

Hidden Water

WE STRIVE TO CREATE A WORLD WHERE
CHILDREN ARE FREE FROM SEXUAL HARM.



HIDDEN WATER IS A RESTORATIVE JUSTICE RESPONSE TO THE IMPACT OF CHILD SEXUAL ABUSE.

Our Mission: We are a community that supports and upholds the dignity of all who have been impacted by sexual abuse of young people: those who were harmed, those who have caused harm and are working to take responsibility, and those who love either or both.

In circle, we work to heal individuals, families, and communities from the devastating impacts of child sexual abuse. We strive to prevent future harm by educating others, inspiring collective responsibility, and cultivating a culture of healthy boundaries for all.





A NOTE FROM OUR BOARD PRESIDENT:

Dear Hidden Water Community,

Serving as Board President during this pivotal year has been both a privilege and a reminder of the extraordinary depth and resilience of this organization.

At a time when many nonprofits are struggling to maintain alignment between mission and sustainability, Hidden Water continues to grow with clarity and purpose. This is a testament to strong leadership, a powerful model, and a community that shows up—not just in name, but in action. Our work as a board this year focused on strengthening the foundation of that growth: improving strategic oversight, supporting a plan to move toward multiyear funding, and ensuring that our values remain central as we scale.

Hidden Water is unique in its approach and uncompromising in its commitment to healing and accountability. That boldness requires courage, but it also requires infrastructure. As a board, we are investing in the long-term stability of this work because this vision is not only necessary, it has become a life line to so many families.

Thank you to our supporters, volunteers, partners, and staff for your trust, your generosity, and your belief in what's possible when community leads. We are proud to walk beside you.

With respect and gratitude,
RK
Board President, Hidden Water



A Word from our Founder and Executive Director

Dear Friends,

Each year, I find myself in awe of the courage, wisdom, and commitment that define the Hidden Water community and 2024 was no exception.

This year, we deepened our roots and expanded our reach. From launching our Safe(r) Adult Training to offering 53 Healing Circles across affinity groups, we saw our vision come to life in new ways. More than 500 people stepped into brave conversations and community-based healing. Our research team gathered new data, affirming what we've always known: *healing is possible when people are given a supportive community with space to be seen, heard, and held.*

What we are building together is rare: a restorative justice response to one of the most difficult and often unspoken harms devastating our society today. This work is not easy but it is essential. And our model is working. With every circle, every training, and every act of accountability and compassion, we are shifting the culture from secrecy to openness, from isolation to connection, from silence to systemic change.

None of this would be possible without the dedication of our volunteer Circle Keepers, our committed staff, our generous donors, and the many families members impacted by sexual harm who trust us with their stories. Your belief in this work fuels our ability to grow sustainably and with integrity.

As we look to the future, our mission remains clear: to create a world where children are free from sexual harm and where families, communities, and systems can be empowered to respond with dignity, truth, and care.

With deep gratitude and resolve,
Elizabeth Clemants
Founder & Executive Director



01.

