



Annual Report

Addressing the personal, emotional, and spiritual needs of all graduate students.



A Note from Our Incoming CEO and Executive Director



Friends and Colleagues,

We are grateful to share the impact your partnership has made possible in 2025 and the momentum it is creating for the years ahead. Because of your generosity, Grad Resources serves the needs of more than **3.25 million graduate students** and their families nationwide, helping the next generation of scholars and leaders to overcome challenges, find community, and truly thrive in grad school and their careers.

As we present our 2025 Annual Report, we do so with deep gratitude as we mark **35 years of ministry**. This milestone year has been one of renewal and growth. New partnerships are forming, our mission is being embraced in fresh ways, and campuses across the country are increasingly open to faith, community, and meaningful engagement. With great anticipation, we look ahead to the next 35 years, planting mustard seeds that will bear fruit in graduate schools, board rooms, and communities across America for decades to come.

Grad Resources serves as a holistic support organization for graduate students and their families, meeting them where they are with fellowship, resources, and care. It is an honor to step into leadership and build upon the legacy established by **Nick Repak, Amy Repak**, and many faithful leaders, volunteers, and supporters. This ministry would not be possible without countless supporters who have given sacrificially of their time, energy, and prayer over the past three decades. We are deeply thankful for the foundation you have laid.

During my first three months of service, I had the privilege of undertaking a national listening tour, meeting with more than 100 stakeholders connected to Grad Resources, Christian Grads Fellowship, and our partners. Conversations with students, families, faculty, campus leaders, ministry partners, churches, and donors were both humbling and affirming. The message was clear and consistent: **Grad Resources is making a difference in the lives of future leaders and that translates into major impact in the marketplace.**

Graduate students represent less than 1% of the US population while enrolled, yet they will go on to hold more than 85% of the senior leadership and decision-making positions in our society during their lifetime. This is monumental. Our mission and our 35-year legacy is strong and poised for continued growth in 2026 and beyond. **Together, we look forward to measuring and increasing our impact, expanding our digital footprint, growing our team and partnerships, and engaging new campuses nationwide as we explore new ways to extend care, community, and hope to graduate students and their families.**

With gratitude,

Dr. Eli D. Mercer

CEO & Executive Director

Who We Are and What We Do



Company Name:

Grad Resources

Our Mission:

Grad Resources is a faith-based service organization addressing the **personal, emotional, and spiritual** needs of **all graduate students and their families**.

Our Vision:

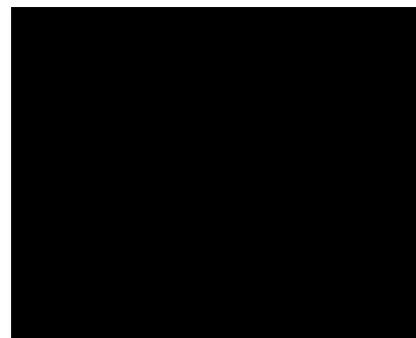
Grad Resources empowers Christian scholars and equips them to join, launch, and grow transformational Christian community groups where graduate students can prepare for their future calling, discuss the role of faith in their academic pursuits, and work together to encourage meaningful dialog with peers.

The Big 6 Needs of Grad Students:

Grad Resources provides 360 degree care and support for graduate students and their families. Based on research, services and partnerships focus on the **Big 6 Needs of Graduate Students** including: **Spiritual, Relational, Health (Psychological and Physical), Academic, Professional, and Financial**.

