

FAQs – Approved November 10, 2022

These FAQs are designed to provide information relating to the processes of Broadmoor Baptist Church (“Broadmoor”) and Church Council regarding allegations of sexual abuse in general. These are not in any manner directed toward the allegations or individuals identified by the specific disclosures first reported on Sunday October 30, 2022, except as expressly stated below. These FAQs do not modify or alter the attached BBC Sexual Abuse Policies as adopted by Church Council to address allegations of sexual abuse by or against BBC Responsible Person (as defined therein). In the event of a conflict between these FAQs and the BBC Sexual Abuse Policy, the BBC Sexual Abuse Policy as then in effect shall govern and control.

The following passages from Scripture have been essential in guiding both the motives and actions of Church Council: Psalm 82:3, Proverbs 18:5, Micah 6:8, Matthew 18:15-20, Luke 11:42, Romans 3:23, 6:23, 8:28, 12:9-12, Romans 13, 1 Corinthians 13:7, 2 Corinthians 4:6, Ephesians 5:7-11, 1 Timothy 5:19-21, James 4:1-12, and 2 Peter 3:9.

1. What is the position of Broadmoor regarding sexual abuse by a pastor or minister?

Christ established His Church as a place for His followers to learn, belong, connect, and worship. It was to be a place where all people could come to give and receive in a way that brought glory to God and good to the community. In this beautiful design, He established and trusted pastors/overseers to give watch care over this blessed community. When the world was raging, the pastors of the church were to be the first to offer a safe place for the followers of Christ to come and find refuge and protection. The pastors should be the purest representation of Christ and His love that this world can know.

Sexual abuse is a direct affront to the character of God. Sexual abuse at the hand of a pastor is appalling and something the Church and the world should immediately, directly, and clearly call out. Moreover, pastors are warned in the Holy Scriptures that their calling is a noble one and will be judged with greater strictness.

Sin and its dreadful effects have no expiration date. Therefore, Christ’s Church should always be ready to confess and repent when its sin is brought before them regardless of how long ago it may have occurred. We also acknowledge and understand that sin has consequences. We believe that if we confess our sins to one another and pray for one another, we will grow together more into the likeness of Christ, who delights truth, justice and compassion. We desire to be a church that grows continually more unified around loving as Christ loved, and displaying the fullness of His glory, even and especially in the darkest circumstances.

Lord Jesus, we confess our need for you in everything that we do, and we confess our sins to you. We ask that you hear our confession and grant forgiveness for your name’s sake and for our good.

2. Is the process used in the current situation the same process Broadmoor will use for all allegations of abuse?

Broadmoor will use a consistent process and apply the BBC Sexual Abuse Policies to any allegations of sexual or physical abuse by past or present pastors, ministers, employees and/or volunteers who are subject to Broadmoor's Child Protection Policy ("BBC Responsible Person"). Because of the many variables and different forms of abuse, Broadmoor's response to an allegation of abuse must be addressed individually and tailored to the specific facts of the allegation. While many aspects of the policies may apply to other forms of abuse, the BBC Sexual Abuse Policies are adopted for use in connection with sexual or physical abuse by a BBC Responsible Person. Our goal is to first provide a safe and protected place for the survivor of the abuse to freely tell us his or her story and so the survivor has a clear understanding and expectation of our policies and processes.

You can find our Child Protection Policies and Personnel Manual, which contain additional protections, on Broadmoor's website. Broadmoor's policy and process for an allegation of sexual abuse is outlined below. In addition, a copy of the BBC Sexual Abuse Policy is available on Broadmoor's website for your information. We encourage you to review all of these policies. Church Council is committed to review, update and modify these policies as needed from time to time.

3. Why did Broadmoor make the disclosure in the manner that was used?

First, we recognize that any disclosure of an allegation of abuse is of a very sensitive nature. It takes courage by the survivor to decide to share his or her story. And in many cases, such disclosure is magnified by the relationships within the church among the survivor, the accused, their families, friends, and others who may be impacted by the abuse, as well as any others who may have suffered similar abuse/trauma. We reviewed the recent actions taken by the Southern Baptist Convention ("SBC") and the Mississippi Baptist Convention ("MBC") as evidenced by their 2022 reports and studies on sexual abuse. We sought the guidance of both local and national level advisors and experts in the field of sexual abuse. This included engaging Rachael Denhollander, a national level expert who was engaged by the SBC in connection with its sexual abuse study and investigation. We followed this information and advice in developing both the process undertaken and the written disclosure statement.

