

Church Council Resolution, as adopted by the Council on 10.28.22 and revised 11.10.22

We, as Church Council of Broadmoor Baptist Church (“Broadmoor”), desire for our church to be a safe place of refuge and encouragement for those who have experienced abuse. We recognize that our denomination has a history of failing to prevent sexual abuse and adequately caring for survivors. As we do our part to rectify that history, we note and support the actions taken in the 2022 annual meetings of the Southern Baptist Convention (“SBC”) to provide churches with clear pathways for addressing these issues. These actions include the establishment of a public list of abusers, as well as guidance and curriculum for member churches to use in addressing allegations of abuse by church staff. We also note and support the Mississippi Baptist Convention’s (“MBC”) 2022 report from its Sexual Abuse Response Team as it seeks to publicize the names of past abusers and harden criminal penalties for ministers who abuse congregants. We echo the SBC’s and MBC’s biblical reasoning for these actions – scripture clearly shows God cares for the abused and the vulnerable, and so His people must also demonstrate that care.

We acknowledge and understand that abuse can take many forms: sexual, physical, spiritual, verbal, emotional, mental or even cultural. Moreover, sexual abuse is defined very broadly to include all forms of inappropriate or unwanted physical contact of a sexual nature. Some abuse may be of a criminal nature. In evaluating an allegation of abuse, the age and mental capacity of the survivor or victim and also the accused must be considered as well as the power differential between the survivor and the accused. We are sensitive to all types of abuse and will take all allegations of abuse seriously. A single allegation of abuse by a BBC Responsible Person (as defined below) is sufficient to warrant an investigation. For purposes of these polices and guidelines, the term survivor shall also include any victim as applicable.

Because of the many variables, Broadmoor's response to an allegation of abuse must be addressed deliberately. Noting that action steps may differ accordingly. While many aspects of these polices may apply to other forms of abuse, the following polices are adopted for use in connection with sexual or physical abuse by a BBC Responsible Person, especially if it involves the sexualized abuse of power. Our goal is to first provide a safe and protected place for survivors of the abuse to freely tell us their stories and have a clear understanding of our policies and processes.

At every step, Church Council must encourage truth and transparency, establishing clear lines of communication and engaging in a manner that reflects God’s care and compassion for the vulnerable. We must show compassion and care to all and be clear, concise and consistent in our expectations regarding abuse. We must maintain impartiality even if we know and love the accused and their family and be consistent in our application of these policies in the event of an allegation of sexual abuse by a BBC Responsible Person. At the same time, we are called to bring sin into the light and address it in the light of redemption and reconciliation even if this requires the admission that Broadmoor may have in some way failed the survivor, the accused, their families, the Church body and even God. It is acceptable to all grieve together. We cannot dismiss allegations of abuse and allow the impacts and the pain of abuse to be hidden by the cover of darkness or secrecy; silence denies restoration. Transparency and light promote change and redemption.

In crafting these policies and procedures, we have relied upon resources and guidance provided by the SBC. Additionally, we have sought out advice from nationally recognized experts in the field of sexual abuse.

At Broadmoor, one of the ways we demonstrate this biblically mandated care will be through the adoption of a set of policies and procedures to help us address circumstances of sexual or physical abuse (collectively referred to herein as “sexual abuse”) by Broadmoor’s past or present pastors, ministers, employees and/or volunteers who are subject to Broadmoor’s Child Protection Policy (collectively, “BBC Responsible Person”). These policies and guidelines are consistent with our church by-laws, child protection policy, and personnel policies, including policies governing harassment and internal investigations. In the event of a conflict between the policies regarding allegation of sexual abuse by a BBC Responsible Person and Broadmoor’s child protection policy then in effect, the provisions of Broadmoor’s child protection policy shall govern and control. These policies and guidelines shall be referred to as the “BBC Sexual Abuse Policies” and will apply to any allegations of sexual abuse made against any BBC Responsible Person by any other Broadmoor pastor, minister, employee, member, or by any volunteer, participant or visitor of Broadmoor. This policy is outlined by the following steps:

Step One:

If a church leader, pastor, minister, employee, member, volunteer, participant or visitor receives any allegation of sexual abuse made against any BBC Responsible Person, that person should promptly report that information to the Lead Pastor, any Executive Pastor and/or another Church Council member. The Lead Pastor and that Church Council member should immediately then report that information to the entire Church Council. We recognize any allegation of sexual abuse is time-sensitive and should be immediately reviewed for the safety and protection of the survivor and any others who may be in harm’s way or impacted by the alleged sexual abuse or accused.

Step Two:

Church Council should promptly engage experts/advisors with requisite experience in the appropriate field to assist in engaging this process.