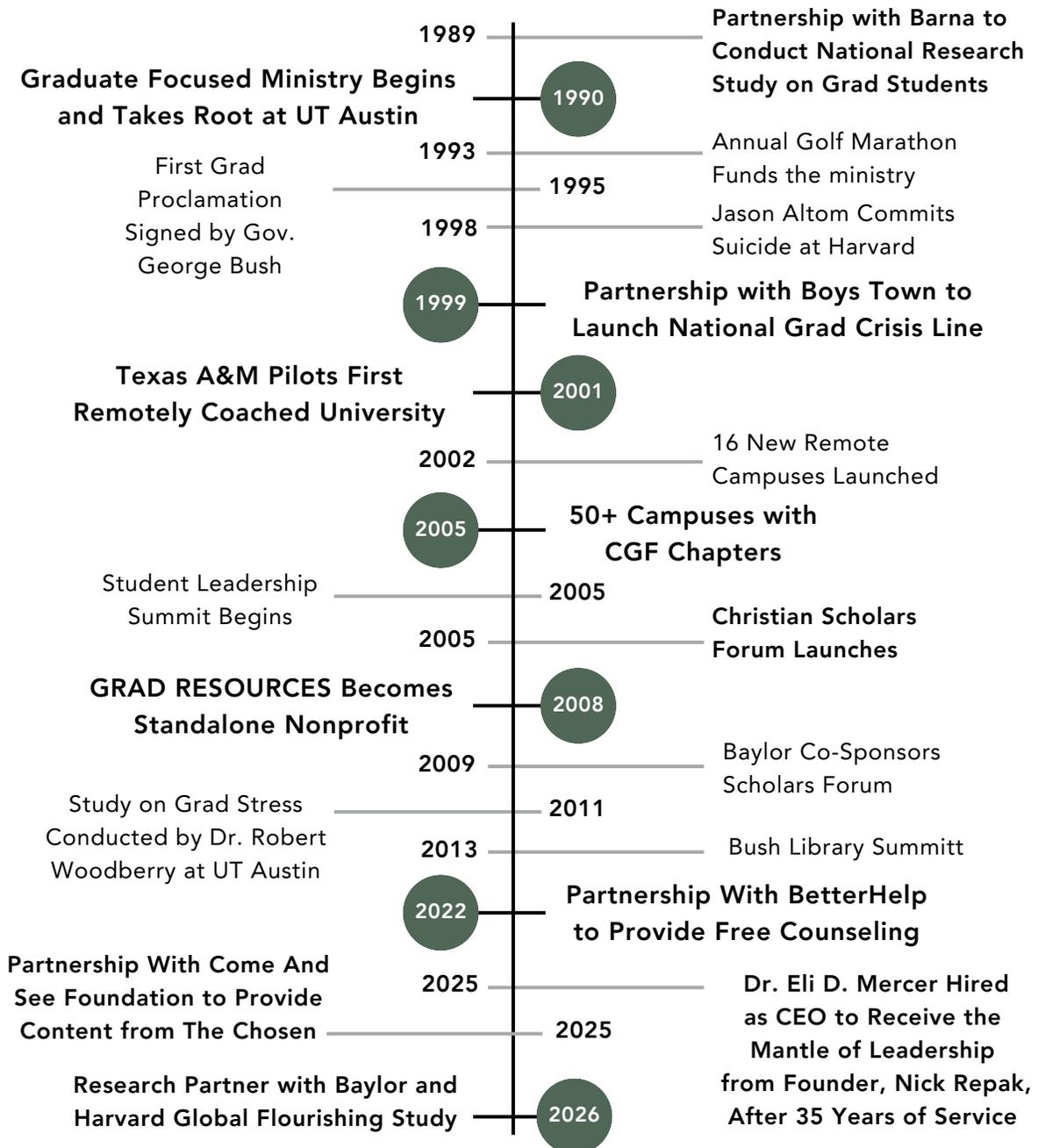
These Services include:

- National Grad Crisis Line: **+1 877 GRAD HLP**
- Free Counseling through BetterHelp
- Christian Grad Fellowships on campuses
- Robust online resource database
- World- renowned Speakers Bureau

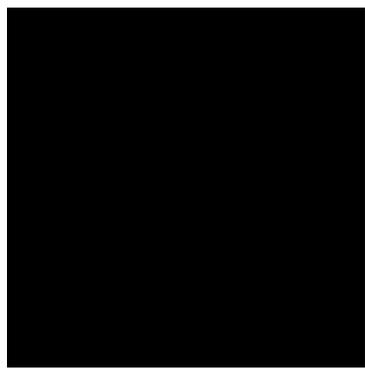


35 Years of Grad Ministry

We celebrated the milestone of **35 years of ministry** in 2025. We are profoundly thankful for the amazing things the Lord has done and all He continues to do across 70+ campuses and for thousands more by phone and online from every corner of the country. We continue to see the impact of our work in countless lives around the world. Join us to reflect on a few highlights.



"I planted the seed, Apollos watered it, but God has been making it grow." 1 Corinthians 3:6



Christian Grads Fellowship (CGF): Activities and Expansion

In 2025, Grad Resources saw significant momentum in the reach and impact of **Christian Grads Fellowship (CGF)**, advancing our mission to cultivate strong communities of faith that support graduate student flourishing nationwide.

