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BROADMOOR BAPTIST CHURCH

Investigation Report

Policy Assessment & Compliance Review Report

July 3, 2024

Broadmoor Baptist Church
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Madison, MS 39110

We often use third party sources and database providers in the course of our work. We believe that the sources and methodologies we use are reliable; however, we make no representation or guarantees as to the accuracy or completeness of information obtained through third party sources and database providers.

Warning: This report includes information and descriptions related to sexual abuse, sexual misconduct, and/or grooming. This may be triggering to readers who have had similar experiences personally or have close friends or family members with a similar experience. We encourage you to care for your safety and well-being. The content of this report is not appropriate for children.

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INTRODUCTION

Broadmoor Baptist Church (“Broadmoor”) engaged Guidepost Solutions LLC (“Guidepost”) to conduct an independent investigation of sexual abuse allegations reported to Broadmoor, to review and assess the pastoral response to the allegations reported, to review existing policies, procedures, and training related to child protection and response to reports of abuse, and to provide documentation of our findings and recommendations. Broadmoor also requested that we receive other past or current reports of sexual abuse, and that the engagement could be expanded to include subsequent investigations of sexual abuse matters that arise during the main investigation. Further discussion as to the specific scope of work outlined for the Guidepost engagement is provided below.

Broadmoor initiated this investigation and assessment in November 2022 after receiving a disclosure of sexual abuse by a former youth pastor (“YP1”) from a reporting party (“Reporter 1”). A Letter of Engagement was fully executed on November 22, 2022. From the beginning of our engagement, Broadmoor’s leadership displayed a commitment to transparency. Relevant documents requested by Guidepost were produced. Further, at Guidepost’s request in November 2023, Broadmoor contacted current and past Broadmoor members via email to request that they participate in a survey to gather information relevant to the scope of this investigation.

Throughout this engagement, Guidepost communicated regularly with the Broadmoor leadership and, when appropriate the Church Council (“CC”), who consistently supported our work. A key component of our investigation was our independence. The investigation was conducted, and this Report describing our factual findings, observations, and recommendations was written without any undue influence by Broadmoor or others. The findings herein are solely our own. There is no attorney-client relationship between Guidepost and any other party and none of the communications between Guidepost and Broadmoor or its entities are protected by the attorney-client privilege.

EXECUTIVE SUMMARY

A. Investigative Findings

Broadmoor engaged Guidepost to investigate allegations of sexual abuse, including grooming by a former Broadmoor youth pastor (“YP1”), review and assess pastoral responses, review existing policies, procedures and training and document findings and recommendations. Broadmoor agreed the engagement could be expanded to include subsequent investigations and assessments including matters that may involve outside law enforcement agencies and their investigations. The engagement was expanded to include Broadmoor’s response to a report of sexual abuse unrelated to YP1 which came in during the course of the investigation.

In our investigation, we spoke with many witnesses including Reporter 1, her husband (“Husband”), Broadmoor staff members, counselors, and others. Reporter 1 alleged that she was subject to grooming and sexual abuse by YP1 that started when she was a member of the Broadmoor youth group beginning in 1982 as a seventh grader through her senior year of high school. Church records indicate that YP1 was the youth pastor at Broadmoor from November 1982 to May 1988. In 1982, it appeared that YP1 was in his late twenties, married, and had several children. Reporter 1 stated that he started meeting with her for spiritual counseling beginning in seventh grade when she was 12 years old. Reporter 1 alleged that YP1 pushed the boundaries of the ministerial role and groomed Reporter 1, meeting with her alone in his closed office, giving her notes and gifts, car rides, and sharing inappropriate personal information.

According to Reporter 1, twice YP1 inquired of Reporter 1 at age 14 and 15 if she had feelings for him. At 14, Reporter 1 stated she did not, but when she hesitated at age 15, YP1 kissed Reporter 1, transforming their friendship into a physical relationship which continued until midway into Reporter 1's senior year of high school. Reporter 1 alleged that YP1 regularly groomed and sexually abused Reporter 1 in his and her car in various parking lots (see below), his home, Reporter 1's family home, and on ski/choir trips. YP1 reportedly ended his relationship with Reporter 1 mid-year during her senior year of high school and left his role as youth pastor in May 1988. However, witnesses reported that he and his family continued to be actively engaged at Broadmoor.

As detailed herein, Reporter 1 reported specific behaviors by YP1 beginning as early as 1982 which meet a widely accepted definition of "grooming"¹ and Broadmoor's current definition of sexual abuse provided in the Definitions Section below. According to Reporter 1, YP1's specific behaviors allegedly included the following acts:

- YP1 counseled Reporter 1 in his private office and allowed an inappropriate friendship to develop;
- YP1 left Reporter 1 gifts and notes in his desk drawer;
- YP1 shared personal information regarding his marriage with Reporter 1;
- YP1 asked 14-year-old Reporter 1 if she had feelings for him;
- YP1 asked 15-year-old Reporter 1 if she had feelings for him and then kissed her on the lips;
- YP1 held hands with Reporter 1 during unchaperoned car rides;
- YP1 repeatedly told Reporter 1 that he wanted to be with her;
- YP1 met Reporter 1 in her car in deserted places where he would engage in holding hands, kissing, and sexual touching;
- YP1 visited Reporter 1 at her home when the parents were out of town where they were witnessed kissing;
- On a youth bus trip, YP1 covered himself and Reporter 1 with a blanket and forced Reporter 1's hand down his unzipped pants;
- YP1 repeatedly told Reporter 1 he would leave his wife and marry Reporter 1; and
- YP1 hosted Reporter 1 in his home when his family was out of town and had Reporter 1 sit on his lap to watch a movie and then took her into a bedroom where he engaged in kissing and sexual touching short of intercourse.

YP1 through his attorney declined our multiple requests to interview. YP1's attorney stated through an intermediary and cc'ed to Guidepost that "in that settlement agreement², [YP1] vigorously denied the truth of the allegations" and that YP1 "will not be speaking to Guidepost or anyone else from Broadmoor."

After high school graduation, Reporter 1 stated that she disclosed an "affair" with YP1 to Broadmoor lead pastor ("LP1"). Reporter 1 stated that LP1 prayed for her but allegedly stated he could not do anything about YP1 because he was no longer the youth pastor. However, it appears that YP1 was still an active member at Broadmoor and remained so for several years.

Over the years, Reporter 1 stated that she disclosed parts of her sexual abuse story to her Husband, and other trusted individuals. From 1988 to the present, Reporter 1 alleged that she sought out Broadmoor lead pastors, staff members, and counselors for assistance with her struggles related to her trauma bonded and unhealthy relationship and the

¹ RAINN describes grooming as "manipulative behaviors that the abuser uses to gain access to a potential victim, coerce them to agree to the abuse, and reduce the risk of being caught."

² In October of 2018, YP1 and Reporter 1 and Husband executed a *Confidential Settlement Agreement with General and Absolute Release*.

alleged sexual abuse perpetrated by YP1. She said she has sought counseling since 2009 for her depression and has since received various forms of mental health treatment for depression and trauma. She reported that many of her interactions seeking help from Broadmoor community members have been healthy, therapeutic, and healing though there have been some situations that have been triggering and hurtful to her.

According to witnesses, over the years, Reporter 1, Husband, counselors, and other witnesses have confronted or interacted with YP1 about the allegations of sexual abuse related to Reporter 1. Witnesses that Guidepost interviewed who were part of those interactions stated that YP1 has never denied the allegations of sexual abuse, has offered general apologies, and appeared remorseful to Reporter 1, and has given Reporter 1 and Husband money to help with medical, mental health, and other expenses.

Based on the information disclosed to us during the investigation, we believe that LP1 failed to sufficiently respond to Reporter 1's allegations of sexual abuse and grooming by YP1 in the following ways: (i) when 18-year-old Reporter 1, a recent high school graduate, used the term "affair" to describe the inappropriate sexual relationship her youth pastor engaged in with her, LP1 failed to realize that Reporter 1 was a child when the acts occurred; (ii) LP1 failed to assist Reporter 1 in understanding that the term "affair" referenced a consensual relationship rather than identifying ongoing child sexual abuse; (iii) LP1 failed to acknowledge the significance of a married Broadmoor staff member, authority figure, and youth pastor being sexually involved with a student member of the youth ministry who was 16 years younger than the youth pastor; (iv) LP1 failed to ask about the details of the abuse allegations or what age Reporter 1 was when the "inappropriate" sexual relationship occurred resulting in a further failure to provide Reporter 1 with the assistance she so badly needed; (v) LP1 failed to recognize, based on his then 24 years of experience serving as a pastor and his multiple advanced degrees and seminary training, the need for Reporter 1 to be referred to a trained counselor; (vi) LP1 failed to suggest a facilitated meeting with Reporter 1's parents; (vii) LP1 failed to take proper steps to ensure that YP1 did not have further access to minors; (viii) LP1 failed to provide sufficient emotional or spiritual support during and after the disclosure meeting; and (ix) LP1 failed to make any inquiry to identify facts needed to determine if a mandatory report of child sexual abuse was required or whether an investigation was needed.

With respect to Lead Pastor 2 ("LP2"), based on information disclosed to us during our investigation, we find that LP2 acted appropriately by quickly connecting her with a counselor when Reporter 1 disclosed her sexual abuse to LP2. However, we believe LP2 should have also (i) considered whether this was a situation requiring further investigation and (ii) inquired about whether YP1 was still an active member of Broadmoor, working with youth, or serving in ministry. In addition, based on our investigation and assuming the accuracy of Reporter 1's report, we believe that LP2's treatment of Reporter 1 after the Memphis mission trip lacked pastoral care or concern.

With respect to Lead Pastor 3³ ("LP3"), based on information disclosed to us during our investigation, we find that LP3's (as the High School Associate) interactions with Reporter 1 after the Memphis trip were uninformed and served to minimize her experience; however, we believe that once LP3 learned about Reporter 1's prior trauma, he treated her with appropriate pastoral care. We note that LP3's initial response, before learning of Reporter 1's prior trauma, might have been gentler had he taken the time to inquire about the reasons why Reporter 1 reacted so strongly to Witness 1's statement. Acting in his role as lead pastor, LP3 has been supportive and caring towards Reporter 1.

³ At the time of the Memphis mission trip, LP3 was not the lead pastor but was serving in the role of High School Associate.

During the investigation regarding YP1, Guidepost learned of second allegation (unrelated to YP1) of sexual abuse related to Broadmoor regarding Reporter 2 (see below). When notified, leadership at Broadmoor requested that Guidepost conduct a limited investigation to detail the extent of Broadmoor leadership's response to this report of sexual abuse. Both Broadmoor and Guidepost were aware this matter was the subject of an ongoing criminal investigation by the Mississippi Bureau of Investigation (MBI).

Reporter 2 stated when she was 12 years old, prior to being in the youth group, that she had been sexually assaulted at a waterpark by someone not associated with Broadmoor. That next school year she met Broadmoor's youth pastor ("YP2") who assisted with Campus Life before school, and she eventually started attending Broadmoor youth group. Reporter 2 stated that she finally got up the courage to talk about the assault at the waterpark and that she disclosed it to YP2. Reporter 2 reported that YP2 told her he did not believe her and accused her of lying. According to Reporter 2, YP2's treatment of her and his dismissal of her disclosure changed the trajectory of Reporter 2's life. Reporter 2 stated she stopped attending youth group but continued to attend Broadmoor recreation events where she reportedly met a Broadmoor male recreation assistant ("RA"), who was approximately 20 years old. Reporter 2 stated that at this time she was 12 to 13 years old, and she alleges that a relationship developed with the RA. Reporter 2 alleged that RA sexually abused her when she was a minor by having sex with her. Reporter 2 stated that Broadmoor staff or volunteers observed Reporter 2 and RA alone on one occasion and hugging on another occasion and reprimanded her about her conduct. She also reported that she was asked to leave Broadmoor when the relationship was discovered.

In late 2022, Reporter 2 reached out to Broadmoor when she heard about the investigation. A Broadmoor pastor spoke with her and told her about the investigation and asked if she wanted to share her story with the CC. She then shared with the CC the allegations of sexual abuse by RA when she was a minor. The Mississippi Bureau of Investigation currently has an open investigation into this matter. Guidepost did not investigate the underlying allegations that are part of the Bureau's investigation.

YP2 did not accept our invitation to be interviewed but provided limited written answers to questions we provided to his attorney. Guidepost spoke with one witness regarding Reporter 2's report, and that witness did not recall seeing RA hugging Reporter 2 or that Reporter 2 was asked to leave. Other witnesses contacted did not respond to our request to interview.

