



Christian Academy in Japan

Equipping students to serve Japan and the world for Christ

Dear CAJ Alumni,

It was over 2 years ago when I began to hear from alumni about abuse that had occurred to them and among them while they were students at CAJ. When I first learned about this, my heart ached, and it has continued to do so.

I recognize in a new way that I have a voice, and that in this tragic situation, I have an opportunity to speak out on behalf of CAJ against injustice, abuse, and exploitation. CAJ cannot move forward as a school that continues to equip students to serve Japan and the world for Christ while ignoring the sins and wounds of the past. It is my role to lead this community in repentance for these sins, with the hope of fostering healing.

I sincerely ask forgiveness for the failure of leaders in the past to recognize mistreatment and abuse of children in our care.

As we listened and learned through this process, we acknowledge that we failed our responsibilities in several ways that are laid out more specifically in the investigation report.

- CAJ staff members were often not well screened or properly trained, and the school did not have a child protection policy in place for many years.
- Some of these staff members misused their position of trust and abused children in their care, often without consequences or without sufficiently serious consequences.
- The prevailing cultural understanding was that children were to be seen but not heard, and they were sometimes ignored or even silenced if they spoke up.
- We did not have any real understanding of the sense of abandonment felt by many children as their secure attachments to their parents and families were compromised by being placed in boarding school, in many cases causing them lifelong pain.
- CAJ's administrators and directors did not truly listen to children's descriptions of their abuse when they were brave enough to speak up and did not understand the longstanding impact and trauma of abuse.
- The priorities of "mission" and "ministry" were sometimes placed higher than the welfare of children, who were burdened with guilt if they interfered with those priorities.
- Various respondents described a code of silence at CAJ: children did not feel safe to report abuse, and adults did not discuss what abuse meant.

We cannot truly be the place we want to be without acknowledging the sins and mistakes of the past. For these failures we humbly seek forgiveness from those who suffered and may continue to suffer as a result, and from the Lord.

CAJ takes very seriously the recommendations from the Review Panel of the investigation. We hope that certain of these, like providing a memorial, counseling, and an alumni retreat, will help to begin the process of healing and reconciliation. For those of you seeking reassurance as to CAJ's current policies and procedures and the current attention to the safety of children, I refer you to the information provided in the Summary Report.

To those who participated in various ways in this investigation, I thank you. Telling your stories must have been unimaginably painful and difficult, and despite this, many alumni courageously shared their pain out loud. For those who were not ready to share, we acknowledge the time was not right for you. We are grateful to the team at Telios Law who have conducted this investigation in a professional and compassionate manner.

I am personally thankful for CAJ's current Board of Directors who have supported this effort from the very beginning and endorse this communication. I am also grateful to the leaders of 4 of our sponsoring missions: Serve Globally, a mission of The Evangelical Covenant Church, Resonate Global Mission (formerly Christian Reformed World Missions) TEAM, and WorldVenture (formerly Conservative Baptist Foreign Mission). They demonstrated their care for CAJ alumni by investing time and finances into this collaborative investigation. These groups join with me in our grief over the past and our sincere desire for healing in the lives of all those who have suffered.

Yours sincerely,



Anda Foxwell
Head of School
Christian Academy in Japan





The Evangelical Covenant Church

January 14, 2022

The Evangelical Covenant Church Responds to Findings from Christian Academy of Japan Investigation

As a founding organization of the Christian Academy of Japan and member of the Board of Directors, the Evangelical Covenant Church is deeply grieved and laments the perpetual abuse that occurred during the 1950s and 1960s at the Christian Academy of Japan (CAJ).

For our lack of awareness of the abuse that was allowed to continue, we lament. For not having better policies and procedures in place to protect those who are most vulnerable, we are sorry. For failing to provide students with a wonderful learning experience, we are so sorry.

While we know we cannot take away the trauma and pain experienced, we are working to help provide care and healing. We are in full agreement with the recommendations of CAJ alumni and are working with Telios Law, CAJ alumni, and partner mission organizations to implement those steps. Policies and procedures have been put in place with the hope that no abuse of any kind ever happens again at the Christian Academy of Japan or elsewhere. We are committed to continuing the preventative work that has already begun.

We pray that those impacted experience God's love and healing, as well as the care they need and deserve.