OUR MODEL



Theory of Change

Individual
Healing

Healing
Circles

Collective
Healing

MultiColor
Experiences

Family
Circles

Opportunities
for Community
and Learning

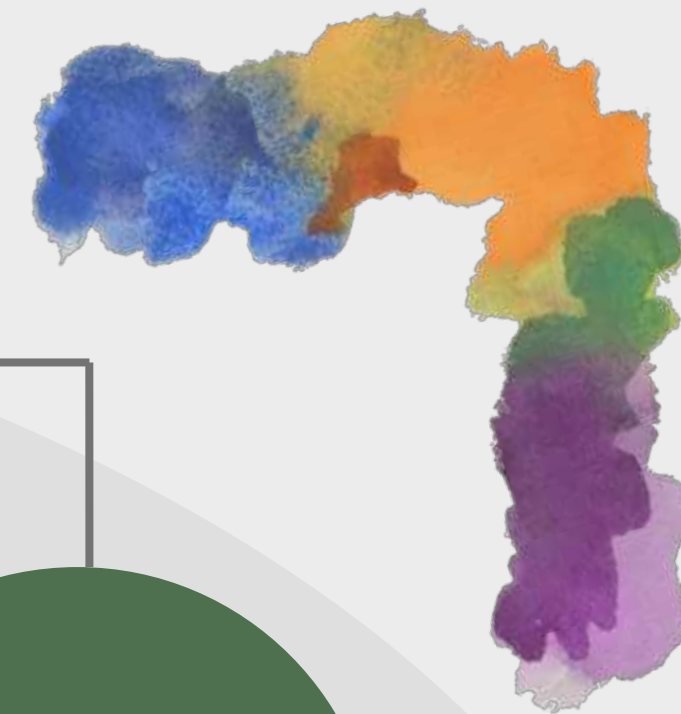
Circle
Training

Summer
Workshops

Active
Prevention

Safe(r) Adult
Training

R E S E A R C H





WHAT CONVENTIONAL INTERVENTIONS LACK

	Hidden Water	Child Protection	Criminal/Judicial
Immediate Safety	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Family-Based/System Focused	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Member Led/Self Empowerment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meaningful Accountability and Amends	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collective Restoration/Responsibility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prevention Skills Taught (not lecture)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





WHY CONVENTIONAL APPROACHES DON'T WORK

Key Attributes

- Potential for Immediate Safety
- Family System's Focused
- Empowerment to Stakeholders
- Considers the Nuance of Each Situation
- Meaningful Accountability & Amends
- Collective Restoration / Responsibility
- Prevention Skills Taught
- Supports Long-Term Healing
- Accessible & Confidential
- Builds Insight & Empathy
- Improves Family Communication

Hidden Water

- ☐ Relies on voluntary participation
- ☒ Whole family seen as part of healing/harm
- ☒ Participants guide their own process
- ☒ Circle process adapts to complex truths
- ☒ Encourages owning impact and repairing harm
- ☒ Healing is relational and shared
- ☒ Participants gain tools to prevent future harm
- ☒ Deep shifts in relationships and self-concept
- ☒ Free, online, stigma-reducing
- ☒ Through stories, reflection, and practice
- ☒ Strengthens honest, boundaried relationships

Child Protection

- ☒ Can mandate separation or services
- ☒ Often engages multiple family members
- ☐ Compliance-based, 'the family v. the system'
- ☐ Decisions often driven by protocols
- ☐ Compliance substitutes for accountability
- ☐ Often isolates "the problem" in one person
- ☐ Rarely addressed beyond mandated classes
- ☐ Time-limited case closure is the goal
- ☐ Inconsistently applied, additional burden to family
- ☐ Focused on standardized parenting and tasks
- ☐ Encourages performative behavior, not truth

Criminal Justice

- ☒ Can detain, arrest, imprison or impose orders
- ☐ Limited consideration of family dynamics
- ☐ Power held by professionals and institutions
- ☐ Binary legal frameworks restrict nuanced understanding
- ☐ Focus on guilt/punishment, not meaningful amends
- ☐ No framework for collective or relational healing
- ☐ Not part of criminal mandate or scope, limited access
- ☐ Process can cause additional harm/negative consequences
- ☐ Publicly stigmatizing for all, with lasting records, slow process
- ☐ Encourages blame, dependent on evidence and legal structure
- ☐ Creates an "us v. them" dynamic, not consider family impact



02.

PROGRAMMING 2024



Healing Circles

Hidden Water Healing Circles are community-based spaces with a structured curriculum designed to foster personal insight, healthy boundaries, and healing through connection with others who share similar experiences of harm.

In 2024, Hidden Water offered 53 Healing Circles through the incredible support and commitment of our 75+ volunteer Circle Keepers.

23% Growth in the number of circles from 2023

30% Of circles were affinity spaces

BIPOC, LGBTQIA+, Spanish, Mens, Q/T & BIPOC

3 Circles were in-person

Brooklyn and Manhattan



Since 2023, Hidden Water has been developing a longitudinal research and evaluation effort to deepen our understanding of our impact: why people come to us, what elements of our work are most effective, and what short- and long-term changes participants experience. The following slides share key insights from the preliminary outcomes of this ongoing study.

SHORT-TERM OUTCOMES

COMMUNITY

Community: Participants went from feeling like the 'only one' and alone on their journey to seeing oneself as similar to everyone else. This released the sense of isolation and shifted the self concept.

HEALING

Collective Healing: The opportunity to listen to others helped the participants feel anger and compassion for the others, which slowly translated to more anger and compassion for themselves, which brought about healing that had eluded them.

INSIGHTS

Deeper Insight: Listening to the stories of others brought new awareness, shifts in perspective and a sense of normalizing that gave depth to the healing not available in a one-on-one setting such as therapy.