With respect to past Broadmoor leadership, Guidepost could not make a determination on the sufficiency of their response. With respect to current Broadmoor leadership, we find leadership has responded appropriately to Reporter 2's recent report.

B. Policy Assessment and Compliance Review

Guidepost reviewed and assessed Broadmoor's current policies, procedures, and training regarding their *Child Protection Policy* ("CPP") and conducted a compliance review of various ministries related to children and youth, referred to as Next Generation ("Next Gen"), in line with Broadmoor's continued desire and efforts to improve their child protection and abuse prevention initiatives. Guidepost presents observations and recommendations for the CPP and current Broadmoor procedures and protocols, based on our review of the CPP, our interviews with staff regarding the CPP, compliance records provided by staff, compliance audit conducted during ministry operations, and survey results.

Guidepost observed that Broadmoor has included standard policies for child abuse prevention and protection. However, Guidepost found that there is room for improvement with Next Gen ministry volunteers completing the onboarding and background check requirements as outlined in the CPP, and that Broadmoor has not put into practice enforcing their own policies. Guidepost conducted an unannounced compliance visit on October 29, 2023, to assess the Next Gen ministries – Preschool, Kids, Grace, Middle School, and High School. Guidepost found that the volunteers throughout Next Gen ministries seemed dedicated and attentive to the children and youth and presented a positive, teaching environment. However, Guidepost observed some policy concerns and volunteers who were not in compliance with the CPP, which will be discussed in detail later in the report.

C. Recommendations

Though Broadmoor has taken important steps to address the issue of sexual misconduct and abuse, it should acknowledge the past leadership failures at Broadmoor and should continue to undertake changes that can positively and significantly impact Broadmoor's culture as it relates to sexual misconduct and sexual abuse matters.

Guidepost presents the following recommendations for Broadmoor:

1. Acknowledge past leadership failures through a public admission that historic Broadmoor leadership, specifically LP1 failed to provide reasonable assistance to Reporter 1 and failed to investigate allegations of sexual abuse by YP1 while LP1 was lead pastor of Broadmoor. Broadmoor should consider a collaborative effort between past Broadmoor lead pastors and current pastors issuing a joint statement and apology.
2. Continue to collaborate with experts in the areas of abuse prevention, trauma-informed responses, mandatory reporting, and survivor care to assure that future allegations of sexual abuse or misconduct within Broadmoor are handled appropriately.
3. Continue to cooperate with the Mississippi Bureau of Investigation and pass along any information that comes forward regarding Reporter 2's report of sexual abuse and any future reports.
4. Institutionalize required trainings on child protection topics, sexual assault, misconduct, harassment, trauma-informed responses, trauma bonding, grooming, and mandatory reporting for all leadership, CC, staff, and volunteers.
5. Provide for continued support of Reporter 1 and offer support for Reporter 2 through Broadmoor funded counseling assistance as needed by each Reporter.

Guidepost presents the following recommendations for Broadmoor's CPP based on the policy assessment and compliance review:

1. Set compliance goals and a time frame followed by a compliance audit to assess and monitor progress.
2. Enhance Broadmoor's CPP to include the following categories: mission statement for the ministries that it covers; purpose statement; a statement of zero tolerance for any form of abuse; an expanded definitions section; abuse prevention section; reporting and response section; screening policy and process; supervision policies and practices; training policies; and response and reporting policies.
3. Refine screening policies and processes including updates to the volunteer application to include questions related to child protection and experience with children/youth; defined background checks; and requirements for in-person interviews, social media checks, reference checks, waiting/probation period for volunteers, and a signed acknowledgment of the CPP.

4. Enhance prevention efforts through supervision policies and practices related to enforcing the Two-Adult Rule;⁴ establishing minor/adult ratios; creating a Code of Conduct; defining appropriate versus inappropriate conduct; incorporating pickup and drop-off practices into the written policy; including toileting practices into the written policy; and addressing staff/volunteer electronic communication and social media usage in more detail.
5. Implement a robust training policy that defines training requirements, frequency, and content.
6. Revisit and strengthen Response and Reporting Policies related to mandatory reporting laws; notifications and communications; record retention; and interim measures for violations.
7. Provide a safe, convenient, and anonymous reporting channel for allegations and complaints.
8. Provide training and better communication on topics including mandatory reporting, confidentiality, trauma-informed principles, protection policies, signs and effects of abuse, and staff/volunteer expectations.

Guidepost also reviewed Broadmoor's *Abuse Response Policy* and provides a list of recommendations in the Policy Assessment and Compliance Review portion of this report. The main recommendation is to organize this policy into sections that are easy to follow and understand, incorporating the recommendations provided later in the report.

⁴ This policy is currently in place, but Broadmoor needs to enforce and define any exceptions to the Two-Adult rule. Language should be strengthened to include a mandatory second unrelated adult throughout.

PART 1

INVESTIGATION REPORT

SCOPE AND METHODOLOGY

A. Scope

Pursuant to the engagement letter and the engagement proposal between Broadmoor and Guidepost, Guidepost was hired to investigate abuse allegations during the times of the alleged abuse and the time of Reporter 1's disclosures, review and assess pastoral responses during the relevant time frames as well as assess actions taken by the pastor(s) or leadership staff in response to the Reporter 1's request to warn against future victimization, review existing Broadmoor policies, procedures and training currently in place relative to sexual harassment and sexual abuse matters and document findings and recommendations in a written report that will be made available to the public. Broadmoor agreed the engagement could be expanded at Broadmoor's request to include subsequent investigations and assessments including matters that may involve outside law enforcement agencies and their investigations. Guidepost did receive other reports unrelated to the main allegation that were referred back to Broadmoor for consultation about whether to expand the scope of the original engagement. On one unrelated matter involving Reporter 2, Broadmoor authorized Guidepost to expand our scope to speak to potential key witnesses to determine whether a more in-depth investigation was possible. Guidepost learned this matter was currently under investigation by Mississippi Bureau of Investigation. Due to the existence of the state investigation, Guidepost did not conduct any further investigation into Reporter 2's allegations. Another unrelated matter was referred to the Broadmoor Human Resources Department for further review without further investigation by Guidepost.

B. Methodology

In terms of methodology, Guidepost used standard investigative practices to gather relevant information. This included but was not limited to conducting a survey to gather information relevant to the scope of this investigation; preparing and submitting document requests to relevant parties; reviewing and analyzing relevant documents; conducting in-depth witness interviews of survey participants with relevant information who indicated they were open to an interview; conducting in-depth witness interviews of Reporter 1 as well as current and former Broadmoor members relevant to this investigation. Guidepost also interviewed several witnesses regarding the allegations reported by Reporter 2.

Of paramount importance was affording all witnesses an opportunity to share their histories with us, if they so desired, and providing transparency to them about the investigative process. Guidepost conducted trauma-informed witness interviews and welcomed witnesses to have a support person present during the interview.

Guidepost provided regular updates to Broadmoor leadership and the CC. To ensure good communication and transparency of the process, we also communicated throughout the process with Reporter 1, whose history and experiences contributed greatly to this Report.

C. Definitions

A baseline understanding of sexual abuse and grooming is critical to understanding our findings and analysis below. Guidepost provides the following relevant definitions to inform your reading:

1. **Sexual Abuse:** For purposes of this report, we use Broadmoor's definition of sexual abuse as follows: "sexual abuse of a minor is defined as violent or non-violent criminal act(s) that involve(s) a minor in sexual behavior including but not limited to sexual intercourse, oral sex or deviant sexual intercourse regardless of consent,

touching of a minor's sexual or other intimate parts for the purpose of gratifying the sexual desire of either party, penetration of a minor, exposure of sexual parts, sexually provocative verbal or scripted communication, exposure to or participation in pornographic material, prostitution, or allowing a minor to witness a sexual activity."⁵

2. **Sexual Misconduct:** As used in our survey and for purposes of this report, sexual misconduct includes a wide variety of words or conduct that have a sexual connotation when used with or around an individual of any age, who does not welcome, who does not consent to or who assents due to the offender's use of power or positional authority. These words or conduct may include but are not limited to the following: grooming (as defined below) that may include unwelcome or inappropriate efforts to engage in sexualized conversations or develop a romantic or sexual relationship, sexual assault, child sexual abuse, sexual harassment, showing or possession of pornography, any touching of a sexual or provocative nature, exposure of genitalia, sexual solicitation, voyeurism, sexting, and sexualized games.
3. **Consent:** As used in our survey and for the purpose of this report, "consent cannot be given by individuals who are underage, intoxicated or incapacitated by drugs or alcohol, or asleep or unconscious. If someone agrees to an activity under pressure of intimidation or threat, that is not considered consent because it was not given freely. Unequal power dynamics, such as [an authority figure] engaging in sexual activity with an employee or student, also means that consent cannot be freely given."⁶
4. **Grooming:** As used in our survey and for the purpose of this report, grooming is "manipulative behaviors that the abuser uses to gain access to a potential victim, coerce them to agree to the abuse, and reduce the risk of being caught."⁷ Offenders often groom both the targeted victim as well as those individuals and institutions in the victim's life who are in a position to care for and protect them. Grooming behaviors often follow a pattern, and according to RAINN can be observed in the following ways:

Victim selection: Abusers often observe possible victims and select them based on ease of access to them or their perceived vulnerability.

Gaining access and isolating the victim: Abusers will attempt to physically or emotionally separate a victim from those protecting them and often seek out positions in which they have contact with minors.

Trust development and keeping secrets: Abusers attempt to gain trust of a potential victim through gifts, attention, sharing "secrets" and other means to make them feel that they have a caring relationship and to train them to keep the relationship secret.

Desensitization to touch and discussion of sexual topics: Abusers will often start to touch a victim in ways that appear harmless, such as hugging, wrestling, and tickling, and later escalate to increasingly more sexual contact. Abusers may also show the victim pornography or discuss sexual topics with them to introduce the idea of sexual contact.

Attempt by abusers to make their behavior seem natural to avoid raising suspicions: It can be particularly hard to recognize tactics used in grooming. Often abusers groom their victims with secrecy, undue influence or control, or pushing personal boundaries.⁸

⁵ Broadmoor Baptist Church 2020 Child Protection Policy.

⁶ Definition used by RAINN (Rape, Abuse & Incest National Network), the nation's largest anti-sexual violence organization. See <https://www.rainn.org/articles/what-is-consent>

⁷ <https://www.rainn.org/news/grooming-know-warning-signs>

⁸ [Grooming: Know the Warning Signs | RAINN](#)

5. **Trauma Bond:** “A connection between an abusive person and the individual they abuse.”⁹ The abused person may feel bonded to their abuser, building an emotional attachment because they convince themselves it is love.¹⁰ The abuser’s ability to evoke sympathy or affection from the abused person enhances the bond.¹¹ Trauma bonds can be long lasting and difficult to break and can impact the mental and physical health of the abuse victim. Trauma bonded persons may “feel incomplete or lost without the [trauma bonded partner] and eventually return, simply because the abusive cycle is familiar and the [trauma bonded person doesn’t] know how to live without” the relationship.¹² Persons who have not experienced abuse may have difficulty understanding a trauma bond.¹³
6. **Trauma Trigger:** For a person with a history of abuse, a current seemingly unrelated situation may prompt a strong and involuntary recall of a previous traumatic experience. The event need “not be frightening or traumatic and may be only indirectly or superficially reminiscent of an earlier traumatic incident...”¹⁴ For a person with a history of trauma, experiencing or being around something that reminds them of a traumatic experience can make them feel like they’re experiencing the trauma all over again.”¹⁵

D. Collection and Review of Documents and Other Evidentiary Items

As part of the investigation, Guidepost collected and reviewed numerous documents and other relevant evidentiary items. As an initial step, we performed open source and proprietary research of relevant parties. Guidepost submitted a document request to Broadmoor seeking child protection policies, policies relevant to sexual misconduct and clergy discipline, personnel policies, Broadmoor bylaws, and materials pertaining to relevant matters, including correspondence (traditional and electronic), and other documents related to allegations of sexual misconduct. Guidepost received and reviewed policies, prior investigation reports, other correspondence, and other relevant documents provided by Broadmoor. Guidepost also reviewed numerous documents provided to us by Reporter 1 and other witnesses, including emails and correspondence with Broadmoor leadership. The document review provided current and historical information that guided our investigative interviews.

