had experienced at the planning meeting. There was universal affirmation and confirmation that board members did indeed see Roger Jones as the developing leader of the ministry.

In November, 2005, with 100% consensus, Roger Jones was named the successor to the Executive Director for WGA. With unanimity, the Board confirmed and affirmed that it “seemed good to us and to the Holy Spirit” that in the spring of 2007, I would move into a new role as Founding Director of Where Grace Abounds and that Roger Jones would then take on his new responsibilities as Executive Director.

It is with nostalgia that I look back, not just over the last year, but the last twenty years; it is gratifying to see how far we have come. And looking ahead to the next year, and possibly the next twenty, it is exciting to think where the Lord may take us. May we all be grateful for what he has done so far, and looking forward expectantly to all that He will still do!



Meet the WGA Staff

Mary Heathman Executive Director

Mary is one of the founders of Where Grace Abounds and has served as Executive Director since its inception in July, 1986. She also has served as the Chair of the Board of Directors of Exodus International, is a member of the Exodus Speakers' Bureau, and speaks and teaches at churches and conferences across the country. Mary's favorite ministry roles are discipleship counseling, group facilitation, and leadership development.



Mary often characterizes herself as "a seeker of truth" and has a long-standing fascination with human behavior and motivation. Her education consists of lay and discipleship counseling, independent study regarding the integration of psychology and theology, counseling, and human sexuality. She also holds a BS degree in Human Services from Regis University. Mary attends First Denver Friends Church.

Operations: In August 2003, we received notification that a grant proposal we submitted had been accepted and that we would be receiving a grant for \$99,700 for repairs to the WGA office building. As of this printing, the project is in its final stages. Rising costs of building materials required us to get an \$86,000 low interest loan.

Currently, WGA staff members are being paid about 85% of their salaries which have been determined by the Board of Directors. A monthly increase of \$5,000 would allow WGA to provide full salaries for its existing staff and begin looking for additional staff to expand services further.

Effective April 1, 2007, Mary Heathman will move into the role of Founding Director of Where Grace Abounds, which will allow her to develop some new vision and program for the ministry. Roger Jones, currently the Operations Director, will assume the position of Executive Director.



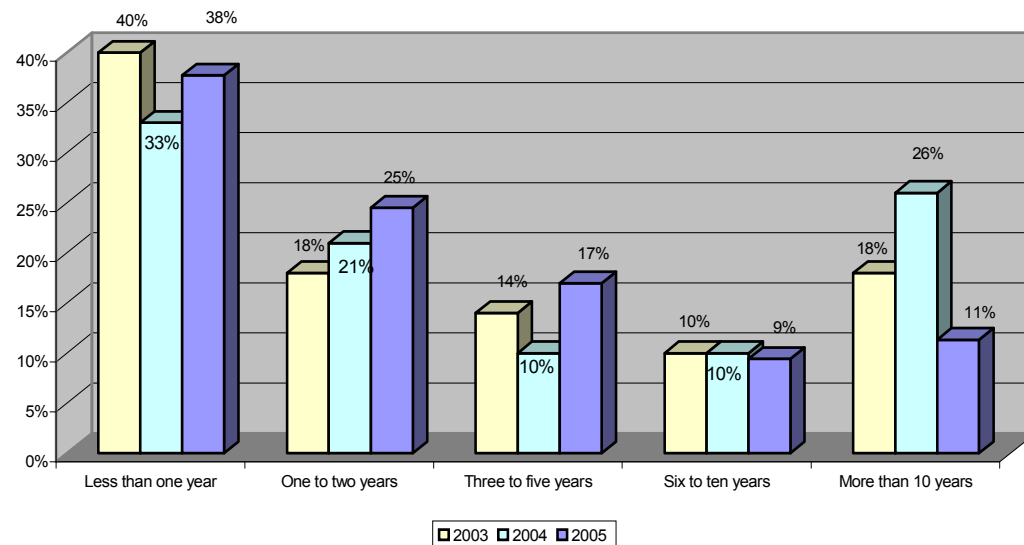
Scott Kingry Program Director

A staff member since June of 1992, Scott is a key player in the WGA discipleship ministry. He plans, organizes, and implements every aspect of the Thursday night support group. In addition to counseling group participants and training leaders, Scott maintains personal contact with many group members and is thereby often a catalyst for healing. It is to Scott's credit that many group members feel personally welcomed and cared for, and loved.

He has served as an elder of Corona Presbyterian Church and as an advisory board member and speaker for One By One, a Presbyterian denominational outreach regarding sexual issues.