John S. Wenrich, President
Evangelical Covenant Church

Curtis D. Peterson,
Executive Minister, Serve Globally
Evangelical Covenant Church

Statement Regarding the Summary Report of Child Abuse at Christian Academy in Japan.

In May of 2019, Resonate Global Mission launched a joint investigation into allegations of abuse at one of our ministry partners, the Christian Academy of Japan (CAJ). The joint investigation, initiated at the request of the survivors themselves, was conducted in partnership with CAJ and three of the other six sponsoring agencies: ECC-Serve Globally, the Evangelical Alliance Mission (TEAM), and WorldVenture. The public report from that investigation is now complete. In response to the findings of the investigation, Resonate Global Mission wants to provide the following statement:

Scripture tells believers to walk with God in the light of truth. As the staff of Resonate Global Mission, we confess that we are guilty of walking in darkness, and that it was those who have been abused, deceived, and ignored who have shined a bright light into that darkness. We were wrong. We now desire to stand with you in that light and grieve with you. We desire to listen to you. We repent of all the sins and failings that your light has exposed.

We, as members of the body of Christ, must not only speak out against abuse within the church and its institutions, but also act to ensure that the church's future will be better than our past. It is because of this desire for healing, accountability, and redress, that we have fully supported and complied with the investigation into any and all allegations of abuse at CAJ.

The investigation has documented countless disturbing reports of grievous sexual, physical, emotional, and spiritual abuse of children at CAJ. It makes clear that during this period, we as an agency employed staff who abused children, hurtfully dismissed the concerns of abused children when they were raised, and failed to swiftly address inappropriate behavior. Additionally, it is clear that many children of missionaries were made to feel that their concerns and wellbeing were a secondary to the work of mission. We acknowledge and accept the conclusions that have been made in the report, conclusions that grieve us deeply.

We want to also acknowledge the courage of the survivors of abuse who shared these horrifying experiences with investigators. We want to thank you for your willingness to speak these difficult truths. We pray for you knowing that this is just a single step in the journey of healing. It is our hearts' desire to shed light on these painful incidents and to learn all we can from them so that it will never happen again.

While Resonate no longer directly operates International Christian schools, as a result of these revelations, we have conducted a thorough review of the policies and procedures for Resonate staff that prevent and address abuse, including:

- **Code of Conduct:** referring to situations of abuse—approved May 2007
- **Abuse Prevention and Reporting Policy** for Agencies and Education Institutions of the Christian Reformed Church—approved by the BOT May, 2002
- **Violence in the Workplace:** referring to sexual abuse—added to the Employee Handbooks in 2010
- **Annual abuse-prevention training** with special modules for supervisors in reporting and compliance
- **Discrimination and Harassment Policy:** covers sexual abuse
- **Whistleblower Policy:** protection for those reporting illegal or dishonest activity

- **Independent “third party” reporting system** available to all employees—Implemented in 2021
- **New covenant for office-bearers** in the CRCNA that has— approved by board (to be submitted to its synod, or annual assembly, for ratification).
- **Compulsory comprehensive background checks** for all employees and volunteers—began in 2007.

These events expose the troubling instinct of the church to protect its structures and institutions at the expense of its children. We have failed to exemplify the love and compassion of Christ and recommit ourselves to a mission of truth, trust, and humility. Resonate Global Mission is committed to continuing to work with the survivors of abuse and implementing the recommendations from the investigation report. It is our desire to do all we can to assist in the healing of those who have been abused and who continue to experience trauma as a result of these tragic events.



TEAM Apology Regarding Christian Academy of Japan

January 13, 2022

The Evangelical Alliance Mission (TEAM) grieves the appalling offenses that occurred at Christian Academy of Japan (CAJ), and we are deeply sorry. The findings of the [report from Telios Law](#) are heartbreaking, and we understand there is no time limit on the Alumni's pain and grief.

All the Alumni who suffered harm and their families are at the forefront of our minds and hearts. We are so sorry for the pain they experienced, and we grieve that TEAM directors, staff and missionaries failed to properly protect the children entrusted to our care.

Since the commission of an independent investigation into the treatment of students at CAJ, our prayer has been for God's light and truth to be known - redeeming, healing and protecting in ways beyond our understanding.