E. Survey

Guidepost conducted a survey of former and current Broadmoor congregation members as part of the policy assessment and independent investigation. The survey questions were designed to discern if there were lingering issues regarding grooming and/or sexual misconduct and identify the past and current culture at Broadmoor encouraging reporting of grooming and/or sexual misconduct to leadership. The survey ran from November 3 to November 17, 2023. Prior to the survey link being released, Broadmoor sent a communication to their email distribution list alerting recipients that they would be receiving an email from Guidepost Solutions that would provide a survey link. Guidepost directly emailed the survey link the following day to 16,063 current and former congregation members and the email successfully reached 13,378 inboxes. A total of 7,671 individuals (57.3%) opened the email, and 775 individuals (5.8%) opened the survey. Of those who opened the survey, 683 individuals participated in the survey. To give participants assurance they could feel safe regarding the information they shared, the survey explicitly stated that

⁹ [Trauma bonding: Definition, examples, signs, and recovery \(medicalnewstoday.com\)](https://www.medicalnewstoday.com/articles/trauma-bonding)

¹⁰ <https://www.sandstonecare.com/blog/trauma-bonding/>

¹¹ [Trauma bonding: Definition, examples, signs, and recovery \(medicalnewstoday.com\)](https://www.medicalnewstoday.com/articles/trauma-bonding)

¹² <https://www.healthline.com/health/mental-health/trauma-bonding#signs>

¹³ *Id.*

¹⁴ [What Does 'Triggered' Mean? Types of Triggers and How to Cope \(verywellmind.com\)](https://www.verywellmind.com/what-does-triggered-mean-types-of-triggers-and-how-to-cope-2786882)

¹⁵ U.S. Department of Veterans Affairs. [Trauma reminders: triggers](https://www.va.gov/PTSD/). PTSD: National Center for PTSD.

the responses would be anonymous and confidential,¹⁶ with Guidepost sharing only the overall results and anonymized responses with Broadmoor senior leadership.

Section IV of this Report details the substance of the survey responses. Of note, 107 survey participants identified themselves and stated that they were willing to participate in an interview with Guidepost representatives. We are grateful to all the survey respondents who completed the survey and all of those who agreed to be interviewed. Guidepost communicated with the self-identified survey respondents who had relevant information pertaining to the investigation, and ultimately interviewed 10 of the survey respondents.

F. Interviews

A key component of our investigation was interviewing former and current Broadmoor staff, Broadmoor congregation members and attenders, witnesses, Reporter 1, Reporter 2, and other relevant parties. We interviewed or attempted to interview all persons who might have relevant information regarding the investigation. We engaged with them in the way they chose to engage with us, whether it be in person, virtually, by telephone, and/or by email providing written materials. With respect to the investigation only, we conducted a total of 46 investigatory interviews with 44 unique individuals. Guidepost conducted trauma-informed interviews and welcomed Reporter 1, Reporter 2, and other witnesses to have a support person present with them during the interview. We are deeply grateful to Reporter 1 and Reporter 2 and all the witnesses who contacted us or agreed to interview with us to share their history, knowledge, and opinions. Some interviewees requested and were offered anonymity and confidentiality if desired and permitted by law. We prioritized communicating in a prompt and transparent manner with all witnesses.

Beginning December 18, 2023 through February 21, 2024, Guidepost contacted YP1's attorney on four occasions (three emails and one letter sent by Federal Express), to invite YP1 and his wife to participate in the investigation through interviews. Guidepost did not receive any response to those emails or letter from YP1's attorney. On behalf of Guidepost, another attorney at Broadmoor who was acquainted with YP1's attorney reached out to confirm that the attorney had received Guidepost's requests to interview YP1 and his wife. On YP1's behalf, his attorney replied to the intermediary that YP1 "will not be speaking to Guidepost or anyone else from Broadmoor." There were also some former staff members who declined our invitation to interview. We reached out to other potentially relevant witnesses with interview requests,¹⁷ and some did not respond to multiple attempts to reach them, and several others declined by email.

Of the 44 individuals interviewed by Guidepost, 12 were former staff members, 9 were current staff members, 4 were former CC members, 2 were current CC members, 9 were former members, 13 were church members and 3 had no association with Broadmoor. Six of the interviewees qualified under more than one category, which accounts for the inconsistency of the total number of people interviewed.

Regarding the limited investigation to the unrelated allegations reported by Reporter 2, prior to beginning our investigation, we contacted the Mississippi Bureau of Investigation to make them aware of our desire to interview

¹⁶ Guidepost disclosed to interviewees that there may be circumstances where Guidepost may be required to provide the information shared pursuant to mandatory reporting laws or pursuant to subpoena, court order, or other legal process. Guidepost complies with federal and state mandatory child abuse reporting statutes and regulations. Guidepost also instructed survey participants to report a current incident involving sexual abuse, child abuse or any other ongoing and potentially violent behavior by someone, to a local law enforcement agency for immediate help. Guidepost asked those with such information to call 911 if they or someone else needed immediate assistance.

¹⁷ We reached out to potential witnesses by email and/or phone.

potential witnesses who may have information about Broadmoor's response to any reports of abuse. The detective we spoke with did not have a problem with our approach. In addition, we emailed a prior Broadmoor youth pastor YP2 to request an interview. He replied that we could submit written questions to his attorney. Guidepost then contacted his attorney by email requesting an interview and his attorney responded that his client had no desire to speak with us. We followed up with a letter sent via certified mail which included written questions. We received brief answers to the questions over a month later. We also attempted to reach other potential witnesses. Guidepost interviewed a total of three witnesses (including Reporter 2) and received written answers to questions from one witness related to the limited investigation.

To protect the identities of witnesses, pseudonyms are used throughout this report, and certain identifying information has been redacted or modified to maintain the confidentiality of witnesses. When consistent information was received from multiple witnesses and sources, we aggregated the information received.

G. Investigation Timing

In February 2023, early in the engagement, Broadmoor leadership came to Guidepost about approaching YP1 to give him an opportunity to admit the factual allegations which would allow for Reporter 1 not to have to go through the investigation of the underlying abuse allegations and the public publishing of the findings related to those allegations. Broadmoor contacted Reporter 1, and she was supportive of this approach. Guidepost agreed to place a hold on the investigation of the abuse allegations while discussions with YP1, through legal counsel, occurred. This process was slow and continued for several months. Broadmoor informed Guidepost in late summer 2023, that a resolution satisfactory to all parties would not happen and that Broadmoor had discontinued conversations with YP1's legal counsel. Though the investigation was paused, Guidepost continued with its policy review and compliance assessment. Guidepost started investigation interviews in early fall 2023.

The culmination of our engagement was the issuance of this Report, setting forth our summary of factual findings as well as our analysis, observations, and recommendations for consideration by Broadmoor. Broadmoor has committed to the distribution of this Report to the greater Broadmoor community.

FACTUAL FINDINGS

The narrative below only serves as a summary and is a compilation of our investigative information. It is not meant to be an absolute and comprehensive recounting of every witness's perspective or experience. As we learned about additional potential witnesses, we offered them the opportunity to interview. Most of the individuals we contacted agreed to be interviewed and most appeared to cooperate fully. In a few instances, witnesses seemed to withhold relevant information or information provided conflicted with other witness accounts. We reinterviewed several witnesses to clarify conflicting statements, some of which were clarified while other statements remained inconsistent. In speaking with witnesses, we received histories of events that corroborated each other, but we found that memories were sometimes divergent regarding the timing or order of certain events. We reviewed church records, and other documentary evidence, and considered historically documented events and witness statements to establish as accurate a timeline as possible. When the specific date of an event could not be identified, based on the totality of information, we identify an estimated time frame for the occurrence of the event based on what we had been given.

A. Broadmoor Child Protection Policies - 1980s

During the investigation, Guidepost interviewed 16 witnesses who were part of the Broadmoor community back in the late 1980s. Some were on staff, others were volunteers in the youth group, parents of youth, and youth group participants. We asked them about the existence of child protection policies. LP1 stated that when he came on staff in 1985, there were no child protection policies at the time, but about half-way through his ministry at Broadmoor, policies were put in place. In fact, one witness who worked on the original CPP stated that he thinks it was drafted around 1994, and emails confirm an original file dated June 1994. Other witnesses confirmed prior to 1994, there were no formal policies related to background checks, screening, supervision, or responding to reports of abuse. Witnesses also did not recall any training regarding child protection or sexual abuse prevention. One former staff member recalled some specific “rules” related to choir trips, but they were not formal for everyone. Rules were written for specific trips that this witness helped organize, but there were no background checks associated with these “rules.” The development of policies over the years will be discussed later in the report.

B. Former Youth Pastor 1 (YP1)

Records indicate that Youth Pastor 1 (YP1) came to Broadmoor in 1982 to serve as youth pastor and became a member of the church in November 1982. At the time, YP1 was reportedly about 28 years old, married, and a father of young children. Records show that he held a Master of Arts in Religious Education from New Orleans Baptist Theological Seminary. As the youth pastor, YP1 was purportedly responsible for the seventh through twelfth grade youth group where he organized, led, and chaperoned youth events, mission trips, choir trips and other outings.

Records indicate that YP1 served as Broadmoor youth pastor until the spring of 1988. Witnesses reported that YP1 and his family continued to attend Broadmoor after he was no longer the youth pastor. According to witnesses, YP1 became a realtor in the area. It was reported that he continued to be involved with the youth at Broadmoor after he was no longer the youth pastor.

Witness 11 stated that YP1 began preaching occasionally at Tinsley Baptist Church (“TBC”), members of YP1’s Broadmoor life group began supporting TBC with service time and financial support. Witness 11 indicated that until two years ago, Broadmoor helped TBC with their Vacation Bible School, and that the support ceased when the allegations were announced in 2022. It is our understanding from information attained during our investigation that YP1 began serving in ministry at TBC in 2010. According to Broadmoor records, YP1’s membership at Broadmoor “lettered out” to TBC in July 2012.

C. Allegations of Abuse Relative to YP1

The underlying events and the subsequent responses of Broadmoor that are the focus of the allegations reported by Reporter 1 span over 40 years. Since formal documentation of events was often lacking, we were compelled to rely on the recollections of witnesses, and the corroboration of information shared by multiple witnesses to compile our Report. For this section, we interviewed Reporter 1 and other witnesses who shared the following factual details:

1982-1989

Reporter 1 stated to us that in the fall of 1982, she was a 12-year-old female middle school student. She met and began to interact with the YP1 when she joined the Broadmoor youth group in seventh grade. Reporter 1 stated that she had attended Broadmoor since birth, and as many middle school students experience, she began to question and struggle with her salvation. Reporter 1 stated that YP1 began to counsel her during this time in private closed-door sessions in his Broadmoor office. Reporter 1 stated they met often, sometimes once a week for several years.

As YP1 provided Reporter 1 spiritual counseling, she stated that they developed a friendship. Beginning in her seventh-grade year, Reporter 1 stated that YP1 often left her notes and small gifts in his office desk drawer telling Reporter 1 to look in the desk drawer with all of YP1's papers. According to Reporter 1, the content of the notes varied, stating how special Reporter 1 was to YP1, that YP1 hoped Reporter 1 would have a great week, or that he loved her and was praying for her. Reporter 1 stated that the small gifts included candy, a Christmas candle, and a necklace. Reporter 1 stated at the time, she saw them as appropriate in a friendly spiritual way.

Reporter 1 stated that in addition to the interactions at church, YP1 would often give Reporter 1 rides home after youth events where YP1 and Reporter 1 were alone in the car together. Oftentimes, according to Reporter 1, before taking her home, they would sit in YP1's car for an extended time in the school parking lot across the street from her house where they would talk and share personal information. During these conversations, Reporter 1 recalls YP1 making her feel sorry for him when he would share about his unhappiness and a lack of sexual intimacy in his marriage. Reporter 1's parent ("Witness 5") confirmed that YP1 often drove Reporter 1 home after church events.

According to Reporter 1, counseling, notes, and gifts continued through Reporter 1's eighth and ninth grade years. Reporter 1 stated that in ninth grade when she was approximately 14 years old, during a private counseling session, YP1, being approximately 30 years old, asked Reporter 1 if she had feelings for him. Reporter 1 responded "no." Reporter 1 stated that when she turned 15, she obtained her driver's license and after school would drive Witness 2 to Broadmoor where Reporter 1 would meet with YP1 in private. During an interview, Witness 2 confirmed these facts. According to Reporter 1, YP1 continued to meet with her one-on-one, and during one session, YP1 and Reporter 1 stood facing each other, and YP1 again asked Reporter 1 if she had feelings for him. Reporter 1 stated that she first hesitated and then said she did not know. Reporter 1 stated that YP1 then kissed Reporter 1 on the mouth and told her that he loved her. Reporter 1 stated that this is the point where the relationship turned into a physical relationship. According to Reporter 1, YP1 continued counseling Reporter 1 in his private office through her 12th grade year, but no other physical contact occurred in his office.