Across our 35 year history, Grad Resources has had active chapters on 70+ university campuses with thousands of members and partners across the country. In 2025, CGF had **54 campuses** engaged in ongoing activities, including speakers, coaching, leadership development, active CGF chapters, and/or conversations exploring new launches. Of these, **34 chapters** were originally established by Grad Resources and are now led in collaboration with trusted ministry partners, and supported by Grad Resources and our portfolio of offerings. **5 chapters** are fully student-led and supported by Grad Resources and **3 new chapters are forming**. These campuses represent a growing, decentralized network that is equipping graduate students for healthier, happier, and more fulfilled lives as they walk out their faithful presence in the academy, in their careers, and beyond.

Grad Resources and our network of partners are committed to expanding this movement. We continue to **invest in new campuses, strengthen student and partner leadership, and create greater access for all stakeholders**. This includes the development of **online cohorts, a searchable database of online resources, as well as multi-cultural resources**. We are partnering to build sustainable pathways toward long-term flourishing.

70+

Historically Active
Chapters

54

Campuses with
Ongoing Activities

34

Partner-Led, GR
Supported Chapters

5

Student-Led, GR
Supported Chapters

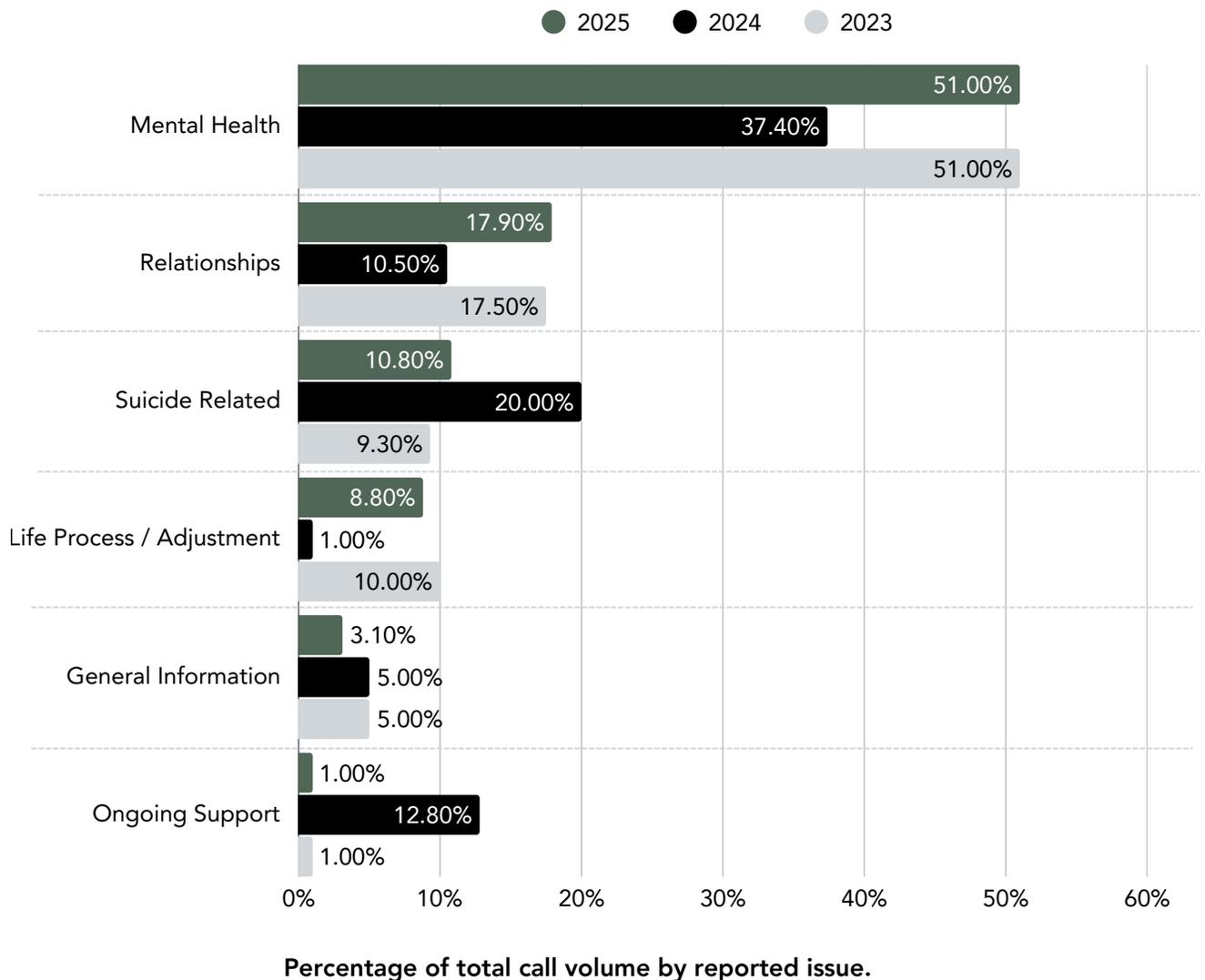
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New Chapters in
Formation