Although he holds a degree in graphic arts, he attributes his ministry qualifications to the "school of hard knocks." Its curriculum included five years in the homosexual lifestyle, which he left in 1987. God's abundant grace continues to be the instrument of change in his life, and he desires to be firmly grounded in the forgiveness and freedom of relationship with Jesus Christ.

How Long Group Members Have Attended WGA



Departmental Updates

Program: Attendance at our Thursday night group averages about 50 people weekly. This drop-in group continues to expand helping men and women with various issues including, men and women in conflict with homosexuality, family and friends and heterosexual men and women dealing with issues such as pornography and sexual abuse.

We had four men that signed up for the "Commitment Group" (a group which works on issues with the same sex) and four men and women in our "Survivors of Abuse Group" (helping participants resolve emotional, sexual, spiritual and physical abuse)--both ran from January to June. Seven men and women participated in our last "Going Deeper with God" group.

Many discipleship counseling hours were clocked this year with the staff averaging 10-12 appointments per week. We also worked with 2 interns this year, each with different perspectives and goals. The staff also mentored several students from Denver Seminary.

Monthly "fun" activities were planned and well attended; some of these included an Art & Faith weekend, Drive-in Movie Night, Picnic, BBQ and an Amazing Race at the Zoo. Several Men's and Women's activities were also scheduled.

Education: At our annual Pastors/Christian Leaders seminar, was held last May 12th, pastors and leaders attended workshops and listened to special guest speaker Frederica Mathewes-Green. In addition, we hosted a seminar on May 12-13th which was open to everyone. Frederica Mathewes-Green was also the guest speaker at this event.

We average 2-4 speaking engagements each month, sharing with churches, MOPS groups, and Christian schools.



Roger Jones Operations Director

Roger joined WGA as the Assistant Office Manager in October of 1996. Over time, his administrative responsibilities grew, and he became the Operations Director in December of 1999. As the Operations Director, Roger has responsibilities including responding to new inquiries, overseeing facilities (including WGA's historic office building and equipment purchases and repairs), and supervising an administrative assistant. He also organizes *Sexuality and the Church* and *Redeemed Sexuality*, the annual seminars WGA hosts. In April of 2007, Roger will become the Executive Director of Where Grace Abounds.



His struggle with sexual issues led Roger to begin looking for answers. While he pursued a degree in music business, his search led him to Denver. In 1995, he moved from Texas to participate in WGA, where he found hope for change and a desire to serve others wrestling with sexual and relational issues.

Pat Bott Assistant Program Director

As part of the Program Department, Pat's responsibilities include group facilitation, discipleship counseling, and other activities surrounding the various aspects of the services WGA offers.

Pat first learned about WGA in 1992, at which time she signed up on the newsletter list. Over time, her heart grew closer to the ministry and she felt led to participate in WGA's groups. God began to develop a vision within her to join the staff, and at the end of 2003, circumstances made it apparent that it was time. Since Pat joined the staff of Where Grace Abounds in February of 2004, God has really opened her heart to the needs of the women participating in Where Grace Abounds.



August 22, 2006

To Whom it May Concern:

I am writing this as a pastor of a church which has many members who are living “fruit” of the ministry of *Where Grace Abounds*. Our church strives to be a healing place where people who are honest with their sexual and emotional brokenness are welcomed and embraced. Because of this, our church has had many connecting points with WGA over the years. I have personally visited and spoken there. I have enjoyed relationships with several of the staff and volunteers over the years. We have journeyed and ministered alongside one another at various ministry settings, such as Desert Hope’s *Restoring the Glory* conferences. It thrills my heart when I look out in our congregation, and I see so many broken souls who have been restored to life and vitality in community – who are active participants or alumnus of *Where Grace Abounds*.

But I must tell you, my respect and admiration for WGA rose to even new heights when, in June, our church’s film ministry made a bold (and very controversial) move by showing the film, *Brokeback Mountain* at our church. Much discussion and prayer went into this decision, and many a time the motto of WGA came to our remembrance – “100 % grace, 100 % truth – no compromise.” Our desire in showing this film was to help the Church community gain a better understanding of the hearts of the homosexual struggler, and to provide a safe place for honest dialogue within the church on this issue. To do this, we knew that we would need to prepare our people prior to the film. We asked Scott Kingry to come and speak before the showing of the film, to help prepare hearts and to give us “eyes to see” the film. I can personally attest to the fact that, for many people (I know because they told me), the highlight of the evening was hearing Scott share from his heart. Many wept. Scott provided incredible perspective and gave us a real, human face to go with the issues that would be discussed that night. It was a holy moment in the life of our church. This was also evidenced following the film, when most of the 150 who watched the film remained for a rich time of small group discussion (including many from WGA).

All that to say, I have nothing but the highest respect and admiration for the ministry of *Where Grace Abounds*. I admire their honesty, their integrity, their kindness, and perhaps most of all, their courage.