In determining the process and the disclosure, we desired to be clear and consistent with our Christian values and beliefs. We also wanted it to be evident that we care and love all involved, all who may be impacted, while still supporting and honoring the survivor. The process and the contents of the actual disclosure (including naming the accused) cannot be swayed by any partiality or favoritism based on relationships with the survivor, the accused, their families, or others who may be impacted.

4. What are some of the considerations that Church Council considered in determining the process and disclosure?

These are the same considerations that will be used in connection with any allegation of sexual or physical abuse by a BBC Responsible Person:

- Provide transparency and clarity relating to the alleged sexual abuse, and Broadmoor's processes.
- Create a safe environment, a place of refuge, for restoration of the voice and agency of the survivor, to promote a respect and value of the survivor.
- Once Church Council has been informed of allegations of sexual abuse, action is warranted. The actions of Church Council were not taken lightly and were taken in accordance with advice of experts as noted in question #1 above and in accordance with policies designed to protect and support the survivor.
- We must prioritize the safety and care of survivors and those who may be impacted over concern for protection of the accused or the image of Broadmoor; we have total faith and trust in God to lead us all through this process for His good.
- Timing of the initial disclosure must be prompt in all cases. We recognize this promptness places very tight time constraints on the initial process. The process Church Council undertook is outlined in question 6 below.
- Disclosures and an investigation are warranted regardless of when the alleged abuse actually occurred.
- Additional considerations are referenced in the BBC Sexual Abuse Policies.

5. What are the purposes of a written disclosure statement?

The purposes and reason for a disclosure statement include the following:

- We must try to eliminate or at least minimize the opportunity for further damage and pain.
- Provide sufficient relevant information to create a clear pathway for others to report any information or evidence relating to the specific allegations of sexual abuse and to provide notice and protection for others who may be subject to abuse. Full disclosure is necessary to ensure that all evidence available is recognized and brought forward. Without this disclosure, just and honest due process cannot be given to either party.
- This pathway mandates disclosure of certain information at the time of the initial disclosure to identify the name of the accused, the applicable time and the general nature of the allegations. This information is the minimum recommended by our advisors for promoting clarity to others and is consistent with our understanding of the current SBC and MBC position on sexual abuse disclosures. Without this clarity rumors abound.
- Withholding the name of the accused until receipt of the third-party investigation report would create a potentially significant time delay for letting others know the identity of the accused which could be averse to the survivor or any other potential victims of any ongoing abuse, resulting in an opportunity for further damage and pain. Such a delay can unnecessarily prolong the suffering.

- Withholding the name of the accused also makes it difficult for any individuals with relevant information, to recognize that they may possess information that is critical to the assessment. In order for an assessment to be accurate and provide adequate due process for everyone involved, the identity of the accused must be released.
- Such silence on the identity of the accused would also wrongly implicate any other pastors or BBC Responsible Persons who also served Broadmoor during the applicable time frame.
- Withholding of other's names, such as potential enablers, from the initial disclosure does not alter the protection of others or negatively impact the information or evidence pathways being created by the disclosure. These other names may not be readily available at the time of the initial disclosure and delay to determine all who may have information is not warranted or necessary. These individuals will be subject to a full vetting during the formal third-party investigation process.
- Withholding details of the actual alleged sexual abuse is needed to protect the survivor and the integrity of the process. We use limited descriptive wording such as "sexual abuse" and "grooming" without any details regarding the allegations out of respect and love for the survivor and the accused. We desire to recognize the seriousness of the allegations, clearly support the survivor, and maintain love and compassion for all impacted. We do recognize that the details of the allegation will likely be contained within the third-party investigation report.
- Additional considerations are referenced in the BBC Sexual Abuse Policies.

6. What process did Church Council undertake when confronted with allegations of sexual abuse by a BBC Responsible Person?

The following highlights the process that Church Council followed in connection with the current allegations set out in the written disclosure statement released on Sunday October 30, 2022, relating to the period from the initial request for a meeting until the actual release of the disclosure statement. Please be aware that this same process will be consistently used in any allegation of sexual abuse by a BBC Responsible Person. Please also note that this process was an information-gathering process only, to best inform our Council of the breadth of information we needed to disclose and also to understand the type of assessment which must be conducted. We recognize that as members of Church Council we are not trained investigators and should not act as such. It was, however, critical to fully understand the steps we needed to take, and to receive this information in a trauma-informed, transparent manner, proceeding in a way that cared as best as was possible, for everyone involved.