Answering 3,500+ Crisis Line Calls: Moments of care, connection, and hope

Grad Resources continues to partner with world-class organizations. Through our partnership with **Boys Town**, we provide the **National Grad Crisis Line, available at no cost to all graduate students and their families**. In 2025, mental health concerns remained the most cited reason individuals reached out for support, with a significant number of callers seeking help in moments of acute distress, including suicidal ideation. We learn from data and adjust offerings to meet current needs.

Throughout 2025, the **National Grad Crisis Hotline** answered more than **3,500** incoming calls from graduate students or their family members in need of immediate care, compassion, and connection. Many also received a **free month of counseling** through our partnership with **BetterHelp**. Through these strategic partnerships, Grad Resources remains committed to ensuring that no graduate student faces crisis alone.





100+

Listening Tour
Stakeholder Meetings

127

1:1 Coaching
Sessions

13,200

Personalized emails
to Grad students

Investing in Relationships: The Work Behind the Work

Beyond our public events and gatherings, some of the most transformational work of Grad Resources happens through **one-on-one coaching, mentoring, and intentional listening**. In 2025, as we reflected on 35 years of ministry, we met with more than **100 stakeholders** through a **focused listening tour** to ensure our work remains relevant, relational, and aligned with the evolving needs of those we serve. **These conversations strengthened relationships**, surfaced wise counsel, and reaffirmed our commitment to continual dialogue recognizing that, as **iron sharpens iron**, we are refined through shared insight and accountability.

In 2025, Grad Resources facilitated **127 individual coaching sessions** online and on campuses across the country. The one-on-one coaching sessions with ministry partners, chapter leaders, faculty partners, and graduate students are where discipleship, equipping, teamwork, and strategic planning come together. This is where the rubber meets the road. It is where stories are shared, challenges are named, and vision turns into action. Leaders leave with greater clarity, confidence, and next steps tailored to their unique needs and campus context.

While this work is time-intensive, its **impact is profound**. Coaching and investing in the right leaders creates a multiplying effect that extends far beyond the individual and anything we can accomplish on our own. Through strategic campus partnerships, such as those at the University of Oklahoma, relational investments translated into more than **13,200 personalized emails to students** in 2025, ensuring grad students had direct access to the National Crisis Hotline, counseling, coaching, mentoring, and Christian graduate communities. We continue to cultivate our national network of partnerships, coaches, and mentors to conduct this important work.

Reports from stakeholders involved reflect significant progress toward their goals and demonstrate the **multiplying impact** that occurs when Grad Resources invests deeply into individual leaders and teams to forge strong trusted relationships.

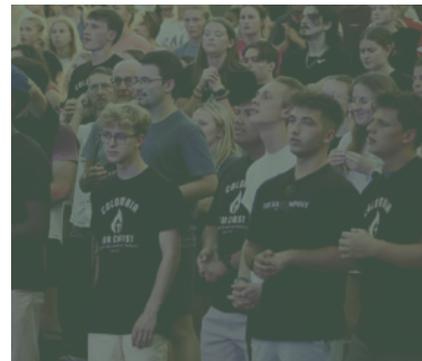
From Prayer to Revival: A Student-Led Movement at Mizzou

Scripture tells us, **“For where two or three gather in my name, there am I with them” (Matthew 18:20)**. In 2025, Grad Resources witnessed this biblical truth come alive through the Christian Grads Fellowship (CGF) chapter at the University of Missouri, and the growing movement at Mizzou and in Columbia, Missouri.