LONG-TERM OUTCOMES

BOUNDARIED INTERACTIONS

Boundaried Interactions: Participants learned skills of relating to one another by interacting with boundaries: sharing to be known and listening to know which improved their relationships outside of circle.

IMPROVED RELATIONSHIPS

Improved Relationships: Listening to the experiences of others gave more nuance to personal impact, and better understanding of the complexity of family relationships. Expectations of others lowered, and relationships improved creating more hope and support.

SHIFT IN DISCLOSURES

Disclosing Harm is a powerful step in reducing shame and opening meaningful conversations within communities. After participating in Healing Circles, many participants feel more able to share their stories, breaking the silence around harm and fostering deeper healing for themselves and others.





MultiColor Spaces

MultiColor Circles create a space for collective healing, where participants can witness the experiences of others impacted in different ways. This shared process deepens empathy, understanding, and connection across roles, fostering a true sense of community and mutual transformation.

In 2024, Hidden Water began to offer a new type of MultiColor Current Keeper meeting space focused on theme-based conversations from the Path to Healing from Harm to Research.

During the Summer Workshop Series, Hidden Water offered Keeper-only MultiColor Circle. These offerings have been deeply supportive, and Keepers consistently describe them as one of the most valuable resources provided through their volunteer experience.





Family Circles

Hidden Water offers families the opportunity to come together in Circle once a family member has completed a Healing Circle. These facilitated spaces support honest dialogue, accountability, and reconnection. Families use them to work through conflict, strengthen safety and trust, repair relationships, prepare for upcoming events, or address other shared needs.

In 2024, we expanded opportunities for families to engage in Family Circle work in more flexible and informal ways. These Green-led circles provided timely, smaller-scale support to families seeking connection and guidance as they continued their healing journeys.





Safe(r) Adult Training

Hidden Water's 12-week Circle Program equips adults with the skills, courage, and support needed to prevent child sexual abuse. Through evidence-based literature and knowledge-based learning, participants gain the confidence to recognize harm, respond to disclosures, and take meaningful action to protect young people in real-life situations where safety is at stake.

In 2024, the Safe(r) Adult Training fully came to life. We developed the curriculum in collaboration with a MultiColor group of Keepers in Circle, refining our content and deepening our exploration of key concepts. Together, we created participant check-ins, an internal emotions map, and a comprehensive slideshow to support the learning journey. We also piloted the first training with the Prevention Committee, gathering feedback and refining prompts along the way.





Circle Training

Our training teaches the Peacemaking Circle process as a powerful tool for building community, fostering healing, and transforming conflict both to prevent harm and to support repair when relationships have been disrupted.

Circle Training is a cornerstone of Hidden Water's work, advancing our mission while supporting organizational sustainability. We offer free training to all Hidden Water volunteer Keepers, expanding our capacity to hold Healing Circles. In addition, our fee-for-service training program generates earned income that strengthens our long-term sustainability.

In 2024, we trained 50 new Keepers, 23 of whom now volunteer with Hidden Water. We also hosted our first fully in-person fee-for-service training in Brooklyn and provided online training and coaching to KHCC's Restorative Justice Fellows.





Summer Workshops

The Summer Workshop Series creates a meaningful space for Keepers and our community to gather, learn, and grow together through workshops focused on conflict resolution, CSA prevention, DEI, and self-care.

In the summer of 2024, Hidden Water offered 13 Summer Workshops serving 135 registrants. These workshops were provided free of charge to our Keeper community and available by fee to the wider Hidden Water network. They offered valuable MultiColor learning spaces with guided structure and themes, creating opportunities for continued growth, healing, and connection among Keepers and community participants alike.



Research and Evaluation

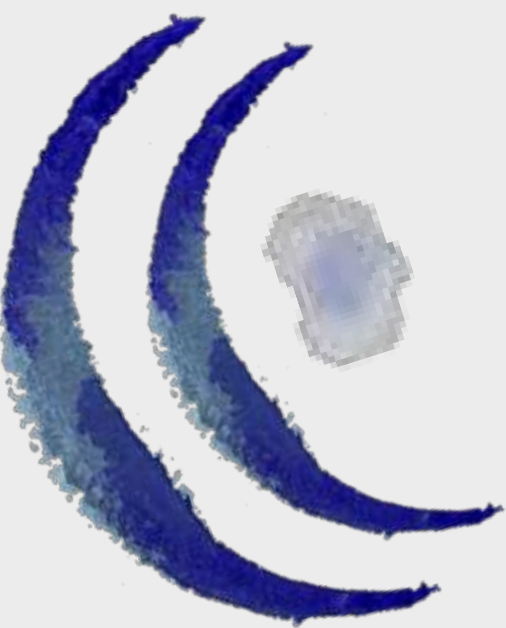
Hidden Water's research program uses community-developed tools to assess the impact of our Healing Circles and new Safe(r) Adult Prevention Training.