In 10th grade after Reporter 1 turned 16 years old, Reporter 1 stated that YP1 told her that God had put them together and that God wanted them to be together. Also, during this time, Reporter 1 stated that she continued to question her salvation. At least three witnesses that we spoke with remembered that Reporter 1 had questions about her salvation at the time. YP1 continued to counsel her about spiritual issues. Reporter 1 shared that one evening, with YP1's family inside the home, YP1 met with Reporter 1 on YP1's porch. Reporter 1 stated at this time she "gave her heart to Christ" as they discussed her salvation and prayed together on the porch. Reporter 1 stated that she had already been baptized before she accepted Christ that night on the front porch, so a few months later Reporter 1 was re-baptized by Broadmoor's LP1. Broadmoor records show that Reporter 1 was originally baptized in March 1982.

Reporter 1 recalled the following other events that occurred during her high school years related to YP1:

- In the winter, Broadmoor would take a group of youth and families snow skiing. On one of these ski trips, Reporter 1 remembers YP1 being there without his family. On the trip he told Reporter 1 he wanted to take Reporter 1 on a date, so they broke off from the ski group and skied and ate lunch alone together. Witnesses we spoke with confirmed the snow skiing trip and witnesses recall YP1 and Reporter 1 both attending at least one of the same ski trips.
- Reporter 1 recalls times that she and her friends would sneak into Broadmoor by an open window in the basement and play “the game,” which was basically hide and seek in the dark church. YP1 found out about “the game” and joined “the game” a couple of times. Reporter 1 shared that YP1 hid with Reporter 1 and would hold her hand and kiss her in the dark even when her friends were hiding in the same area. One witness confirmed that these games occurred and that Reporter 1 participated, but she could not confirm if YP1 was there. This witness stated that she was not there many of the times the game was played.
- Reporter 1 recalls a choir bus trip when YP1 and Reporter 1 shared a bus seat one evening. Reporter 1 stated that YP1 placed a blanket over them. Reporter 1 recalled that they were holding hands under the blanket, and without her knowing, YP1 allegedly unzipped his pants, and allegedly took Reporter 1’s hand and forced it down into his pants. Reporter 1 stated that this was the first time that had happened. She stated that she froze and was terrified that her friends who were nearby would know what was happening. Witnesses we spoke with confirmed choir bus trips that both YP1 and Reporter 1 participated in and that chaperones, including YP1, routinely sat with the students.
- Reporter 1 stated that YP1 would arrange meeting times and places away from Broadmoor either by leaving her a note in his desk drawer or would tell her when they met in his office. Reporter 1 stated that these places including an unpopulated local cul-de-sac, a community college parking lot, and the shopping mall parking lot. Reporter 1 stated she would often tell her parents she was meeting friends to be allowed to leave the house at night. Reporter 1 alleged that during these meetings in the car, the physical contact started with holding hands and progressed to kissing and sexual touching. Reporter 1 alleged that the progression of sexual contact to this level occurred prior to her sixteenth birthday. According to Reporter 1, YP1 told her that he would tell his wife he was going for a run and would meet Reporter 1 in her car where he would allegedly sexually abuse¹⁸ her. Reporter 1 stated that YP1 often spoke about someday leaving his wife and marrying Reporter 1. Reporter 1 alleged consistent sexual contact¹⁹ during her ninth-grade year and continuing to her twelfth-grade year.
- Another night, Reporter 1 recalled being at YP1’s home playing cards with other students there. Reporter 1 alleged that YP1 rubbed Reporter 1’s foot/leg under the coffee table.
- Reporter 1 stated that one night in the mall parking lot strangers came close to YP1’s car while there was alleged sexual touching occurring. Reporter 1 stated she then went into the mall, forgetting her car keys in YP1’s car. Reporter 1 stated YP1 drove home, and Reporter 1 used a pay phone to call YP1 at home telling him

¹⁸ Our investigation identified that Reporter 1 initially did not recognize or understand that the allegations of sexual contact by YP1, a significantly older authority figure at Broadmoor constituted alleged sexual abuse. After high school, Reporter 1 believed she had had “an affair” with YP1, and she felt extreme guilt. As she matured and ultimately engaged in years of therapy, Reporter 1 began to understand grooming, power dynamics, authority figure, and that she was a child. Her understanding of these alleged acts being sexual abuse developed over a significant period of time. For the purpose of this report, Guidepost recognizes that Reporter 1 was a minor at the time of the alleged sexual conduct.

¹⁹ Reporter 1 identified that the allegations of sexual abuse by YP1 included a significant amount of kissing and sexual touching. Reporter 1 clearly stated that YP1 never engaged in sexual intercourse with her. For this report, statements about alleged specific conduct by YP1 during specific events, though consistently reported during multiple interviews to Guidepost have not been specifically outlined in this public report to preserve the dignity of Reporter 1.

her keys were in his car. Reporter 1 stated she called her parents asking for a ride home telling them she had lost her keys.

According to Reporter 1, sometime in late high school, her parents were away for the weekend, and YP1 came over to Reporter 1's family home. According to Reporter 1, the two of them were standing up and kissing, when Reporter 1's sibling ("Witness 3") walked into the house and saw YP1 kissing Reporter 1. Reporter 1 alleged that YP1 immediately stated that nothing was going on and nothing had happened before, and he quickly left the house. Reporter 1 stated that Witness 3 and Reporter 1 spoke and Reporter 1 begged Witness 3 not to tell their parents. Guidepost interviewed Witness 3 who confirmed witnessing YP1 kissing Reporter 1. Witness 3 confirmed that when YP1 saw Witness 3 walk in, he immediately stopped kissing Reporter 1 and said that nothing was going on and nothing had happened before. Witness 3 stated that YP1 left quickly. Witness 3 stated that Witness 3 agreed not to tell anyone about YP1's conduct. Witness 3 and Reporter 1 stated that it was not talked about it again until both of them were well into adulthood.

Reporter 1 stated that during her senior year of high school, YP1 told Reporter 1 that YP1's family went out of town to visit a grandparent. Reporter 1 stated that during this time, Reporter 1 drove to YP1's house and parked in the driveway. Reporter 1 stated that YP1 and Reporter 1 were alone at his home, and YP1 allegedly had Reporter 1 sit on his lap while they watched the rented movie *Raising Arizona*.²⁰ Reporter 1 alleged that YP1 pulled Reporter 1 into his child's bedroom and onto the bed. Reporter 1 stated that YP1 told her they could not be in the master bedroom as his wife would know. Reporter 1 stated she was scared and did not want to go into the bedroom fearing that YP1 would go too far. While on the bed, Reporter 1 alleged that YP1 began talking to her about sex and told her that he wanted to be her "first." Reporter 1 alleged that this was the most sexual contact that had occurred to date and included kissing and sexual touching short of intercourse. Reporter 1 stated that after the incident, YP1 again told her he was going to marry her. Reporter 1 stated that the alleged sexual contact with YP1 began to wane, and YP1 ended the relationship with Reporter 1. Reporter 1 stated she was devastated, believing YP1's repeated statements that he had planned to leave his wife and marry her.

In May 1988, Broadmoor records indicate that YP1 was no longer serving as youth pastor at Broadmoor. Prior to YP1's departure, LP1 told Guidepost that YP1 came to him and said that his children were getting older, he was tired of youth ministry, and that he was interested in becoming a lead pastor. LP1 reported that he agreed to assist YP1 in his pursuit, but nothing came of the effort. LP1 stated that a short time later YP1 returned to him and said he had decided to pursue a career in real estate and began taking real estate classes.

The summer of 1988, after Reporter 1's high school graduation, Reporter 1 was suffering with shame believing that she had had an "affair" with a married man. That summer or early fall of her first semester of college, Reporter 1 sought emotional and spiritual help from LP1 who was not only her pastor but was also a family friend and someone she knew and trusted. Reporter 1 scheduled a meeting with LP1 in his office, and she disclosed to LP1 that she had an "affair" with a married man.

Reporter 1 stated that LP1 listened to her, but he did not ask Reporter 1 any questions to determine what sexual conduct had occurred. According to Reporter 1, LP1 prayed for Reporter 1 and told her there was nothing he could do because YP1 was no longer in ministry at Broadmoor. Reporter 1 stated LP1 did not assuage her of the idea that this was an affair, he did not recommend counseling, he did not provide spiritual or emotional support, and he did not offer to help

²⁰ [https://vhs-openings.fandom.com/wiki/Opening_to_Raising_Arizona_\(1987\)_1987_VHS](https://vhs-openings.fandom.com/wiki/Opening_to_Raising_Arizona_(1987)_1987_VHS). Release date September 24, 1987.

Reporter 1 report the sexual abuse to the police (although LP1 stated he did make such an offer – see below). According to Reporter 1, LP1 did not acknowledge to her that YP1 was an adult in a position of power at Broadmoor and that Reporter 1 was a child when the sexual abuse occurred.

Reporter 1 stated that she felt LP1's tone was dismissive during the short meeting, and Reporter 1 left the meeting devastated, believing she had had an affair with a married man. Reporter 1 stated she fell into a deep depression after the meeting which continued as she left for college. LP1 never followed up with Reporter 1 to see how she was doing.

During LP1's interview, he reported to Guidepost that he first met with Reporter 1 when she was midway through college. He recalls Reporter 1 stating there was inappropriate conduct between YP1 and Reporter 1 and confirms he did not inquire as to what conduct occurred, stating he was not going to sit with a college girl and ask for details. LP1 reported that to this day he is unaware of the actual conduct. LP1 stated that he encouraged and offered to assist Reporter 1 in reporting YP1 to the police, but that Reporter 1 was adamantly opposed to reporting and did not want anyone, including her parents, to know what happened. However, when Guidepost asked LP1 what made him think the conduct should be reported to the police, he continued to say he did not know what the conduct was. LP1 confirmed that he informed Reporter 1 he could not otherwise assist Reporter 1 as YP1 was no longer in ministry. However, another witness stated that even after YP1 was no longer the youth pastor, he was still an active member of Broadmoor with YP1 hosting a Broadmoor youth Bible study at YP1's house. LP1 stated at the time there was no Mississippi law in place that required him to report.

Reporter 1 stated that after the 1988 late summer/early fall meeting with LP1, she moved away for college. During her first year at college Reporter 1 stated that she disclosed to her sorority sister ("Witness 4") her "affair" with YP1. Witness 4 confirmed to Guidepost that Reporter 1 disclosed "the affair" and that Reporter 1 was depressed and had started drinking because of her guilt and shame about the "affair." According to Reporter 1, during the early spring semester of her first year of college, Reporter 1 became ill, withdrew from college, and returned home where she continued to attend church at Broadmoor. Later that year, she began dating her future Husband. During their dating relationship, Reporter 1 stated that she thinks she told Husband that something had happened to her but provided no details. Husband reported that Reporter 1 did not begin to disclose the sexual abuse until later in their marriage.

1990s

In the early nineties, Reporter 1 married Husband, and YP1 officiated the wedding. LP1 reported this occurrence made him think that Reporter 1 must have had a meaningful relationship with YP1, which confused him based on his knowledge. Reporter 1 stated that she continued to interact with YP1, working for him in his real estate business. Reporter 1 stated that she now recognizes these things as a trauma bond, but at the time, Reporter 1 stated that she just tried to forget what happened. However, as time went on the emotional burden continued to grow, and Reporter 1 stated that over time she began to understand more fully that YP1's conduct towards her was wrong. Around 1992-1993, Reporter 1 stated that she felt the need to confront YP1 and look him in the eye. She stated that she requested that YP1 meet her at Broadmoor in a conference room. Reporter 1 said that this meeting occurred at "Old Broadmoor." According to Reporter 1, YP1 arrived and appeared scared. Reporter 1 stated that she confronted YP1 about his conduct towards her. Reporter 1 stated that she told YP1 that the conduct should have never happened and that he could have gone to jail for what he did. Reporter 1 stated that YP1, with a trembling voice, agreed and said he was sorry and stated he lived in fear of the police arriving at his door. Reporter 1 stated that YP1 told her that he had never told his wife, and he acknowledged he was not happy with his marriage but stated that it did not excuse his conduct. At the time, Reporter 1 stated she did not tell anyone she had confronted YP1.