In the fall of 2025, the CGF student leadership team at Mizzou began praying intentionally for revival in their city. At the same time, the **Christian Professors Fellowship**, other **student ministries on campus**, as well as **local churches** were independently praying toward the same vision. When leaders of the groups discovered one another, **they sensed the Spirit’s leading to join together**, eventually stepping out in faith to plan a large-scale event to pray for revival on campus. What began as a prayerful idea became known as **“COMO for Christ.”**

As faculty and student leaders met diligently to pray, develop plans, and create a budget, God moved in unexpected ways. Campus ministries and local churches deepened partnerships. Outstanding speakers and worship leaders stepped forward to create a compelling program. An anonymous donor, drawn to the mission and vision, stepped forward to commit **\$100,000** to help them launch. **The result was a powerful gathering that drew 2000+ students, faculty, and community members to campus**, uniting organizations from across the city in shared worship, prayer, and proclamation. **This has sparked a movement.**

COMO For Christ
November 17, 2025



Reflecting on the moment, one **CGF student leader** who serves on the planning committee, **Sophia**, spoke of **the honor of building** upon the 20+ year legacy of Christian Grads Fellowship at Mizzou, a community that has faithfully sown seeds of faith for decades. She shared that their **desire is to steward this moment well** and to **be faithful in reaping the harvest** God has prepared.

“As graduate students, we go through a lot. To have a space where we can come together and share honestly reminds us that we’re not going through it alone.”

What began as a single event has now grown into something more enduring. **COMO for Christ** is no longer a one-time gathering—it is now a registered nonprofit, committed to continuing revival efforts in Columbia, Missouri through new and **innovative expressions of faith**.

The **Grad Resources network, CGF chapters, and partners** have been invited by the leaders of **COMO for Christ** to serve as **prayer covering in 2026** for all the Lord has in store for this movement. **We invite you to join us in providing prayer, coaching, and financial support** for these students as they seek to fan sparks into flame in order to win the campus, and the community, for Jesus Christ.



Speakers Bureau: Guest Speakers Share Expertise, Testimonies, and Advice, Expanding Impact Nationwide

One of the most dynamic and far-reaching initiatives in 2025 was our guest speaker program, featuring a diverse group of world-renowned leaders engaging graduate students across the country and globally. **14 guest speakers** addressed a wide range of topics designed to challenge, encourage, and equip graduate students, including:

- **Practical equipping** in the areas of Managing Graduate Stress, Time Management, Teamwork, and Developing Sound Leadership Skills.
- **Biblical equipping** on topics such as Pursuing Christ’s Excellence, Walking Out Our Calling as Scholars and Researchers, Leveraging Our Unique Gift as Scholars for Kingdom Impact, Scientific Evidence for God, and The Scientific Case for Miracles.
- **Academic equipping** in the disciplines such as Groundbreaking Research in Physics, Mars Rover Exploration: A Journey of Scientific Discovery and Faith, and 3D Printing Innovations.

In total, these speakers presented at **42 events** across **13 regions**. **8** events were fully remote via Zoom, extending the reach of Grad Resources well beyond geographic boundaries domestically and globally. In total we reached over **3,862 individuals**.

When asked about the **most impactful experience of the year**, one student leader from Oregon State University shared:

“Having Micah Green speak about faith and science really mobilized and challenged our group for the first time to take an active role in inviting and welcoming others into our faith community.”

14 **42**

Guest
Speakers

Hosted
Events



“Gracious words are like a honeycomb, sweetness to the soul and health to the body.” Proverbs 16:24

3,862

In Attendance

Nick Repak, Dr. Micah Green,
and Dr. Eli Mercer at Embry
Riddle Aeronautical University
(Left to Right)

Micah Green, Associate Department Head of Chemical Engineering at Texas A&M University and former Faculty Advisor to our CGF Chapter at Texas Tech University, participates as a guest speaker because of his passion for the Grad Resources mission and the vital role Christians can play within graduate school environments. Reflecting on his engagement with students, Micah noted:

“Many graduate students struggle with imposter syndrome, believing their research output or rankings define their worth. Christianity defines their worth as being a child of God, someone who matters regardless of performance. That truth restores freedom and provides a foundation of excellence in whatever they pursue.”

Guest speakers like Micah played a key role in expanding outreach, not only strengthening Christian Grads Fellowship (CGF) chapters on campus, but also opening doors to new universities and partnerships across the United States.



We invite you to join us as a Speaker, Workshop Leader, or Event Host:

If you are interested in serving as a Speaker, Workshop Leader, or Event Host, please reach out to us for a discussion. One of the most powerful ways to support Grad Students is to share your story, expertise, personal testimony, and advice. We cultivate relationships with a diverse portfolio of thought leaders on a wide variety of topics including faith, science, research, business, life skills, and more.