- Once a request was made by the survivor to speak with Church Council, Church Council immediately reached out to various experts in this field – trauma counselors and advocates. Based on their advice, we immediately engaged Rachael Denhollander. Rachael has provided advice to Church Council throughout this process, including assistance in drafting the disclosure statement.
- Church Council was advised of the existence of a non-disclosure agreement ("NDA") from 2018 and made the determination to defend the survivor if her disclosures were challenged as a violation of the NDA. The survivor was then notified of this decision.

- Church Council then created a safe environment to hear directly from the survivor who was accompanied by her spouse and counselor.
- Church Council next determined if notification of applicable governing authorities was warranted or required. If required and at the proper time, Church Council shall notify the applicable authorities. Church Council may also confirm any prior reporting of the allegations to applicable authorities.
- Church Council then made limited inquiries of witnesses and supporting information so we could fully understand the information which needed to be provided to our church and others, and also to fully understand what steps needed to be taken going forward, including the commissioning of an independent investigation and assessment. This included taking the following steps with the survivor’s prior permission and encouragement: requesting and reviewing certain written documentation and interviews of counselors and advisors who had knowledge relating to the allegations. Additional details of these inquiries are outlined in the actual disclosure statement. Church Council is not in a position to verify and make the ultimate determination of the truth of all aspects of the allegations.
- Next, a draft of the disclosure statement was prepared based on the survivor’s statement and corroborating evidence. The draft was reviewed and revised by both Church Council and its advisors. Prior to disclosure, Church Council sought input and comments from both the survivor and the accused.
- Once the accused was advised of the allegations and provided a copy of the then draft of the disclosure statement, Church Council provided a window of time for the accused to talk directly with his family prior to any other contacts of any individuals.
- After the accused notified family members, Council members then contacted a limited number of other interested individuals that Church Council had previously identified.
- After all contacts had been completed, Church Council then made any final revisions to the disclosure statement based on comments received on Saturday. The final statement was unanimously approved by Church Council early Sunday morning.
- Disclosure was then made at the end of the service on Sunday.
- Post disclosure, we have coordinated and promoted care and follow up to all involved or impacted by the allegations and disclosure. This is done both proactively and through offering counseling connections for those suffering from abuse. We believe that it is essential to love and support the survivor, the accused, their families, and others who may be impacted.
- All these actions were taken in accordance with Broadmoor’s policies and consistent with advice from our advisors and current SBC guidance.

7. Why did Broadmoor offer to defend the Non-Disclosure Agreement (“NDA”)?

Church Council unanimously believes that this is the right thing to do, especially when the alleged abuse occurred during the time the accused was a pastor at Broadmoor. NDAs have historically been used as an attempt at silencing the voice of the survivor. To get clarity, it was important to restore the voice that was taken. For this reason, we offered to assist in defending any claim of a violation of the NDA by the accused against the survivor relating to her disclosures and participation in the assessment and investigation. By creating a safe and open environment, the survivor had the confidence and freedom to speak.

8. What is the purpose for engaging an independent third-party investigation firm?

We know that Biblical love delights in and pursues the truth. The best way for us to see the truth is to involve experts skilled in the areas we are assessing. We recognize that we are not qualified or capable to undertake such an investigation. An independent investigation will provide a complete unbiased written report detailing the entire investigation including details of the alleged sexual abuse, any responses from the accused, the names of any enablers, details of actions taken in response to any disclosure of the alleged abuse and an evaluation of our policies (then and now).

If the report finds credible evidence of sexual abuse, the name of the accused will be eligible to be placed on the list of alleged sex abusers being developed by the SBC. Our understanding is that the SBC list is being compiled for purposes of information and use by other SBC churches. The full report will be released to the congregation by means of Broadmoor's website. Broadmoor will outline the action items to be implemented based on the recommendations of the independent investigator as outlined in the report.

9. What can we expect in the future?

Our congregation can expect transparency. We are committed to providing updates when appropriate. These will include notification of our engagement of the independent third party investigative firm, any additional developments relating to the allegations, and a copy of the full report once received including a response to any recommendations suggested by the report. Our disclosure statement also outlines the next steps in more detail.