Reporter 1 stated that she continued to struggle alone with the shame, and YP1 continued to be a part of her life. She continued to work for him in his real estate business, and over the years YP1 served as their realtor on several residential real estate transactions. Husband reported that about nine or ten years into their marriage, Reporter 1 disclosed that something “inappropriate” had happened with YP1 and that it was a “physical relationship” while she was in high school. She disclosed that YP1 told her he loved her and was going to leave his marriage to be with her, and she believed him. At this time, Reporter 1 stated she did not share specific incidents or details with Husband. At this point, Reporter 1 stated she had not received any counseling.

In the late 1990s, after confiding in Husband, Reporter 1 stated she began to make general disclosures about her abuse to trusted individuals in her life to share what she experienced as a youth group member related to YP1. During this time, Reporter 1 stated she requested spiritual counseling with a Broadmoor staff member (“BSM1”). In their first meeting, they discussed theological issues and prayed together. Two weeks later Reporter 1 stated that she again met with BSM1 where she disclosed an alleged “inappropriate relationship” with a staff member when she was a teenager. Reporter 1 stated that BSM1 realized Reporter 1’s struggles were a result of the inappropriate relationship, and he felt unequipped to counsel her in this area, so he referred Reporter 1 to an outside counselor.

During this same period, Reporter 1 volunteered at Broadmoor on a regular basis, and Reporter 1 disclosed her history to another Broadmoor staff member (“BSM2”) whom she worked closely with in ministry. Guidepost interviewed BSM2 who reported that he noted that “something was going on” with Reporter 1. BSM2 asked her if anything was going on, and he described that at first, she was very closed off and did not say anything. Eventually, Reporter 1 did confide in BSM2, and she disclosed “an incident when she was a teenager” and that she was struggling. Sometime later, BSM2 reported that Reporter 1 shared more information stating that it was sexual in nature and involved a staff member. BSM2 thought about the time frame and made the connection that Reporter 1 was talking about YP1. Reporter 1 confirmed with BSM2 that his suspicion was correct. BSM2 stated that he offered to assist Reporter 1, but she did not want him to do anything, nor did she want to embarrass her family.

2000s

Between 2006 to 2010, Reporter 1 stated she continued to disclose more details to Husband about her time in youth group and her sexual abuse by YP1. Reporter 1 stated that she specifically told Husband about the incident on the bus where YP1 allegedly grabbed her hand and forced her to touch him and about the evening at YP1’s home when his family was away. As Husband learned more, he wanted to confront YP1 about the alleged sexual abuse of Reporter 1. Between 2006-2009, Reporter 1 and Husband stated that they met with YP1 at Broadmoor upstairs in the Love Building in a Sunday school room. During the meeting, according to Reporter 1 and Husband, YP1 was scared, crying, and shaking. Reporter 1 and Husband stated that YP1 laid on the floor begging for forgiveness and prayed for Reporter 1 and Husband.

In approximately 2009, Reporter 1 and Husband stated they continued to be involved in ministry at Broadmoor. While preparing for an overseas mission trip in 2009, Reporter 1 stated that she confided in a Broadmoor staff member (“BSM3”) that there were “inappropriate things between her and a youth pastor when she was growing up.” When Guidepost asked BSM3 what he thought Reporter 1 meant he stated that he did not ask for details but understood that the relationship was at an unhealthy point with a high level of physical intimacy. His impression was that it occurred during her teen years between the ages of 14-16. Though Reporter 1 did not initially disclose YP1’s identity, she did report to BSM3 a high level of physical intimacy with a youth pastor. BSM3 stated that due to the high level of intimacy

and with Reporter 1's permission, BSM3 reported to LP2. Both stated they were equally shocked by Reporter 1's disclosure, but neither claimed to deny the veracity of her report. BSM3 reported and LP2 confirmed that LP2 quickly brought the issue to Counselor 2. LP2 further stated that he inquired of Counselor 2 regarding reporting requirements.

According to BSM3, after Reporter 1 disclosed to BSM3 and he learned of YP1's identity, there was an effort of accountability by Reporter 1 to make YP1 aware that other people knew what he had done. With BSM3 and Husband present, Reporter 1 called YP1 from BSM3's office. BSM3 reported that he heard the conversation, and it was clear to BSM3 that YP1 knew what the call was about. BSM3 reported that YP1 did not deny the allegations.

Reporter 1 began counseling with Counselor 1 in June 2009. She disclosed to Counselor 1 the alleged physical relationship with YP1 when she was in the youth group including a bus trip where YP1 and Reporter 1 were under a blanket, and he allegedly forced her to touch him, and the allegations of abuse that occurred at YP1's home in YP1's child's bedroom.

Between June of 2009 and July of 2010,²¹ Reporter 1 stated, and Counselor 1 and Husband confirmed that Reporter 1 disclosed the alleged sexual abuse to her parents. Reporter 1's parent ("Witness 5") reported that soon after the disclosure, while YP1 was still attending Broadmoor, Witness 5 ran into YP1 in the men's restroom at Broadmoor. With no one else present, YP1 told Witness 5 he needed to speak to him. Witness 5 told YP1 he could not talk and turned to leave. As Witness 5 was walking out, YP1 stated, "we did not have sex." Witness 5 stated he took that statement to mean that YP1 was referring to Reporter 1. According to Witness 5, YP1 and his wife left Broadmoor soon after this event.

In 2010, Husband stated that he met with YP1 in YP1's office and confronted him regarding YP1's alleged sexual abuse of Reporter 1. Husband reported that he confronted YP1 about the bus incident and the evening at YP1's family home. Husband stated that YP1 did not deny the allegations and acknowledged that the sexual allegations were true. According to Husband, YP1 brought up the foundation issues with the house Reporter 1 and Husband had purchased in 2003²² when YP1 was their realtor. Husband stated that the meeting was not about the house purchase, but YP1 brought it up at the meeting that he would like to reimburse them for the \$40,000.00 in foundation repairs. Husband stated that YP1 "voluntarily offered to give them this money as an attempt to make up for what he had previously done." Shortly thereafter, YP1 made the first of four \$10,000.00 installments (a total of \$40,000.00) to Reporter 1 and Husband. Shortly after this, Reporter 1 stopped working for YP1.

Counseling records indicate in 2010 that Counselor 1 referred Reporter 1 to Counselor 2 who was more experienced in counseling sexual abuse issues. Reporter 1 disclosed to Counselor 2 detailed information regarding her ninth-grade youth group and why YP1 was so influential in her life. Counselor 2 confirmed to Guidepost that Reporter 1 disclosed the alleged sexual contact during the bus ride, YP1's alleged grooming of her, and the event in YP1's home in his child's bedroom. According to Counselor 2, Reporter 1 was able to begin to realize how naïve and young she was when the alleged grooming and sexual abuse occurred. Counselor 2 stated that because of the allegations of abuse, Reporter 1 felt a deep connection to YP1 and felt abandoned when he stopped the relationship. Counselor 2 reported that he

²¹ Several witnesses have distinct memories regarding Reporter 1's disclosure of the sexual abuse allegations to her parents, but the timeline for when this event occurred varies. Due to surrounding events that can be verified, the disclosure has been placed in the 2009 – 2010 time frame.

²² Reporter 1 and Husband purchased a home in 2003 with YP1 as their realtor. They later learned that the home had foundation problems and had to take out an equity line to cover the repairs. Husband stated that YP1 had recommended an inspector, and the foundation inspection was faulty.

believed Reporter 1 and saw her as credible, and the fact that she worked with YP1 and continued to have interactions with him as an adult did not affect his view because of the early age of abuse and the power dynamics involved.

Reporter 1 also saw Counselor 3 during this time who confirms that Reporter 1 made consistent disclosures including moments in youth group and how YP1 became so important in Reporter 1's life. She discussed the car rides with YP1 when he would take her home from church events, the grooming behavior, and the event in YP1's child's bedroom. Counselor 3 stated that Reporter 1 told him that she was not a willing participant when YP1 took her in the bedroom at YP1's home. He stated that she did not report that it was violent, but it made her very uncomfortable, it was not what she wanted, and it was traumatizing for her.

In early 2010²³, during a pastoral marriage counseling session with LP2, Reporter 1 disclosed her alleged sexual abuse by YP1. LP2 recalls learning at some point that YP1 had allegedly begun grooming Reporter 1 when she was 12 years old. LP2's response will be discussed later in this Report.

Beginning in 2010 or 2011, Reporter 1 reported, and several female friends confirmed that over time they became aware of her struggles. Reporter 1 stated she slowly disclosed to her confidants and then would appeal to them not disclose her allegations of abuse as she wanted to protect Broadmoor, a place where she had grown up and loved. One of the female friends ("Witness 6") reported that she reached out to LP2 who confirmed Reporter 1's history. A different female friend ("Witness 7") reported she reached out to YP1 and his wife regarding the allegations. Witness 7 stated when she mentioned the topic to YP1's wife, she did not respond, and Witness 7 had the impression the issue was being privately handled. Multiple witnesses, both men and women confirm speaking with Reporter 1 and often with Husband and learning about Reporter 1's history of alleged sexual abuse by YP1. Recounts of her history of alleged sexual abuse by YP1 were consistent from all witnesses interviewed. All witnesses report that they found Reporter 1 credible, and they never doubted the veracity of her history. Several witnesses admitted they were confused by Reporter 1 and YP1 working together and maintaining contact over the years, but several witnesses stated they have educated themselves about sexual abuse and trauma bonds and now have a better understanding of why this occurred.

Sometime between 2011 to 2013, Reporter 1's sibling, Witness 3 reported being at a gas station and seeing YP1 pumping gas into his wife's car. Witness 3 looked to see if anyone else was in the car and did not see anyone. Witness 3 stated Witness 3 walked over to YP1 and reportedly made the following statements which related back to Reporter 1's senior year when Witness 3 had walked in on YP1 kissing Reporter 1, "how could you have done this to [Reporter 1] and me. I confronted you and you swore that there was nothing going on, you lied to my face." Witness 3 said that YP1 looked shocked. Witness 3 started shaking and told him that they²⁴ deserved an answer, but saying "not now, I can't do this now" and walked away. Shortly thereafter, Witness 3 received a call from Reporter 1 saying thank you for what you did and told Witness 3 that YP1's wife was actually in the car and now knows. Reporter 1 recalls she learned of the gas station confrontation from either a call or message from YP1, and that YP1's wife was reportedly in the car.

As Reporter 1 continued to work through issues, she wanted to confront YP1. In October 2011, Counselor 2 coordinated a meeting with YP1, Reporter 1, Husband, Counselor 2, and Counselor 3. YP1's wife also unexpectedly attended. Reporter 1 read a prepared letter she had written to YP1 during this face-to-face meeting. Guidepost interviewed all attendees of this meeting except YP1 and his wife as explained earlier. All confirm that Reporter 1's statement was

²³ LP2 recalls this meeting occurring in 2011. However, records surrounding this event indicate the meeting may have occurred around March of 2010.

²⁴ The pronoun "they" is used here to protect the identity of the witness and is meant to be used in the singular form.

clear alleging that YP1 was sexually inappropriate with her as a child when he was an adult and the youth pastor. Witnesses report that YP1 appeared remorseful and showed genuine sadness that he had hurt Reporter 1. Counselor 3 said that going into the meeting Counselor 3 expected YP1 to be defensive, however YP1 was not defensive but appeared sorrowful. Counselor 3 also stated that YP1 never pushed back, he nodded, and was saying sorry. While Counselor 3 does not recall a direct admission, Counselor 3 recalled that anyone listening would say that his apologies and being remorseful was acceptance of the context. Witnesses also stated that YP1 appeared to listen, and YP1 stated that he would do whatever he could to make it right for Reporter 1. Witnesses confirmed that YP1's wife was present during the meeting and was defensive. Accounts differ as to whether she was present for all or part of the meeting. Witnesses stated that YP1's wife placed responsibility on Reporter 1 for the sexual abuse and the injury to YP1 and wife's family. However, one of Reporter 1's counselors stated that YP1's wife was told that the meeting was about Reporter 1 and what happened to her, and that Reporter 1 was a child at the time and her husband YP1 was an adult as well as an authority figure at the time the relationship occurred.