Step Three:

Because Church Council desires to support the restoration of voice and agency to the survivor, Church Council shall provide the survivor a safe place to disclose his or her story to the entire Church Council or in such manner as reasonably requested by the survivor. This is best accomplished with the survivor’s input and discretion. Prior to such meeting, Church Council will attempt to determine if a non-disclosure agreement exists. Again, one of our goals is to support the restoration of voice and agency to the survivor. For these purposes “agency” includes: promoting respect, value and allowing the survivor to control certain actions. We encourage any survivor be accompanied by their spouse, counselor, trusted advisor or friend to the meeting for support. We recognize it takes courage by the survivor to make such statements to others and to overcome many concerns and fears (e.g., will I be believed, will I be blamed or judged, will I be shamed, what will my family think, etc.) and in many cases even overcoming concerns for the accuser and the accuser’s family. We again want to provide a safe refuge for the survivor to freely share his or her story. For example, Church Council will not attempt to force a personal

confrontation between the survivor and the accused. We must prioritize the safety and care of the survivor.

Step Four:

Church Council shall report the allegations of sexual abuse to the requisite authorities as required by law, or as otherwise determined necessary by Church Council. If the allegations of sexual abuse constitutes a potential criminal act, Church Council shall proactively participate and cooperate with the procedures and requests of such governing authorities and shall comply with applicable laws and regulations. Broadmoor should document the report and record the name of the person and governing authority who received the report including the case number, if applicable. The age of the survivor will impact whether a formal report to a governing authority is mandated. It is mandated in cases involving minors and is at the discretion of the survivor in cases involving adults.

Step Five:

Church Council should make limited inquiries with witnesses and review supporting information so Council can more fully understand the information which is needed to be provided to our church and others, and also to fully understand what steps that need to be taken going forward, including the commissioning of an independent investigation and assessment. These inquiries will not include interviews or discussions with the survivor's counselors or advisors unless survivor grants permission and encouragement after consultation with the survivor with such counselors or advisors. Please also note that this process is an information-gathering process only, to best inform Church Council of the breadth of information we need 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 is, however, critical to fully understand the steps we need to take, and to receive this information in a trauma-informed, transparent manner, proceeding in a way that cares as best as possible, for everyone involved. If Church Council determines it is appropriate to continue to Step Six, Church Council shall directly engage in communication with the appropriate persons with the SBC, the MBC and the local association, if applicable, regarding the allegations. This direct communication is important for many reasons including coordination of any notifications or actions items.

Step Six:

If Church Council determines the survivor's allegations warrant, a written public disclosure to the congregation and community should occur. It is important that this disclosure be drafted to provide sufficient information to determine the identity of the accused (unless prohibited by law), the time period of the alleged sexual abuse and the basics of the allegation. Full disclosure is necessary to ensure that all evidence available is recognized and brought forward. A clear and concise statement should be designed to dispel rumors. The written disclosure must be timely made after notification of the alleged sexual abuse in order to promote the safety of the survivor and any others who may be impacted by the accused. This disclosure not only signals support to the survivor, but also encourages a path of communication by others who may have relevant information regarding the specific allegations to come forward. In addition, the disclosure provides a path for reporting by any others who may be impacted by similar abuse. This disclosure

should clearly indicate to others suffering similar abuse that Broadmoor is a safe place that cares well for the vulnerable.

Prior to releasing the written disclosure, Church Council should attempt to notify any person readily identifiable in such disclosure. The survivor and if applicable the accused should be given an opportunity to review and comment on the draft disclosure prior to its release. This disclosure shall designate the name of the accused unless restricted by applicable law and shall protect the identity of the survivor. Prior to making any public disclosure and if applicable, Broadmoor shall cooperate and proactively assist with the implementation of any safety plan for the protection of the survivor. It is also important that Broadmoor establish a care plan for the survivor, the accused, their families, and others who may be impacted.

Step Seven:

Church Council shall strive to maintain independence and protect the integrity of the process by retaining an independent third-party firm to undertake the investigation. The investigation should be free of any biases or partiality that may exist within Broadmoor or its leadership. The scope of the engagement shall be determined by Church Council based on the allegations and situation warrants and may include the following:

1. A factual examination of the allegation
2. An assessment of the church's policies and practices at the time the abuse is alleged to have occurred.
3. An assessment of pastoral responses over the relevant time frame of the alleged abuse and the survivor's disclosures.
4. An assessment of the church's current culture, policies, and practices to evaluate any current weaknesses and provide recommendations to address such weaknesses if found.

Step Eight:

Upon receipt, Church Council should consider and act on the independent firm's recommendations, if any, and publicly disclose the firm's findings in their entirety. Again, this public disclosure creates awareness of the issues that led to the survivor's sexual abuse, and signals to others who may have suffered similar abuse or trauma that Broadmoor is an asset, not an interference, to them.

Step Nine:

Again, Church Council should determine if any report to the authorities is necessary based on the findings of the investigation.

Step Ten:

Broadmoor must care for the survivor, the accused, their families, and others who may be impacted by sexual abuse. Follow up care may be coordinated by a care team as established by Church Council from time to time. This should be done both proactively by our Church body and through offering appropriate counseling connections for those suffering from abuse. We believe that it is essential to love and support all impacted.

Church Council has the discretion to modify these policies and procedures as warranted by the facts and circumstances of the alleged sexual abuse. While these policies and procedures will be consistently applied, we recognize that each case of potential abuse will have unique facts and circumstances that will need to be considered in connection with the applicable allegation of abuse.