Healing Circles Research Project

This multi-year study tracks participant experiences before, immediately after, and six months following their first 12-week Healing Circle. In 2024, we:

- Conducted 72 interviews
- Completed 33 full data sets
- Enrolled 18 new participants in our final cohort
- In partnership with Dr. Kara Beckman at the University of Minnesota and supported by research interns, we continue refining our evaluation and data analysis protocols.

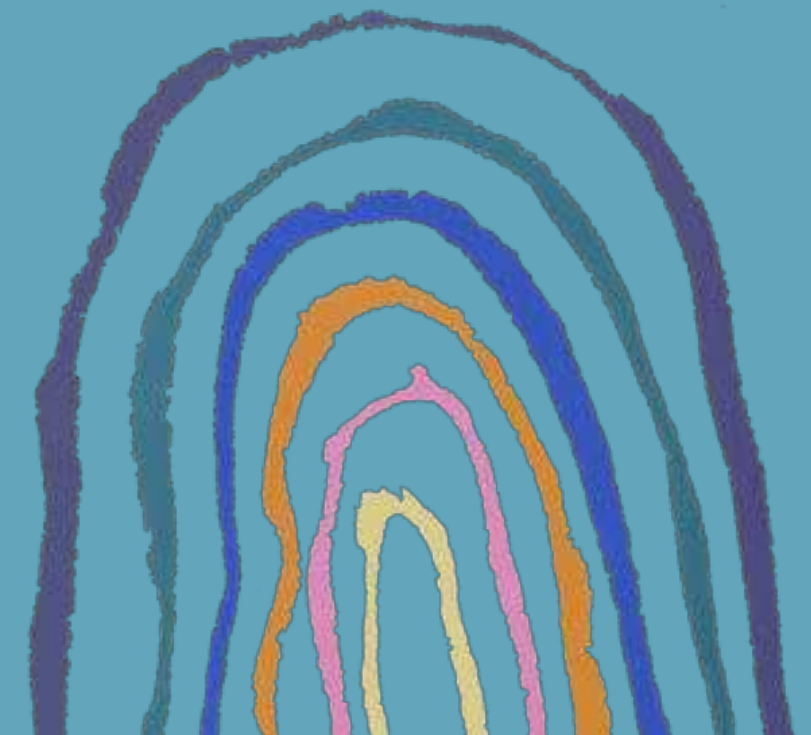
This work is helping us build a stronger foundation for understanding the long-term impact of our programming.





“[After participating in circle] I’m aware that many of the symptoms I experience are probably related to the harm instead of believing something is inherently wrong with me as a person.”