Forging Strategic Partnerships: Working Together for the Gospel



Grad Resources forged an exciting new partnership with **Come and See Foundation** in 2025, the nonprofit and go-to-market partner for the globally recognized faith-based television series **The Chosen**. What began with an exclusive tour for our friends and donors of the set where they film the series has developed into new opportunities to share the good news of the Gospel.

Come and See Foundation's mission is bold and clear: to reach one billion people with the story of Jesus. Beyond making the authentic story of Jesus freely accessible through visual media, the foundation is also developing Bible study tools and discussion guides to accompany all seven seasons of the series.

This partnership marks the beginning of new and refreshing content opportunities for Christian Grads Fellowship (CGF) chapters nationwide. In addition, the proximity of **The Chosen's** filming site to the Grad Resources headquarters offers a unique behind-the-scenes experience that can be shared with our partners and supporters, deepening engagement and connection to the mission.

Partnerships like this reflect the power of the body of Christ working together to share the good news of Jesus, both on screens around the world and on university campuses across the US. This collaboration represents only the beginning as Grad Resources continues to explore strategic partnerships with faith-based organizations to serve graduate students with relevance, excellence, and lasting impact.



An epic moment for our donors sitting at the table where Jesus and His disciples meet and break bread in the Chosen series, taken during our first tour of the set.





Measuring Well-being in Grad Schools: Collecting Grad School Data and Contributing to Flourishing Research with Baylor and Harvard

In 2025, Grad Resources began a new partnership using the **Flourishing Measure** created by **Harvard University**, based on its **Holistic Flourishing Framework (2016)**. As part of this study we invite grad students, families and supporters, faculty, and staff to take the assessment to let us know how they are doing, where they are struggling, and where they are doing well. The data we collect will contribute to the **world's largest well-being study in history** and emerging applied research connected to **Baylor University's Institute for Global Human Flourishing**. As a research partner, we gain insights into stakeholders needs in and around grad schools across the country. It is our goal to glean insights from this research that inform our offerings and improve our approach to service.

Why It Matters

The research closely aligns with our commitment to serving the **Big 6 Needs of Graduate Students: Spiritual, Relational, Health (Physical and Psychological), Academic, Professional, and Financial**. It affirms what we see every day, graduate students flourish when supported holistically, not just academically.

At a Glance

- 200,000+ participants
- 22 countries, 6 continents
- 5-year longitudinal study
- Multidimensional measures of wellbeing

Scan the QR code to participate and help advance research that supports graduate students to address their Big 6 Needs.



Stewardship by Design: Leveraging resources for maximum impact

At Grad Resources, we are committed to doing a lot with a little, stewarding every dollar entrusted to us to maximize **Kingdom Impact** among graduate students, their families, and the organizations they will lead into the future. We are fully funded through the generosity of donors and strengthened by committed volunteers and strategic partners in order to carry out this important work.

Thank you all for the time, talent, and treasure that you invest into grad students and their families. It is because of you that we are able to extend ministry, care, and timely resources far beyond what our organizational size alone would suggest. We are intentionally lean, fiercely loyal, and steadfastly committed to our mission. Together, we are supporting, equipping, discipling, and launching the next generation of senior leaders and decision-makers into the marketplace.

Grad Resources operated with total expenses in 2025 of **\$154,524**, the majority of which focused on mission delivery. Payroll accounted for **81%** of expenses, reflecting our investment in leadership and relational ministry, followed by contract services (**6.9%**), hosted events (**6%**), and technology (**3%**), to enable scalable remote engagement. The Grad Resources team equated to **1.5 full-time equivalent (FTE)** staff members in 2025, supported by a distributed team of volunteers and partners, **underscoring our intentionally lean operating model**. Impact is further multiplied through strategic partnerships with **Boys Town, BetterHelp, and our Speakers Bureau**. This allows us to provide crisis support, counseling access, mentorship, and campus-wide programming without proportional increases in overhead.