Sincerely,

Rev. Aram Haroutunian
Pastor of Congregational Care
Lookout Mountain Community Church



Kristi began attending WGA as a Family and Friends member in 1998, when she moved to Denver for her work. She had attended a sister Exodus ministry prior, but found WGA’s integrated approach refreshing, educational and a bit daunting.

As Kristi’s comfort and understanding of relational issues grew, so did her desire to give back to the ministry that gave so much to her. Eventually, Kristi joined the Leadership Team and began speaking sharing her story at local churches and WGA orientation, as well as facilitating small groups on Thursday nights.

In 2003, Kristi helped launch and co-lead the Planning Task Force, a group that helps bridge the gaps between Leadership, Staff and the Board of Directors. In this capacity, Kristi now serves as an Advisory Board Member.

Kristi helped Mary Heathman and Roger Jones lead Growth Group, a six month group that encourages healthy relational intimacy between men and women. Kristi is part of the planning committee which planned and implemented our 20th Anniversary Celebration Banquet in September 2006. Kristi is an enthusiastic volunteer seeking to both further the ministry of WGA and its funding, so that it can continue and help others as it has helped her.

The Where Grace Abounds Board of Directors

President:

Peter Ordelleide

Vice President:

David Cordova

Secretary/Treasurer:

Roger Jones

Board Members:

Craig Goellner

Mary Heathman

Advisory Board Members:

Dwayne Hamilton

Kristi Johnson

2006 Year-to-Date Financial Position

A Testimony From a Group Member...

As our financial statement on the previous page indicates, WGA's income was higher than expenses in 2005. While monthly expenses for 2006 have averaged \$3,000-\$4,000 more than regular general fund income, several large donations given throughout the year have covered this monthly deficit.

Historically, our general fund income increases in the last quarter of the year; thus, it is our prayer that this year will find us ending the year with our general fund budget fully funded.

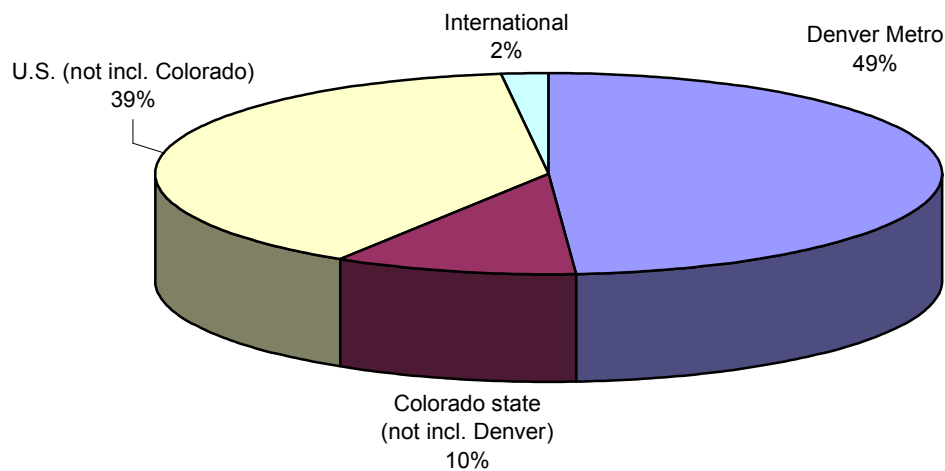
Currently, the WGA staff is receiving about 85 percent of their salaries set in place by the WGA Board of Directors. Please pray with us for God's provision for ministry salaries.

No longer could I live 2 lives. I had hit the wall of depression and regret. My marriage was failing and I knew I would be in danger of losing my family, and possibly everything I had worked for. But I had never in all my life shared my secret with anyone, not even my wife. Finally, I had the courage to see a Christian Counselor, and within a matter of a short time, was referred to WGA. For the first time in my life, I had a place to share my struggle and a "safe place" to open myself up to Christians who could understand, relate, support, and provide an example of God's GRACE! After a life of promiscuity, lies, deceit, and now possibly failing health, I now found the courage to face my challenge with the encouragement and understanding of my brothers & sisters at Where Grace Abounds.