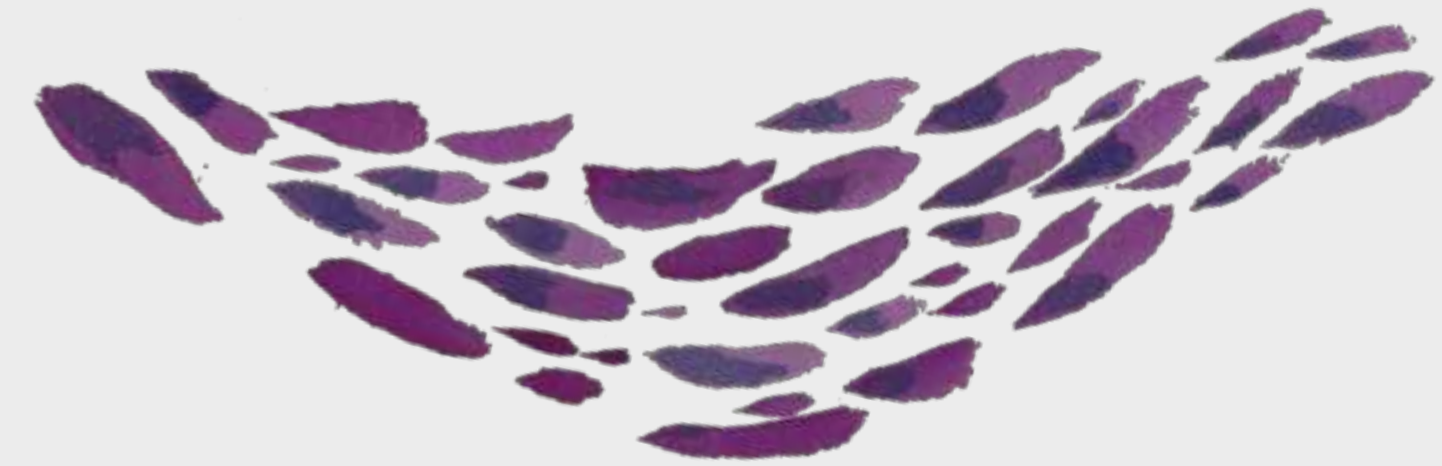
- GREEN PARTICIPANT



03.

IMPACT

OUR REACH IN 2024



290 HEALING CIRCLES

Since our first Green Circles in February 2016, Hidden Water has held nearly 300 circles providing healing opportunities for over 2,000 individuals.

22+ COUNTRIES

Child sexual abuse affects families in every corner of the globe. No country, ethnic group, religion or community is immune to its devastating impact.



> 2500

FAMILIES

Family and community healing is the cornerstone of our model. As each individual within a system does their own healing work, they become better equipped to prevent future harm and foster lasting change.

43+

STATES

Our participants have come from nearly every state across the U.S. In families affected by child sexual abuse, separation and relocation are common, making accessible online spaces essential for reaching and supporting the entire family system.

A light green circle with a thin grey border, containing a large green letter 'G'.

G

GREEN

“For too long, like many survivors, I felt ashamed of my past. I came to Hidden Water already knowing, cognitively, that I was not to blame for what had happened to me. But being a member of this community has helped me to deeply feel this truth--to finally release myself from the shame I had carried for years.”

“Hidden Water gave me a safe place, a community, and a process to help me begin to heal from this painful trauma. I will be forever grateful to the visionaries, keepers and community of Hidden Water who have given me new hope and strength to heal and be healed.”

A light orange circle with a thin grey border, containing a large orange letter 'O'.

O

ORANGE

A light blue circle with a thin grey border, containing a large blue letter 'B'.

B

BLUE

“Hidden Water Blue Circle helped me acknowledge and work through what had happened to my sibling, but also its impact on me and how that doesn't make it less important or harmful that I wasn't directly harmed. I got to work through that with an amazing circle of people who withheld judgment and had nothing but love, care and empathy for me.”

“Hidden Water Circle is the only place I've known in my life where I think true accountability may be possible.”

A light purple circle with a thin grey border, containing a large purple letter 'P'.

P

PURPLE

PEOPLE

PURPOSE

Hidden Water is a community focused on healing, accountability, and preventing child sexual abuse, where individuals collaborate through restorative practices and shared a commitment to growth.

DIVERSITY

Hidden Water is a diverse community of participants and volunteers from many identities, backgrounds, and experiences. We honor this diversity by creating a space where everyone feels seen, valued, and able to heal across differences.

> 500

Beneficiaries
Annually

75+

Volunteer Circle
Keepers

98%

Of Healing Circle Participants Agree that participating in a Hidden Water circle has had a positive impact on their healing process.

95%

Of Healing Circle Participants Agree that participating in a Hidden Water circle has given them a sense of community.

98%

Of Healing Circle Participants Agree that participating in a Hidden Water circle has given them a better understanding of the impact of child sexual abuse.

94%

Of Healing Circle Participants Agree that since participating in a Hidden Water circle they recognize that they are part of a system that needs to heal.

MEET OUR TEAM

Elizabeth Clemants

Founder and
Executive Director



Taylor Yess

Managing Director



Lori Flemister

Manager of
Finance and Operations



Denise Kerth

Research Program
Manager



MEET OUR BOARD

Arlana Bettelyoun
Board Director



Drífa Snædal
Board Director



Jason Craige Harris
Board Director



Kate Lauer
Board Director



Laurent Rappaport
Board Director



Liliana Riva Palacio
Board Director



KK Peabody
Board Director



LaToya Langley
Board Director



Anne Marie McFayden
Board Director



Kay Pranis
Secretary and Trainer



Suejin Yang
Board Director



Wilma Linares
Treasurer



04.

