ANNOUNCEMENT FROM RZIM ON FUTURE PLANS
3.10.21

The ministry of RZIM has been on a journey unlike anything we could have imagined. What began as allegations of abuse against our founder, Ravi Zacharias, in 2017 led to further allegations surfacing after his death in May 2020, which led to the commissioning of an external investigation and findings of Ravi’s guilt.

Since a preliminary report on the investigation just before Christmas and the full report and its findings in February, we, as a ministry, have been processing a wide range of emotions, including intense grief for victims of abuse, abhorrence at Ravi’s actions, disillusionment, dismay, anger, and uncertainty about the future of the ministry we love and serve. Soon after we received the results of a law firm’s investigation into allegations against Ravi last month, we commissioned Guidepost Solutions to evaluate our internal structures, cultures, policies, processes, finances, and practices, including the handling of any former allegations of abuse.

In the past few months we have experienced a steady decline in financial support to the ministry as well as the loss of our certification with the Evangelical Council for Financial Accountability (ECFA) due to findings in the Miller & Martin investigation. We made a decision to stop soliciting—or accepting—financial contributions to RZIM until further notice. Some of you have had invitations to speak rescinded, while others have lost opportunities to publish.

In praying about and seeking direction for our near and long-term futures, we have reached four conclusions, which we would like to share with you today.

1. RZIM cannot—indeed should not—continue to operate as an organization in its present form. Nor do we believe we can merely rename the organization and move forward with “business as usual.” That, we are convinced, is not right for numerous reasons.
2. We plan to transition RZIM from its current form of a global speaking team of evangelists and apologists with offices around the world to a grantmaking entity, much like a charitable foundation, which will support a variety of ministries, causes, and kingdom-building efforts. Specifically, we expect this new entity will make grants in two areas: furthering our original mission to preach the gospel through the questions of culture, and the prevention of and caring for victims of sexual abuse. We plan to continue to make grants to many of the organizations we already support, in particular to our national offices around the world, and we also anticipate grants to seed new organizations that fulfill the mission on which RZIM was first started. In this way we hope to honor the intent of the gifts our donors have sacrificially made to further the gospel. We anticipate this transition to grantmaking will be complete in four-to-six months, and when completed will be accompanied by leadership changes.

3. Our focus during this transition will be fourfold:
   - Repentance
   - Restitution
   - Learning
   - Serving

We intend for every department of the ministry to focus their gifts, skills, and resources toward making meaningful progress in these four areas. In the meantime, this transition period will allow us to complete the Guidepost review that is underway.

4. Finally, and sadly, the current economic realities, coupled with the needs for the journey before us, will require that at this time we make a significant reduction in our global workforce—our ministry team. Specifically, we will be reducing our team by approximately 60 percent beginning as soon as tomorrow. Those of you affected by this will be offered the same financial consideration as those who participated in the voluntary redundancy in recent weeks. No employee will be asked to sign an NDA, and we encourage any of you to reach out to Guidepost with any information you may have that may be helpful in the review, regardless of your status with RZIM in the coming weeks.
We will have more to say about these matters in the weeks and months ahead, but we wanted to share as much as possible as soon as possible with our team before doing so publicly. We love and value each of you, and we deeply lament the fact that your lives have been so affected by circumstances so beyond your control.

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