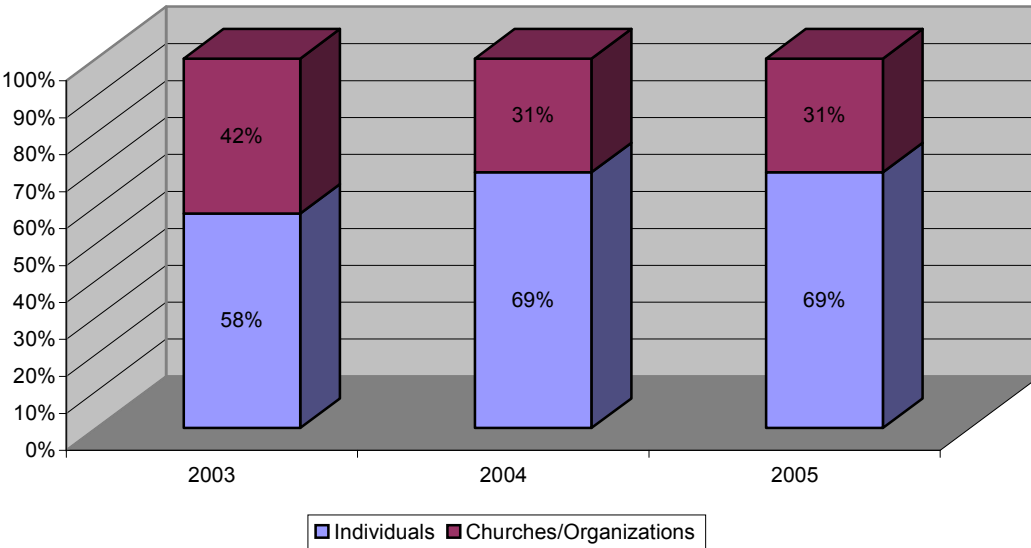
Although I had been a Christian for over 30 years, I had never been able to tap into the concept of Grace, or forgiveness. Through my relationship with WGA, I now have life long relationships that helped me to discover God's love and put the word of God into reality for my life. I truly believed that I had the unpardonable sin and struggle. I now know and believe Christ's message of salvation, for even me.

With a ministry of love, support, guidance, and understanding, the staff and members of WGA open their lives and hearts every day to people that are hurting and dying inside, providing a balance and approach to ministry that is at the core of God's desire for us. I pray every day for their light to shine to all who are in need of a place to feel safe and experience a life of healing, like they have provided to me.

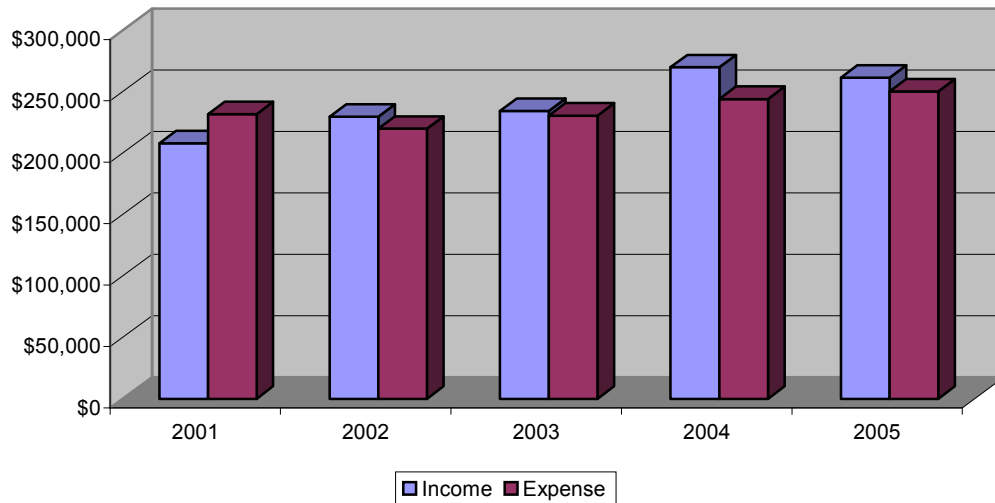
Geographic Reach of the WGA Newsletter



Source of Income



Year-to-Year Income/Expense Comparison



Statement of Activity

For the Year Ended December 31, 2005

Jan. – Dec. '05

Ordinary Income/Expense	
Income	
Contributions Income	
Undesignated	191,637
Staff Support	61,571
Seminars	1,302
Other	<u>3,232</u>
Total Contributions Income	257,742
Other Income	2,068
Reimbursed Expenses	<u>1,618</u>
Total Income	261,428
Expense	
Program	
Payroll & Benefits	79,545
Facilities	25,966
Program Expenses	<u>42,649</u>
Total Program Expenses	148,160
Education	
Payroll & Benefits	15,376
Facilities	8,795
Education Expenses	<u>4,188</u>
Total Education Expenses	28,359
Operations	
Payroll & Benefits	52,377
Facilities	7,120
General Operating Expenses	<u>14,267</u>
Total Operations Expenses	<u>73,764</u>
Total Expense	<u>250,283</u>
Net Ordinary Income	<u>11,145</u>
Net Income	<u>11,145</u>