FINANCIALS

Hidden Water is a small but mighty organization with a diverse revenue profile including grants, individual giving, and earned income designed to reduce risk and ensure long-term sustainability. We maximize impact through scalable community-led programs.

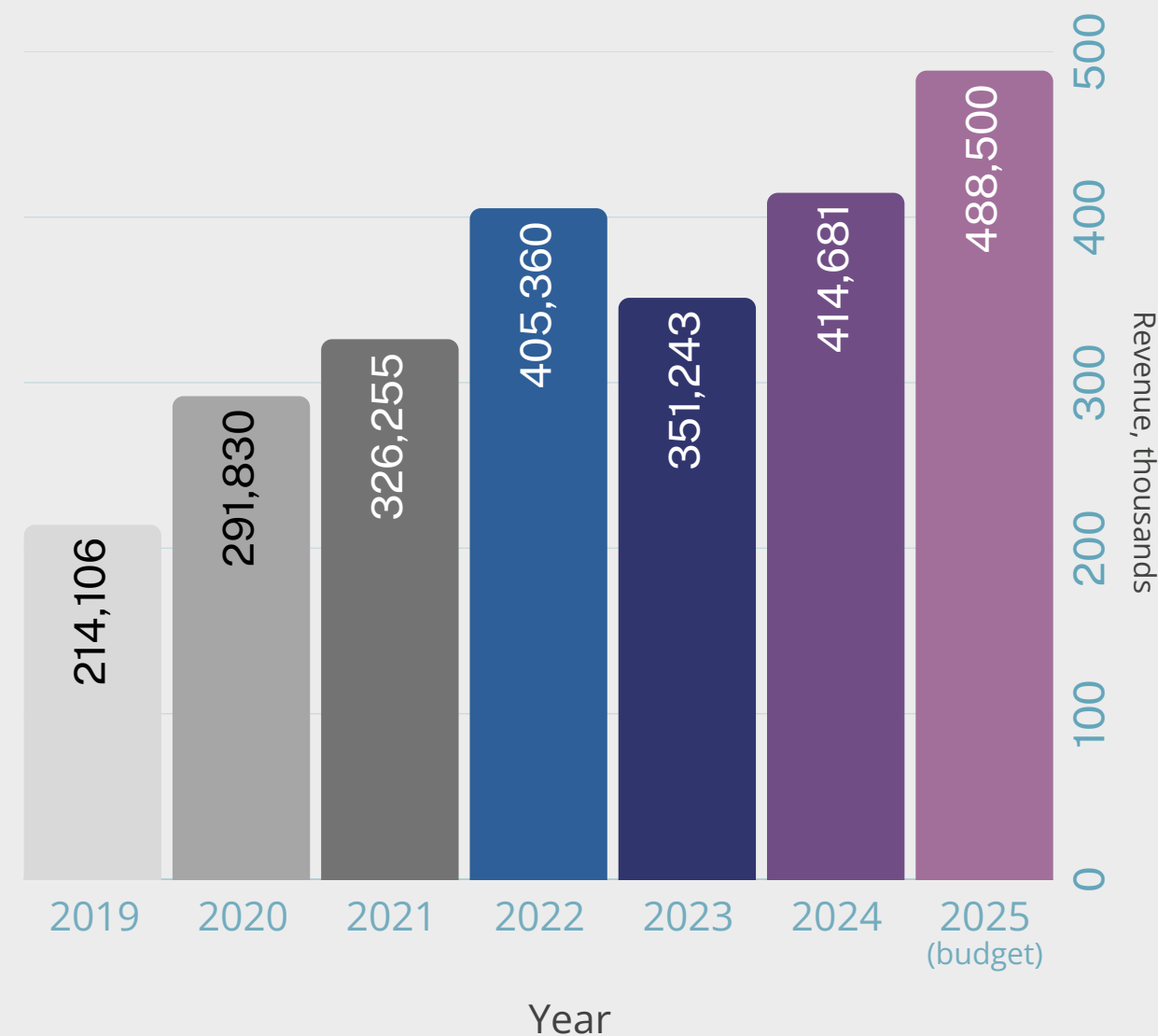
SUSTAINABILITY

Hidden Water is creating a sustainable financial model through community-led facilitation, pay-it-forward contributions, and revenue from fee-for-service training programs.