Throughout Reporter 1's adult life, Reporter 1 attempted to maintain a personal relationship with YP1. Reporter 1 and Husband report they had a professional relationship as well as her intermittent contact with YP1. Reporter 1 and Husband acknowledge Reporter 1's trauma bond with YP1 has been complicated and a source of struggle for her and their marriage. Reporter 1 on several occasions would reach out to YP1 and actually meet up with him. There have been other meetings with YP1 and Reporter 1 and Husband or just Husband and YP1 to attempt to resolve both emotional trauma bond and financial issues related to her trauma. According to Reporter 1 and some of her counselors, due to YP1's alleged abuse, Reporter 1 suffered from excessive alcohol use, severe and reoccurring depression, and trauma bonding behavior.

In early 2012, Reporter 1 incurred significant medical expenses which she stated related to the alleged sexual abuse. Beginning on February 21, 2012, Husband reported, and emails confirm that he and YP1 exchanged emails pertaining to these expenses and acknowledged the events of the October 2011 meeting. A partial rendering of the email²⁵ sent by Husband to YP1 on February 21, 2012, reads:

I'm sure that your receipt of this email comes with some trepidation, and I debated about whether to call or email you. I decided that an email may be less awkward for both of us. Acknowledging that the last time we met was a difficult and tense situation, let me first thank you and [REDACTED] for agreeing to meet with us and for participating in [REDACTED] recovery process. I know that meeting was not easy for either of you and has likely created additional tensions in your family. Although I still hate what created the need for that meeting in the first place, I do appreciate you owning up to your actions and taking responsibility for the pain caused. I also thank you for all of the steps you have taken over the last couple of years in trying to make amends.

The email goes on with Husband requesting financial assistance with ongoing medication and therapeutic treatment expenses ranging in cost from several hundred dollars a month for medication and up to \$10,000.00 for needed inpatient care.

²⁵ The complete email thread is included in the Appendix.

On February 23, 2012, YP1 responded to Husband's email, and a partial rendering of the email sent by YP 1 to Husband reads:

Your email was very gracious and kind. We have prayed for you and [REDACTED] on many occasions.

Needless to say, getting another email asking for money has been upsetting. Especially after a humiliating meeting which was called a "closure" meeting. . .

[several paragraphs omitted]

In this economy we are barely making it [REDACTED]

[REDACTED] However in good faith, we will send you \$1,000. We will also send \$200 per month for March, April and May for medicines since you mentioned they help her a great deal.

It was reported by Husband and Reporter 1 that over the next few months, YP1 provided less than \$3,000.00 for Reporter 1's expenses.

In August of 2013, Counselor 3 referred Reporter 1 to Counselor 4. At the beginning of counseling with Counselor 4, Reporter 1 still struggled with viewing the conduct with YP1 as "an affair." Counselor 4 stated that Counselor 4 helped Reporter 1 understand and appreciate her age at the time and that based on her age at the time, this was not an affair.

In early 2018, Reporter 1's medical bills and expenses related to trauma were again mounting and Husband again contacted YP1 for assistances. YP1 retained an attorney who negotiated a settlement agreement which resulted in a payment of \$25,000.00 to Reporter 1 and Husband. According to an associate of YP1 and two other witnesses, all confirmed that YP1 paid Reporter 1 about \$70,000.00 over the years.

Over the years, Reporter 1 has disclosed her alleged sexual abuse to trusted friends and Broadmoor staff. Without fail, every witness that Guidepost spoke with confirmed a consistency in her disclosures about YP1's alleged sexual abuse, and each witness reported they found Reporter 1 to be credible in her report of alleged sexual abuse by YP1. In addition, multiple witnesses have stated that there have been multiple confrontations and interactions with YP1 over the years with parties other than Reporter 1 and Husband who have witnessed the lack of denial of the alleged sexual abuse and misconduct by YP1 and a consistent response of trying to make up for the hurt he allegedly caused.

Guidepost interviewed multiple witnesses who stated that they knew YP1 well during the time he was youth pastor and beyond, and they never noticed any inappropriate behaviors. Guidepost attempted but was unable to interview YP1 regarding the above behaviors. In YP1's attorney's communications, the attorney stated that YP1 "has been hounded by the accuser and her husband for years, repeatedly being blackmailed into making payments to them in exchange for her not airing these false allegations." The attorney also stated that "in that settlement agreement, YP1 vigorously denied the truth of the allegations and she waived any and all claims against YP1 or his past employers." The attorney also stated that "this matter was previously investigated by Broadmoor decades ago." In interviewing witnesses, both former and current lead pastors and staff, no witness indicated that there was any investigation regarding this matter.

D. Allegations of Abuse by Reporter 2

During the investigation of YP1, Guidepost learned of an unrelated second allegation of sexual abuse that related to a former Broadmoor staff. Guidepost notified Broadmoor leadership who willingly approved a limited investigation into Broadmoor's response to the unrelated matter. Due to the MBI investigation, we were not authorized to investigate whether the allegations made by Reporter 2 occurred and were not authorized to talk to RA about the sexual abuse allegations.

Reporter 2 attended Broadmoor as a young child, but she and her family stopped attending when she was in early elementary school. When she was 12 years old, Reporter 2 stated that she was sexually assaulted at a local waterpark. Her reported sexual assault did not involve anyone at Broadmoor. After the reported assault, Reporter 2 met YP2 at her middle school where he was involved with Campus Life before school. Through that relationship, she began attending the Broadmoor youth group. As Reporter 2 grew comfortable around YP2, she stated that she disclosed the sexual assault allegation to YP2. Reporter 2 reported that YP2 accused Reporter 2 of lying, stating she would appear more upset if a sexual assault had actually occurred. Reporter 2 reported that YP2's accusations and dismissal of her completely changed the trajectory of her life. She reported that she was 13 years old at this time and she stopped attending youth group, but she continued to attend recreation events and became close to the Recreation Assistant at Broadmoor ("RA") who was reportedly 20 years old at the time. Reporter 2 stated RA would help hide Reporter 2 in the gym to avoid attending youth group. Reporter 2 stated that a relationship developed between her and RA, and Reporter 2 alleged that RA sexually abused her by having sex with her when she was 13 years old.

YP2 left Broadmoor and around 1992 an interim youth minister ("YP3") came to Broadmoor. Reporter 2 started attending youth group again. The night before Reporter 2 was to be baptized her best friend was killed in a car accident. Reporter 2 was at the church to be baptized, devastated by the news. Reporter 2 found RA who put his arms around her, as she cried on his chest. Reporter 2 was 14 years old. Reporter 2 reported that YP3's wife ("Witness 9") allegedly saw the embrace and pulled Reporter 2 aside telling her not to give hugs to men, only side pats. Reporter 2 stated that she was asked to leave Broadmoor by a different youth volunteer because the relationship with RA had been discovered. Reporter 2 stated she then attended a youth group at another local Baptist church. Reporter 2 stated she struggled significantly with mental health thereafter.

Recently, Reporter 2 stated that she has reported the allegations of sexual abuse by RA to the pastor where RA was reportedly serving as the youth minister, the Southern Baptist Convention who referred her back to the church, and the Credentials Committee. Reporter 2 stated that reportedly RA left his church after being confronted with the allegations. When Reporter 2 found out about the investigation at Broadmoor in late 2022, she contacted Broadmoor to report the allegations of sexual abuse by RA. The Executive Pastor (EP) arranged a meeting for Reporter 2 with Broadmoor CC where a full disclosure of the facts was presented. Mississippi Bureau of Investigation is currently investigating these allegations.

During this investigation, Guidepost reached out to YP2 to provide him with the opportunity to assist in this investigation. YP2 stated he had already spoken to the Mississippi Bureau of Investigation and would answer written questions submitted to his attorney by certified mail. He agreed and responded to written questions provided by Guidepost. Guidepost asked, "if during his time as youth pastor did anyone ever report to him allegations of sexual

assault?" To which he replied, "No." In response to questions about whether he knew the reporting party in the Mississippi Bureau's investigation or whether she made reports to him about sexual abuse or her age – he responded to all questions related to the investigation with "n/a." He could not recall whether there were assistant recreation leaders at Broadmoor.

Guidepost spoke with another witness regarding Reporter 2's disclosure. Witness 9 reported she recalled Reporter 2 was troubled and she often called their home to speak with YP3. She instructed Reporter 2 to call the church and schedule an appointment. She also recalls speaking to all the female students about appropriate physical contact, but she did not recall speaking to Reporter 2 for hugging RA nor did she recall Reporter 2 being asked to leave Broadmoor because of any incident. Reporter 2 stated that she reached out to YP3 years ago who reportedly told her he was unaware she had been asked to leave Broadmoor. After numerous attempts using verified contact information, YP3 never responded to our requests. In addition, the pastor in charge of the recreation ministry at the time is deceased, and so Guidepost was not able to determine from any former staff whether anyone at Broadmoor had knowledge or responded in any way.

E. Concerns Reported Related to Policy Compliance and Boundaries with Student

During the course of our investigation, Guidepost was contacted by a reporter ("Reporter 3") who expressed concerns about a staff member not complying with the CPP related to the Two-Adult Rule and electronic communication with a minor participant. Guidepost took a statement and requested permission from Reporter 3 to share the statement with the EP and the Director of Human Resources ("DHR"). Reporter 3 relayed information about a staff member's relationship with a student that included things outside of church related to relationships with the staff member's family, but Reporter 3 felt something seemed off and there seemed to be excessive electronic communications. Guidepost contacted the EP to determine whether the scope of our investigation should be expanded. EP and CC decided that this was a matter that Human Resources would review with assistance from legal counsel. Guidepost remained available in case there was a need to expand to a full investigation. The HRD interviewed witnesses and reviewed policy as part of an internal HR investigation. The HR response to this report will be discussed later in this report.

F. Knowledge and Response of Broadmoor Leadership

Over the years there have been multiple response points for Broadmoor leadership. In this section the factual findings for the response of past and current Broadmoor leadership will be presented.

1. Due Diligence and Response by Past Church Leadership

a. Response by LP1:

The first individual to have an opportunity to respond to Reporter's 1 abuse allegations was LP1. During LP1's interview, he reported to Guidepost that he first met with Reporter 1 when she was midway through college (1990 or 1991). He recalls Reporter 1 alleging YP1 did "inappropriate things" and confirms that LP1 did not inquire as to what conduct occurred, stating he was not going to sit with a college girl and ask for details. LP1 reported that to this day he is unaware of the actual conduct which YP1 is alleged to have committed. LP1 stated that he encouraged and offered to assist Reporter 1 in reporting YP1 to the police, but that Reporter 1 was adamantly opposed to reporting and did not want anyone, including her parents, to know what happened. When Guidepost asked LP1 what made him think the

conduct should be reported to the police, he stated that she was emotional and continued to say that he did not know what conduct had occurred. LP1 confirmed that he informed Reporter 1 he could not otherwise assist Reporter 1 as YP1 was no longer in ministry and had already gone from Broadmoor. LP1 stated that he had little to no interaction with YP1 after the disclosure meeting with Reporter 1. LP1 also stated at the time there was no Mississippi law in place that required him to report. LP1 stated that he was trying to maintain the confidentiality of Reporter 1 who he alleged told him she did not want him to do anything.

In his interview LP1 did not question Reporter 1's truthfulness, but he maintained that he did not know what she was talking about and "inappropriate" could mean "a multitude of sins." In his interview, he did raise the fact that Reporter 1 worked for YP1 and that it confused him about YP1 marrying her and her husband and thus she must have had a meaningful relationship with him if he married them.

Reporter 1's recollection of reporting and LP1's version are inconsistent. LP1 reported to Guidepost that Reporter 1 did not report to him until her sophomore or junior year of college, while Reporter 1 recalled talking to LP1 after high school graduation and prior to her leaving for college. This inconsistency may be the result of poor memory and a significant passage of time. These are important milestones that Reporter 1 connected her memory to, and accordingly it may be more likely that Reporter 1's timeline is correct, and the report happened in the summer or early fall of 1988, within a couple of months of YP1's employment ending.

Also, during the meeting with Reporter 1, LP1 said he told Reporter 1 that he was unable to assist her as YP1 was not the youth pastor at Broadmoor and he was no longer attending Broadmoor. However, multiple witnesses confirmed that YP1 did not leave Broadmoor until closer to 2010 when he became pastor at TBC. Another witness reported that after YP1 left his position as youth pastor, he remained an active member of Broadmoor with YP1 hosting a Broadmoor youth Bible study at YP1's house and helping with a middle school Sunday school class.