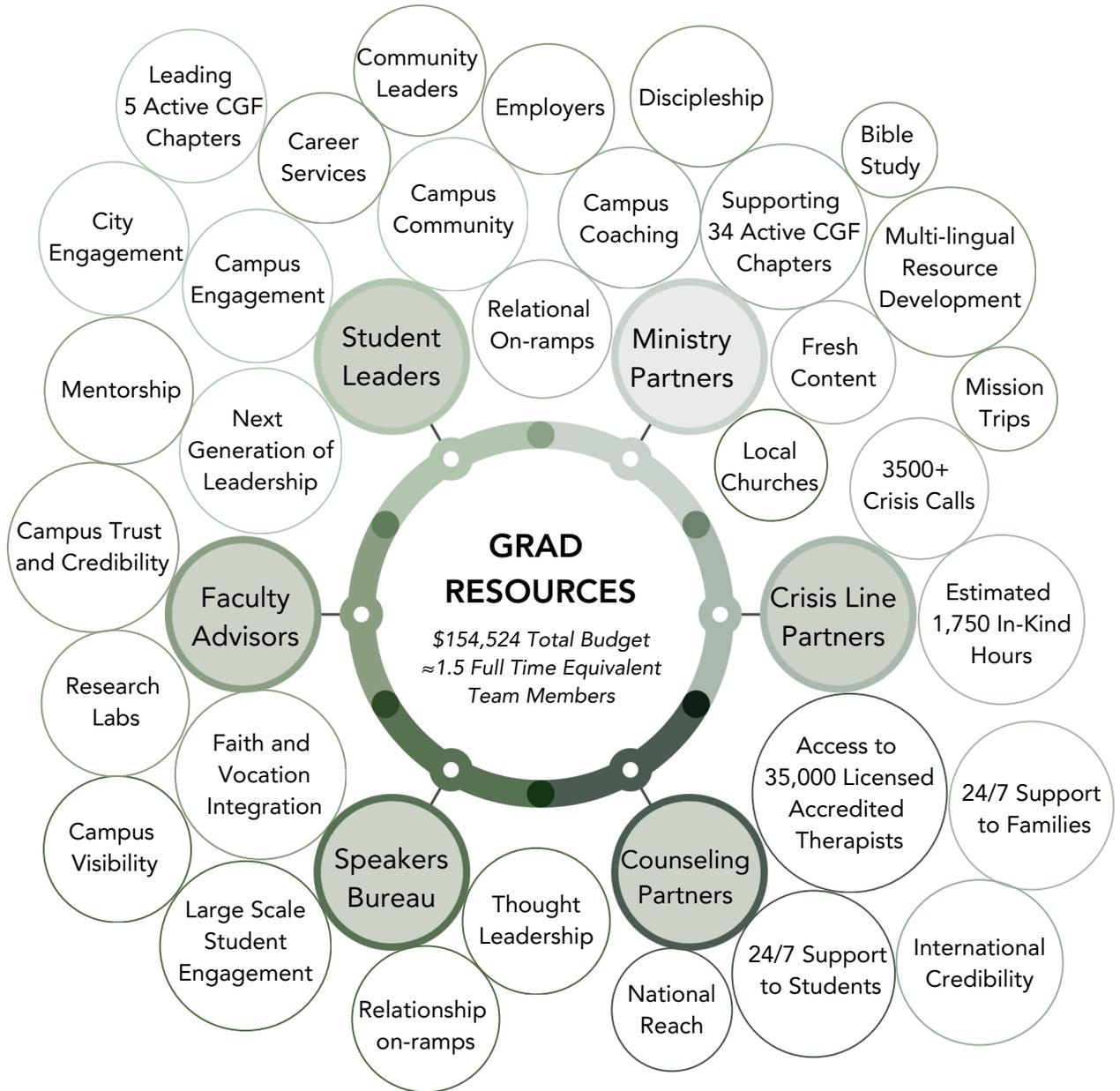
Grad Resources raised **\$175,897** in 2025, an increase of \$31,556 over 2024. We also received an additional **\$36,400 in pledges** for Q1 of 2026 as part of our year-end campaign. We closed the year with a cash balance of **\$71,620**, or **\$108,020 including pledges**, providing a **six month operational runway** into 2026.

Looking ahead, we remain committed to **lean, scalable, and partnership-driven** ministry models as prepare for scale. With **God's grace** and the **continued support** of our donors, volunteers, students, and alumni, we believe this approach is both **faithful and sustainable** as we pursue **expanded impact in the years to come**.



*"Whoever can be
trusted with very
little can also be
trusted with much."
Luke 16:10*

Doing More with Less: A Model Built for Multiplication



Grad Resources multiplies Kingdom Impact by stewarding relationships, investing in leaders, and forging partnerships with intention. This allows us to extend care, build community, and provide hope to graduate students and their families nationwide, investing to build up the next generation of leaders.