FUTURE

Hidden Water is working toward financial independence by building a strong investment base to create an endowment that will provide stable, long-term support for our mission.

REVENUE



14.76%
Average annual
growth rate

ORGANIZATIONAL SUPPORTERS

**TRINITY
CHURCH**
WALL
STREET



**THE
NEW YORK
WOMEN'S
FOUNDATION**
Radical generosity.

CHILDHOOD
WORLD CHILDHOOD FOUNDATION
FOUNDED BY H.M. QUEEN SILVIA OF SWEDEN

Hidden Water strategically invests in scalable, community-led programs that maximize healing and prevention outcomes. Our lean operations prioritize direct service, ensuring that donor dollars have a meaningful and lasting impact.

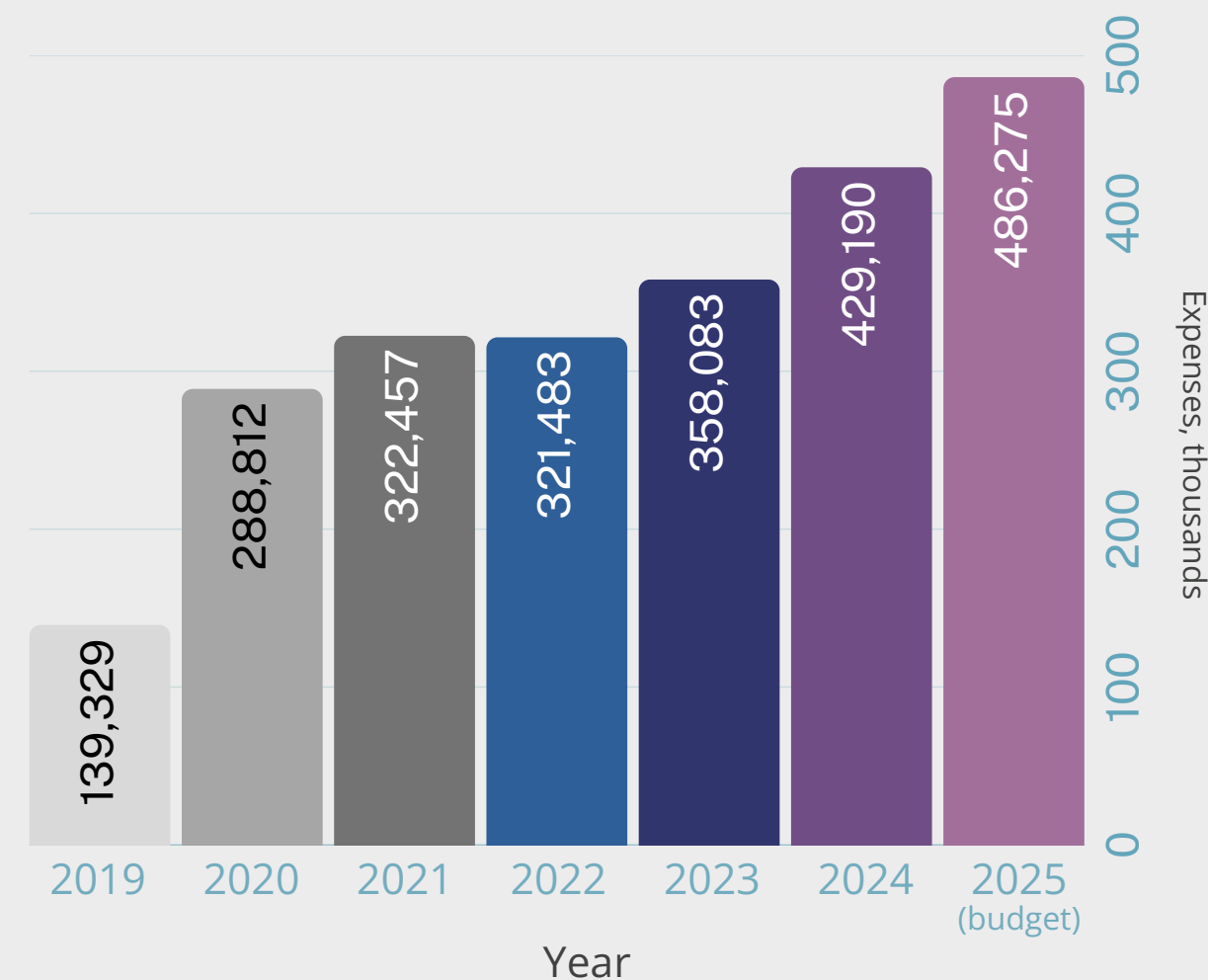
SUSTAINABILITY

Hidden Water prioritizes low-cost, high-impact programming, deepens partnerships to share resources, and pursues multi-year funding for long-term stability.