We are fully accountable before God for former staff and missionaries' treatment of students under their care and for failures of TEAM directors to intervene on their behalf. We are profoundly saddened about this situation. We faithfully adhere to our present child safety policies, and we resolve to periodically review them to ensure that no child under our care should ever again have to endure such injustice.

We agree with the 10 general recommendations of the CAJ Review Panel, provided to us by Telios Law. We commit to work with the CAJ Alumni in the coming months and years to implement these recommendations, clarify them where necessary and actively pursue the spirit of healing and restoration that the recommendations embody. We also support the CAJ Review Panel's specific recommendations and have already taken steps to express our sorrow and desire for healing to individual Alumni.

We continually pray for healing, comfort and restoration for the CAJ Alumni, their families, and those who share their burden of suffering.

TEAM Board of Directors



January 10, 2022

Dear Christian Academy in Japan Community,

On behalf of the CBFMS/WorldVenture community, I apologize and desire your forgiveness for the historic abuses and injustices committed against you as missionary kids at CAJ.

Having read the reports provided to us by the Telios Law Firm, I grieve deeply for you in suffering such abuses. There is one sentence in the *Summary Statement from the CAJ Abuse Survivors Support Group* that I will never forget and I believe cannot be ignored: “Crimes against the humanity of children were committed.”

As the husband of an adult MK/TCK and the father of two adult MKs/TCKs, I am sickened and angry that people in positions of trust would violate you and their sacred trust to care for the vulnerable entrusted to them. As a leader, I am disturbed by the failures of school and mission leaders to act in a timely manner on the abuse complaints that some of you registered with them. I realize that in some cases, no complaint was ever registered, and it breaks my heart that you didn't feel safe or empowered to report the abuse.

But, I am deeply grateful and humbled by the courage and vulnerability you've shown and for your willingness to participate in the third-party investigative process to make these abuses known.

We can't undo the abuses that occurred at CAJ, and yet, perhaps there can be some measure of healing and hope. In light of the recommendations from the CAJ Alumni Group and the Review Panel's work on the investigation, WorldVenture is grateful for the admonition, wisdom, and practical steps you've provided to us. We are taking action, including enacting new standards and training to avert this type of abuse from happening to others.

I pray that our Heavenly Father will do what only He can do in the midst of your pain, grief, and loss—bring beauty from ashes.

Yours in Christ Jesus,

A handwritten signature in black ink that reads 'Jeff Denlinger'.

Jeff Denlinger, President
WorldVenture (formerly CBFMS)



One Lord. One Life. One Calling.

from the office of the President

June 24, 2022

To the now-adult MKs hurt and abused at CAJ,

It was with much pain and great sadness that we received news of abuse having occurred at CAJ. Having children of my own who were in MK boarding schools in Africa and Latin America, I experience intense feelings when I hear of peer abuse or abuse perpetrated by an adult in any context, especially an MK/international school setting. It is wrong, it is sin, it is despicable and inexcusable. No vulnerable child should have to face abuse and no responsible adult should inflict it in any setting, especially in a school set up to care responsibly for missionary children.

Along with other leaders here at One Mission Society, I express our deep remorse and heartfelt grief over what happened at CAJ. While we were initially slow in engaging in the investigative process, we have now fully engaged. Having now seen the details of the Final Report produced by the Telios Law-led investigative team, my heart is broken by what I have read and what you and others were subjected to as children at CAJ. Personally and on behalf of One Mission Society, I express a sincere and deeply heartfelt apology to you, your parents and the entire CAJ community.

We have worked steadfastly and strategically to update our abuse policies, require background checks for everyone serving with us (including short-term personnel), provide child safety and protection training, and screen with diligence anyone going to serve at an MK / international school. These and other measures we're now taking as members of the Child Safety and Protection Network are in place to help assure a quality educational experience in a culture of nurture and safety.

Deeply committed to zero tolerance when it comes to the abuse of children, we are continuing to build a culture and promote a mindset of doing all we can to assure the well-being of those who are the most vulnerable among us, especially children. This is about being vigilant so that what happened at CAJ isn't repeated in present and future generations. To this end, we are committed to pressing forward.

Sincerely,

A handwritten signature in black ink that reads "Robert Fetherlin". The signature is written in a cursive style with a large, prominent "R" at the beginning.

Robert Fetherlin, President
One Mission Society Global