As reported in a prior section of this report, Broadmoor records indicated that YP1 was not the youth pastor at Broadmoor when Reporter 1 came to LP1. Sometime in the year prior to YP1 leaving his position as youth pastor, LP1 told Guidepost that YP1 came to him and shared that he was interested in becoming a lead pastor. LP1 reported that he agreed to assist YP1 in his pursuit, but nothing came of the effort. LP1 stated that a short time later YP1 returned to him and said he had decided to pursue a career in real estate and began taking real estate classes. In LP1's interviews with Guidepost, LP1 never indicated that YP1 was asked to leave the church staff. We spoke to many witnesses that were members of Broadmoor in the late eighties, and no one had an explanation for why YP1 left as youth pastor. There was speculation and rumor, but we could not determine any facts from those witnesses who were around at the time of YP1's departure from the youth pastor position except for what LP1 told us as stated above. However, LP3 stated that more recently when he called LP1 to notify him of the church announcement that would be occurring October 30, 2022 about the sexual abuse allegation, LP1 told him on that call that prior to Reporter 1 coming to him when she was younger, LP1 had no prior knowledge of what Reporter 1 told him. LP3 stated that LP1 then told him that YP1 was asked to leave the church staff. LP1 stated it was not for anything related to what Reporter 1 disclosed and not for poor behavior, but rather was for other reasons which, according to LP3, LP1 did not explain. LP1 also told LP3 that Reporter 1 seemed to be troubled when she came to him, but he did as much as he knew to do to help her. He said he wished he could have done more, and 30 years ago the thought of how you handle something like this was different.

In 1998, ten years after his meeting with Reporter 1, LP1 left his position as lead pastor at Broadmoor and became the Executive Director-Treasurer of the MBCB where he remained until 2020.

In the summer of 2019, when Reporter 1 saw YP1's photo on a church website with children around him. She learned that YP1 was the pastor at Tinsley Baptist Church (TBC) in Yazoo County, MS, and she and Husband reached out to LP1, now the Executive Director of the MBCB, for assistance. Reporter 1 and Husband reported that they met with LP1 in his MBCB office to share their concerns about YP1 leading a Southern Baptist Church given his grooming and sexual abuse of Reporter 1. LP1 confirmed he was aware that YP1 was in ministry at TBC prior to the meeting but stated he did not know he had been there for 10 years.

LP1 reported to Guidepost that Reporter 1 came to him at MBCB and requested LP1 to fire YP1 and to tell the church to release him. LP1 reported that he explained to Reporter 1 and Husband that he was not the bishop of the Baptist church and had no authority to do anything about YP1's employment and that autonomy allows anyone to do anything they want to do. LP1 reported that he told Reporter 1 and Husband that he could not do anything about YP1.

However, both Reporter 1 and Husband reported that they said to LP1 that YP1 had no business being in ministry and that LP1 agreed. Reporter 1 reported that LP1 indicated to Reporter 1 and Husband that he would look to have a conversation with YP1 and suggest he should step down. Reporter 1 requested that LP1 keep her updated. Reporter 1 and Husband indicated that a few months went by with no contact from LP1. On August 7, 2019, Reporter 1 reached out to LP1 via email. The following is the complete email exchange between LP1 and Reporter 1 beginning on August 7, 2019, and ending on October 19, 2019. On August 7, 2019, Reporter 1 wrote to LP1:

[REDACTED]

I just wanted to check with you about what your thoughts are about having a conversation with [REDACTED] I've been praying for you and about an opportunity for you to talk with him. Do you feel led in one direction or the other? Please let me know what you are thinking.

Thanks,

On August 12, 2019, LP1 responded with the following email:

Thank you so much for checking in with me through your email. I want you to know that I pray for you and [REDACTED] daily. I pray for me to find that moment, that opportunity, that God would guide me in, in trying to help in a conversation with [REDACTED] I must confess, though, that my life has been swamped over the past few months, not only with my responsibilities at my job, but the additional time, travel, and energy to be involved with people who feel like they need to talk to me before I reach my retirement in October, November, or December. I really had not factored all of that in to what I was going to be facing, and it has been overwhelming and unrelenting. I don't see that changing anytime soon, but I press forward wanting to do all I can, both in my work and in the work of ending my work. I will daily continue holding you up to the Lord and ask that you continue to pray for me. I look forward to seeing you in the days ahead.

Reporter 1 stated to Guidepost that LP1's email of August 12, 2019, angered her. On October 11, 2019, Reporter 1 replied to LP1's with the following email:

I have to say that I was very disappointed when I received your email. When I came to you with my request and you overwhelmingly agreed that he should not be in ministry and that you would be willing to ask him to step down after prayerful consideration, I felt hopeful. The email I received several weeks ago just seemed to be full of excuses for you to not step up and do something that I see as part of your job. After all, the Southern Baptist Convention has addressed and adopted the motion that sexual predators have no place in the pulpit, yet you are allowing it because you are too busy! I have been thinking back on our meeting and actually wondering if you meant anything you said that day or, were you just telling me what I needed to hear to "check the box" thinking that you wouldn't hear from me again. Well guess what, I will not be quiet. I have learned through a lot of therapy that I have a voice and I have every right to use it. It's actually a lesson that I could have learned and used a lot earlier in life if you would have done the proper thing when I told you what he did to me. I came to you because I trusted and respected you and needed guidance and you gave me none. Yes, I know that he was no longer in ministry but, that did not change the fact that he was a sexual predator that could abuse some other child at any time. He needed to be punished for his abuse of me and I desperately needed emotional and spiritual help but your lack of action contributed to the fact that he never received punishment and I suffered over 20 years before ever reaching out to anyone. I see your lack of help as you protecting you and your reputation only! After all, you were fixing to be the Executive Director for the State of MS. It would have reflected poorly on you if it was revealed that one of YOUR staff members was a sexual predator. You might have even lost that job. I know I'm probably stepping on your toes now but, I just finally have to call it as I have always seen it. I've been protecting everybody but myself for SO, SO long now and I am ready to be heard. You are a coward that will only do the things that make you and your family look good. It's interesting that you are

wrapping up your ministry right now as I am finally coming to terms with the fact of something that I have tried to deny my entire adulthood, that you basically played into the spiritual abuse I received by your lack of action for not just one of your church members but, one of your [REDACTED] who came to you desperately needing help. I'm sure I will hear all kinds of people sing your praises over the next months but, I will know who the real [REDACTED] is. But don't forget, I have a voice too.

On October 16, 2019, LP1 wrote a final email to the Reporter 1:

Thank you so much for your recent email. I appreciate you sharing with me your thoughts and feelings of recent days and maybe over years. I share your frustrations and pain for the wrong that was done. I know that many have been involved in trying to help in rectifying the problem in bringing peace to your heart. I did not intend to add to your grief, and I will continue to work toward a solution that will be satisfactory for you and not bring damage to others that are innocent of the whole process.

Both Reporter 1 and Husband confirm that LP1 took no further action on Reporter 1's behalf. LP1 also told Guidepost that he never had a chance to speak with YP1.

Reporter 1, Husband, and LP1 confirm they formally met in 2019 in LP1's MCB office when Reporter 1 first became aware that YP1 was the pastor at TBC. Prior to meeting with Reporter 1 and Husband, LP1 confirmed to Guidepost the following information: He was already aware that YP1 was the lead pastor at TBC, but he was unaware that YP1 had been there for nearly 10 years; YP1 had begun allegedly grooming Reporter 1 when she was 12 years old; Reporter 1 had disclosed YP1's allegations of abuse to him; LP1 had previously told Reporter 1 when she disclosed after high school that he could do nothing for her; and LP1 had apologized to Reporter 1 for what she went through.

Reporter 1 and Husband both state Reporter 1 requested that LP1 have a conversation with YP1 and ask him to step down from the TBC pulpit. Reporter 1 and Husband alleged that LP1 agreed that YP1 should step down, that LP1 agreed to contact YP1 to suggest he step down, and that LP1 indicated this was something he could do. Husband stated that Reporter 1 asked LP1 to be kept informed on developments regarding LP1's progress. Reporter 1 and Husband stated that a few months passed without contact from LP1.

On February 29, 2020, LP1 retired from his position at MCB. Guidepost interviewed Witness 10 who succeeded LP1 as Executive Director of the MCB. As LP1 prepared to retire, he worked alongside Witness 10 beginning January 1, 2020, through February 29, 2020. We learned the men spent many hours together discussing MCB business to assure a smooth transition. Witness 10 reported that he was never informed by LP1 that Reporter 1 and Husband had recently contacted LP1 or that YP1's matter was potentially pending with LP1. Witness 10 in his interview with Guidepost, reported the transition with LP1 at MCB was smooth.

b. Response by LP2 and LP3:

In 2003 LP2 was called to be the lead pastor of Broadmoor. He served until 2018. From August 2009 through April 2012, LP3 served as Broadmoor High School Associate and returned to Broadmoor in 2020 as lead pastor.

Reporter 1, Husband and BSM3 all confirmed that while preparing for Reporter 1's second overseas mission trip in 2009, Reporter 1 confided to BSM3 about the alleged past abuse by YP1. Due to the subject matter, BSM3 told Guidepost that BSM3 reported what Reporter 1 told BSM3 to LP2. BSM3 reported that LP2 quickly brought the matter to Counselor 2. Historic records confirm March 2010 as the date when Reporter 1 began seeing Counselor 2.

According to counseling records, and accounts of Reporter 1, LP2, and Witness 2, LP2 was aware of the alleged grooming and sexual abuse by YP1 prior to a Memphis mission trip that occurred in June 2010. LP2 stated in his interview that he learned of Reporter 1's alleged grooming and abuse by YP1 in a marital counseling session in 2011, and he believed the mission trip was 2012. However, counseling records and a photograph from the mission trip indicate the trip occurred in 2010. Regardless of the exact date of the pastoral counseling session, LP2 reported that he became aware of the abuse during a marital counseling session where they were addressing issues related to an unhealthy emotional attachment that Reporter 1 had developed. At this point according to LP2, Reporter 1 disclosed the allegations of abuse by YP1 and that is when LP2 first became aware of the allegations. LP2 upon learning of the allegations of abuse believed that such incident was what was driving the unhealthy emotional attachment and the struggles in Reporter 1's marriage. LP2 stated that, knowing he was neither able, nor qualified to handle this subject matter in a pastoral counseling setting referred Reporter 1 to Counselor 2. LP2 stated that he did not believe it was his

job to investigate and that he had not seen YP2 since Reporter 1 told him about the sexual abuse allegations. LP2 did not give any indication that he considered whether he should have inquired if YP1 continued to have access to youth.

Reporter 1 suspected that before this session, LP2 was already aware of Reporter 1's abuse, and she assumed LP1 told LP2. However, LP2 told Guidepost he never spoke to LP1 about Reporter 1's abuse. LP1 stated that LP2 did come to him when LP2 became Broadmoor lead pastor, and LP2 asked LP1 what was going on with Reporter 1. LP1 asserted he did not disclose any information about Reporter 1. LP2 told Guidepost that Reporter 1 may have said to him at some point that LP1 knows, but he did not know about Reporter 1 going to LP1 after her high school graduation until the announcement of allegations of sexual abuse by YP1 was made in 2022.

LP2 reported, and Counselor 2 and 3 confirmed that LP2 contacted them to check in on Reporter 1's well-being during the time frame she was being counseled by them. In 2022, around the time of Reporter 1's disclosure to the CC and Broadmoor announcing that there would be an investigation, LP2 stated he asked Counselor 3 if he had done everything he was supposed to do with respect to the report. Counselor 3 confirmed that LP2 did approach Counselor 3 about whether LP2 had done everything he needed to do, and at that time LP2 indicated to Counselor 3 that LP2 thought everything that needed to be done had been done as he had gotten Reporter 1 into counseling.

Broadmoor sponsored a youth mission trip to Memphis, Tennessee in June of 2010. Guidepost was provided a photograph from the trip that was dated June 2010. Guidepost was told that one evening during the trip, the High School Associate ("LP3"), and several chaperones including Reporter 1, Witness 1 (a married male) and Witness 2 (a married female) were gathered around a table playing games. Witness 2 reported she told the group that she was going to take a shower and go to bed. Witness 2 reported that Witness 1 (who was not married to Witness 2) joked that he would meet her in the shower, but that he would not meet Reporter 1 in the shower as he did not want to anger her husband. LP3 recalled the statement being about Witness 2's legs and the short length of her shorts.