Relational Investment

x



Lean & Agile Operations

x



Strategic Partnerships

x



Stewarding Leadership

=



Kingdom Impact

Passing the Mantle: A New Season of Faithful Leadership

In October 2025, after much prayer and discernment, Grad Resources welcomed **Dr. Eli D. Mercer** as our new **CEO** and **Executive Director**. Eli brings a wealth of experience leading and growing startups, founding teams, investors, and governing boards in for-profit and non-profit ventures. We are grateful for the Lord's provision of this extraordinary leader.

Having worked full-time through four degrees, Eli understands the grad student journey firsthand. He has decades of experience working with a broad set of stakeholders from the private sector and grad schools around the world leading initiatives in entrepreneurship, innovation, and technology commercialization. He has worked closely with grad students, faculty, and researchers in a variety of roles including employer, collaborator, mentor, advisor, faculty member, researcher, and academic dean, and has a heart to serve them.

His work and research are focused on the development of robust collaborative ecosystems for entrepreneurship, innovation, and regional economic development. This experience uniquely prepares Eli to understand the systemic and cultural challenges graduate students face while in school, as well as the market opportunities they are poised to seize once studies are completed. Eli and his wife Hannah feel called to this mission full-time and are dedicated to serving the next generation of leaders as an investment in the future.

Grad Resources was blessed with the Lord's provision of a second amazing leader later in October, welcoming **Hannah Walker** as our **Operations Manager**. A graduate in Architecture, Hannah spent the first eight years of her career in commercial construction development, specializing in sustainable electrical systems. Along with professional work, Hannah has long demonstrated a deep commitment to the vulnerable and underserved. She has served in both volunteer and paid roles at a nonprofit dedicated to supporting survivors of human trafficking, contributing her skills in marketing and development to further its mission. She now serves part-time while rearing her children.

Founder and President Emeritus Nick Repak will remain onboard part-time for the coming season to transfer knowledge and relationships and position the new team for success. Together, this new team, spanning three generations, is making significant strides as we streamline operations, update systems, and cast fresh vision to lead Grad Resources into a the coming season of renewed growth and increased impact in 2026 and beyond.

Introducing the New Grad Resources Team:
Hannah Walker, Operations Manager (PT)
Dr. Eli Mercer, CEO and Executive Director
Nick Repak, Founder and President Emeritus
(Left to Right)



Voices from Our Community: Stories of impact from those we serve.

Peter Olson, PhD Student and CGF Chapter President at Oklahoma University
"Christian Grads Fellowship gives us a space to find community where we are free to be ourselves and express who we are."

Sophia Raju, PhD Student and CGF Chapter Leader at University of Missouri
"What stood out to me in 2025 was the oneness of the body. People are opening up and finding the strength to be honest about their Christian lives and struggles, allowing us to lean on one another and be there for each other in times of need."

Dr. Micah Green, Distinguished Speaker, Former Chapter Advisor at Texas Tech, and Faculty Member at Texas A&M University
"Graduate students are opening up about the unique stress and pressure they face, and our faith offers the resources needed to bring healing to the challenges within academia."

Dr. Joseph Oppong, CGF Chapter Advisor, National Advocate for Grad Students, and Faculty Member at University of North Texas:
"Without a group like Grad Resources and its Christian communities on campus, it is difficult for faculty to effectively meet the needs of graduate students. These [grad student focused] communities are an essential part of the ecosystem that enables faculty to function well."

Dr. Matt Koschmann: CGF Alumnus, Former Chapter Leader at University of Texas at Austin, and Faculty at University of Colorado Boulder
"Our culture is at a pivotal moment, one that presents a significant opportunity for faith to offer meaning, purpose, and peace in a world marked by disillusionment with both the church and current events. Christian academics are uniquely positioned to speak into these challenges and model an authentic, compelling faith that draws people back when so much around them feels uncertain."





Thank You

Thank you for standing with Grad Resources and believing in the transformative work God is doing through graduate students and their families across the nation. With hearts full of gratitude and eyes fixed on the future, we enter 2026 with great expectations, confident that the Lord will continue to multiply impact, deepen partnerships, and bring lasting fruit from the seeds already sown.

✉ info@gradresources.org

🌐 www.gradresources.org

🌐 www.christiangrads.org