

Church Clarity Volunteers,

First off, Happy birthday to Church Clarity! Today we celebrate our 1 year anniversary since we launched. It's been a whirlwind 365 days since we started scoring churches. In that time we've had **over 2,500 churches submitted** to our crowdsource database as well as some **300+ individual stories**. Our team has grown to **70+ volunteers** and you've scored **2,000 of those churches**, applying our unique Clarity Scores methodology. That's almost 6 churches per day!

Church Clarity is officially a non-profit, but we function more like a startup. We are in that bootstrap, cash-poor but value-rich phase of our organizational life cycle. Together, we're defining our culture, quantifying our mission and beginning to comprehend the scope of our potential.

It's big.

We've demonstrated the effectiveness of our model and the potency of our methodology. And because of you, we're establishing credibility as a reliable source for those looking for a church, those doing justice work in the church and those simply looking to sort through the sea of confusion. Slowly, Church Clarity is becoming a household name and an invaluable public resource. The Gospel of Clarity is being shared wide, and this is indeed good news for the church at large. This is a powerful testament to the time and energy you've contributed over the past 12 months.

It's hard to know exactly how many churches are in America but most estimates suggest its somewhere in the 250-350k range. We intend to score all of them.

What's neat is, our current pace of roughly 2,000 churches scored per year, means we could score 300,000 churches in a short ... 150 years.

Okay so, not super neat. BUT, it is encouraging because we've managed to get this far with basically zero dollars in our rookie season. Not only that, but we've just completed a MASSIVE migration of our data behind the scenes that will go largely unnoticed in the public eye, but will fundamentally change our workflow and increase our capacity on the back end. YOU did that. And as investors and donors are increasingly aware of our work, sustainable funding possibilities are on the horizon that will increase our capacity and allow us to significantly accelerate our ability to score churches. Stay tuned for more information as these plans continue to take shape.

So what about the 2,000 churches we've already scored? Some unscientific analysis would suggest that people submit churches to our crowdsourced database for 3 primary reasons:

1. They were previously involved in the church or became aware of harmful practices with how policy is communicated.
2. They work or attend the church, learn about Church Clarity and are excited to declare that Clarity is Reasonable!
3. They are genuinely unsure about a church's policies and would like to have them scored for their own edification.

That is a very diverse set of circumstances which is helpful to understand when looking a little closer at some key data points of the churches currently published to our database, including some of these highlights:

- **554 are non-denominational** which is more than any single denomination with **Episcopal (291) and Southern Baptist (198)** ranking at 2nd and 3rd most.
- **37% are scored as Unclear: Non-Affirming** for LGBTQ Policy.
- **41% are scored as Clear: Egalitarian** for Women in Leadership Policy.
- **80% are led by Senior Pastors who are men.** (This was lower than I anticipated, likely attributed to reason #2 above).
- **90% are led by Senior Pastors who are White.**
- The most scored states are **California (224), Texas (139) and Washington (106).**

While these facts are interesting, some of the most powerful elements of this work have come in the form of anecdotal stories. A cursory search on twitter for @churchclarity or #ClarityIsReasonable reveals a deep resonance with the need for clarity in our churches. Not to mention, our robust conversations in the slack channel. In a time when global Christianity

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faces an existential identity crises, this is some of the most practical work that can be carried out which has the potential to effectively re-distribute power to the people. Because information is power; truth is power.

We have many new features to the site in the pipeline, plans for expansion and so much more in the works, and we are excited to share more with you in the weeks and months ahead. For now, today is all about celebration. I'm so grateful for another year of this work increasing the standard of clarity throughout the church world. Your contribution to these efforts is the only reason this is still a thing.

We are no longer "fighting" for change, we are simply making changes in the world without waiting for permission or approval from anyone. Friends, we are disrupting the largest institution on planet earth. Can't wait to see what we do our sophomore year. See you in slack!

With love & gratitude,



George Mekhail

Thank You.