STAFF

Hidden Water's most valuable asset is our staff, and we are dedicated to securing the financial resources needed to expand and support our team, ensuring long-term growth and continued success.

EXPENSES



12%*
Average annual
growth rate
*Excluding 2019

\$424,562
Total expenditure
in 2024

5%
Overhead
Expenses

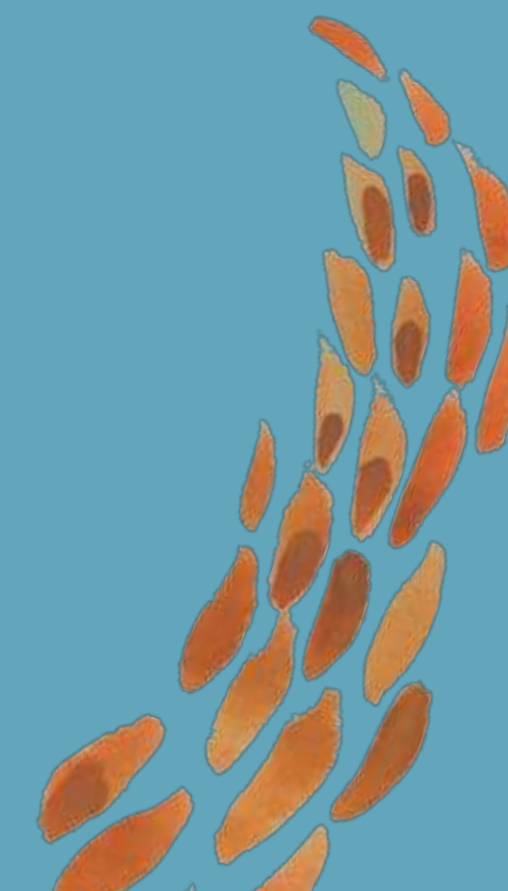


STATEMENT OF FINANCIAL POSITION

ASSETS	
Current assets	
Cash and cash equivalents	\$ 229,079
Grants and contributions receivable	26,157
Prepaid expenses	5,564
Total current assets	260,800
<u>TOTAL ASSETS</u>	<u>\$260,800</u>

LIABILITIES	
Current Liabilities	
Accounts Payable and accrued expenses	\$ 6,958
Total current liabilities	6,958
<u>TOTAL LIABILITIES</u>	<u>\$6,958</u>

NET ASSETS	
Without donor restrictions	208,009
With donor restrictions	45,833
<u>TOTAL NET ASSETS</u>	<u>\$ 253,842</u>
<u>TOTAL LIABILITIES AND NET ASSETS</u>	<u>\$ 260,800</u>



STATEMENT OF ACTIVITIES

REVENUE AND SUPPORT	Without Donor Restrictions	With Donor Restrictions	Total
Grants and Contributions			
Individual	\$ 319,025	\$ -	\$ 319,025
Foundation	14,167	45,833	60,000
Corporate	403	-	403
Net assets released from restrictions	71,516	(71,516)	-
TOTAL GRANTS AND CONTRIBUTIONS	\$ 405,111		\$379,428
PROGRAM SERVICE REVENUE			
Training Fees	\$ 32,253	-	\$ 32,253
TOTAL PROGRAM SERVICE REVENUE	\$ 32,253		\$ 32,253
TOTAL REVENUE AND SUPPORT	\$ 440,364	(25,683)	\$ 414,681

EXPENSES	Without Donor Restrictions	With Donor Restrictions	Total
Program Services	\$ 283,327	-	\$ 283,327
Supporting Services			
Management and General	116,293	-	116,293
Fundraising	29,570	-	29,570
TOTAL EXPENSES	\$ 429,190		\$ 429,190
CHANGE IN NET ASSETS	\$ 11, 174	(25,683)	(\$ 14,509)
NET ASSETS - BEGINNING OF YEAR	\$ 196,835	\$ 71,516	\$ 268,351
<u>NET ASSETS - END OF YEAR</u>	<u>\$ 208,009</u>	<u>\$ 45,833</u>	<u>\$ 253,842</u>