Regardless of the content, Witness 2 reported the comment upset her, but she laughed it off. Reporter 1 told Guidepost about the statement by Witness 1 and reported that it was triggering for her because of her history of abuse. Reporter 1 and other witnesses report that Reporter 1 reprimanded Witness 1 and then walked away. Witnesses reported that at the time, no one understood the impact of Witness 1's comment on Reporter 1. LP3 stated that Reporter 1 seemed lost in her thoughts and stayed that way the remainder of the trip.

After the mission trip, Reporter 1 and Witness 2 drove home together. Reporter 1 disclosed her allegations of abuse by YP1 to Witness 2 and explained that was why Witness 1's comment upset her. At Reporter 1's request, Witness 2 called LP2 during the drive, and Reporter 1 informed him of the shower comment. LP2 confirmed that Witness 1's comment regarding meeting Witness 2 in the shower was inappropriate and that Witness 1 should not have said that. Reporter 1 asked if LP2 would request an apology from Witness 1. LP2 confirmed with Guidepost that he was aware that Reporter 1 was a victim of sexual abuse by YP1 from the marital counseling session which he stated occurred prior to the Memphis mission trip.

At this point, witnesses' reports are inconsistent regarding the events after returning from the mission trip. Around July 2010, Reporter 1 and Husband report they were called to a meeting in LP3's (at this time the High School Associate) office with LP3 and another female staff member. LP3 stated in his interview that Reporter 1 and Husband requested a meeting with LP3 and the female staff member. At this meeting, Reporter 1 stated and LP3 confirmed that she expressed how Witness 1's mission trip comment upset her. Reporter 1 and Husband reported that they stated that

Witness 1 needed to be removed from his role at Broadmoor. Reporter 1 stated that LP3 politely scolded Reporter 1 stating he had been requested by LP2 to ask Reporter 1 to back off regarding the events occurring at the mission trip, stating she was making “a mountain out of a mole hill.” Reporter 1 also said LP3 asked Reporter 1 not to speak about what had happened. At this point, LP3 was unaware of Reporter 1’s history of abuse. Crying, Reporter 1 disclosed her allegations of sexual abuse by a former youth pastor when she was about the same age as the youth on the mission trip. According to Reporter 1, both LP3 and the woman tried to calm Reporter 1 down, but LP3 reiterated that Reporter 1 needed to let the church handle the situation. Guidepost reached out several times to the female former staff member to speak with her regarding the events outlined above. Unfortunately, she did not respond to our multiple requests.

Soon after this meeting, Reporter 1, Husband, and LP3 all confirm that LP3 facilitated an apology meeting in the lobby of Broadmoor between Witness 1, Reporter 1, and Husband. LP3 and Reporter 1 confirm Witness 1 was apologetic. Reporter 1 currently acknowledges that Witness 1 was simply trying to be funny, and he was unaware of her sexual abuse history and how the comment triggered her reaction.

In LP2’s interview, he stated that he learned about Witness 1’s comment when Witness 2 and Reporter 1 called him on the way home from the mission trip. LP2 stated that he directed Reporter 1 to speak with LP3 about her concerns since LP3 was on the trip. Witness 2 confirmed that LP2 told Reporter 1 to speak with LP3 and that LP2 would get involved if necessary. LP2 reported that LP3 confronted Witness 1 about the shower comment, and Witness 1 was very apologetic. LP2 stated that Reporter 1 and Husband spoke to LP3 and asked that Witness 1 be removed from his Broadmoor duties. LP2 stated he spoke to LP3 about Reporter 1’s request, and LP2 confirmed that he decided that Witness 1 would not be able to participate on future youth trips; however, around this same time Witness 1 decided to step away from church duties. LP3 then facilitated an apology meeting between Reporter 1 and Witness 1. LP2 stated he did not participate.

Soon after the apology, Reporter 1 stated that she was at Broadmoor and ran into LP2 who brought her into his office. According to Reporter 1, LP2 “berated” her for blowing Witness 1’s comment on the mission trip out of proportion and speaking badly of a leader in the church. Reporter 1 was caught off guard by LP2’s treatment, especially since LP2 was aware of Reporter 1’s sexual abuse history and earlier comment during the conversation on the drive home from Memphis. Reporter 1 told Guidepost that no one has ever treated her as badly as LP2. Reporter 1 left LP2’s office sobbing, called Husband who met her in the lobby of Broadmoor after which they left town for several days. Husband confirms this history of events. Historic counseling records that were contemporaneous to the June 2010 events also confirmed that Reporter 1 told her counselor that she met with LP2 twice in June of 2010 and that Reporter 1 felt blamed and reprimanded for the situation involving Witness 1. The counseling records indicate the meeting with LP2 had been “ugly.” LP2 denied that he ever formally met with Reporter 1 regarding Witness 1’s comment, stating he never got involved as LP3 was handling the situation. LP2 recalled he did run into Reporter 1 after the mission trip but did not discuss Witness 1’s comments. LP2 stated he does not recall meeting with Reporter 1 at any time when she left his office crying, but that it was possible since Reporter 1 was going through a healing journey that was emotional at times.

LP3 disagreed that LP2 delegated the responsibility of handling the post mission trip Witness 1 situation to him. LP3 reported that as lead pastor, it was LP2’s responsibility to handle the situation. Upon his return from the mission trip, LP3 recalled being called into LP2’s office where LP3 informed LP2 of Witness 1’s shower statement. LP3 reported to Guidepost that LP2 was “livid.” LP3 recalled either knowing or being told by Witness 1 that LP2 did meet with Witness 1 after the mission trip. LP3 reported that he believed his job was to convey to Witness 1 the inappropriateness of his

comment. LP3 also recalled facilitating a meeting between Reporter 1 and Witness 1. LP3 reported he met with Reporter 1 and Husband where they requested Witness 1 be dismissed. LP3 reported that he discussed this with LP2, and LP2 decided that Witness 1 did not need to be removed, but that he would no longer be involved in youth trips.

Pertaining to Witness 1 and his conduct, Witness 1 reported to Guidepost multiple times that until about mid-September 2023, Witness 1 was unaware of any issue regarding a comment he made on the Memphis mission trip. He stated he did recall the Memphis trip, but not that he made any inappropriate comment. Witness 1 neither recalled Reporter 1 being offended, nor addressing him about a comment, nor her walking away from the gathering. He stated he barely knows Reporter 1 and has little memory of her being on the trip. Witness 1 reported that he did meet with LP2 after the mission trip, and did not recall what they discussed, but the topic was unrelated to the mission trip. Witness 1 has no memory of meeting with LP3, Reporter 1 or Husband nor being asked to apologize for his inappropriate comment. Witness 1 does admit that he would regularly make casual comments or jokes, so it is possible he did what was reported. Witness 1 also recalled that he and Witness 2 were friends and often joked around. Witness 1 acknowledged that recently the EP brought up the issue with him, and though he has no memory of the event, he is happy to speak to Reporter 1 and make things right.

With respect to the events occurring after the mission trip, there exists significant disagreement between relevant witnesses as to the timing of events and the how the inappropriate comment was addressed with Witness 1. All witnesses interviewed about the trip, except Witness 1 who does not recall, agreed that an inappropriate statement was made on the mission trip and that Reporter 1 was triggered by the event.

c. Response of Broadmoor Staff

In the late 1990s, as Reporter 1 began to make general disclosures about her allegations of abuse, she sought out several Broadmoor staff members. She received spiritual counsel from BSM1 who met with her two times, and he stated that she disclosed an “inappropriate relationship” with a staff member when she was a teenager. BSM1 felt unqualified to counsel effectively in this area, so he referred Reporter 1 to an outside counselor.

Reporter 1 also confided in BSM2, and he stated that he noticed that “something was going on” with Reporter 1 before she told him anything, and she eventually disclosed “an incident when she was a teenager” and that was struggle for her. He later learned that it was sexual in nature and involved a staff member. BSM2 offered to help her, but at that point she told him she did not want him to do anything.

In approximately 2009 Reporter 1 confided in BSM3 that there were “inappropriate things between her and a youth pastor when she was growing up.” BSM3 stated that she did not tell him a lot of detail, but he understood from her that during her teen years between the ages of 14-16 there was an alleged high level of physical intimacy with a youth pastor. BSM3 told Guidepost that with Reporter 1’s permission, he reported this to LP2. At this point, BSM3 reported that a counselor at Broadmoor was brought in to assist. In addition to listening to Reporter 1, reaching out to LP2, and helping Reporter 1 get connected with a counselor, BSM3 also told Guidepost that he was present for a call in an effort to hold YP1 accountable. He stated that Reporter 1 wanted to make YP1 aware that other people knew what he had done. With BSM3 and Husband present, Reporter 1 called YP1 from BSM3’s office. BSM3 reported that he heard the conversation, and it was clear to BSM3 that YP1 knew what the call was about. BSM3 reported that YP1 did not deny the allegations.

d. Response of Broadmoor Counselors

Over the years, multiple counselors associated with Broadmoor's Center for Hope and Healing have walked alongside Reporter 1 in her healing journey. Each counselor with Reporter 1's permission was willing to speak with us and share their perspectives.

Counseling records indicated that Reporter 1 began counseling with Counselor 1 in June 2009. Counselor 1 confirmed that BSM3 referred Reporter 1 to him for counseling. Reporter 1 disclosed to Counselor 1 allegations of a physical relationship with YP1 when she was in the youth group including allegations that YP1 forced Reporter 1 to touch YP1 on a bus trip, and the allegations of abuse that occurred at YP1's home in YP1's child's bedroom.

Counseling records indicated in 2010 that Counselor 1 referred Reporter 1 to Counselor 2 who was more experienced in counseling trauma. Counselor 2 confirmed that Reporter 1 detailed information regarding her ninth-grade youth group and why YP1 was so influential in her life. Counselor 2 confirmed Reporter 1 also disclosed allegations of (i) the sexual contact during the bus ride; (ii) YP1's grooming of her; and (iii) the event in YP1's home in his child's bedroom. Counselor 2 stated he tried to help Reporter 1 begin to realize how naïve and young she was when the allegations of grooming and sexual abuse occurred.

Reporter 1 also saw Counselor 3 during this time who confirmed that Reporter 1 made consistent allegations including moments in youth group, car rides with YP1 when he would take her home from church events, and the event in YP1's child's bedroom and other behavior that Counselor 3 identified as grooming behavior. Counselor 3 identified how YP1 became so important in Reporter 1's life because he led Reporter 1 to Christ. According to Counselor 3, through the initial bond of YP1 being her mentor, a deep spiritual bond involving salvation, purpose, and even Reporter 1's identity was created. He noted developmentally at Reporter 1's young age and recognizing that her parents trusted YP1, this messaged to Reporter 1 that YP1 was trustworthy and a safe person to trust emotionally and spiritually. Consequently Counselor 3 believed that because of the emotional and spiritual connection, Reporter 1 was physically vulnerable to the grooming process which included the car rides, notes, gifts, and intimate personal conversations which also caused Reporter 1's brain to become attached to YP1. According to Counselor 3, the bond that was created was strong and could override Reporter 1's rational thought. Counselor 3 believed that this caused an unhealthy connection between YP1 and Reporter 1 that was built on a false sense of security for Reporter 1 and then was used in a manipulative way by YP1. Counselor 3 noted that the trauma bond can go on for a long time and can keep functioning in a person's life until the connection is removed.

In August of 2013, Counselor 3 referred Reporter 1 to Counselor 4. Counselor 4 understood that Reporter 1 was still struggling, and she continued to view the conduct with YP1 as an affair. Counselor 4 worked to help Reporter 1 understand that based on her age at the time of the conduct, this was not an affair.

2. Due Diligence and Response by Current Church Leadership

In June of 2020, LP3 returned to Broadmoor as the lead pastor. The following year, Counselor 3 and another Broadmoor pastor discussed the possibility of Reporter 1 attending the Southern Baptist Convention in 2022. They helped arrange for Reporter 1 to attend the convention, and while attending she shared with other Broadmoor messengers her abuse story. EP then learned that Reporter 1 was ready to share her history with the Broadmoor CC. On October 20, 2022,

Reporter 1 was invited to address the CC regarding her allegations of sexual abuse by YP1. CC took responsibility for Reporter 1's history and decided to move forward.

Prior to making any formal church announcement or engaging Guidepost, CC performed due diligence work on what had been reported to them by reviewing communications and speaking with several of Reporter 1's counselors to learn more about the report of sexual abuse allegations. After their review, CC made a decision to move forward with a formal announcement to the church and an independent third-party investigation.

To prepare for the church announcement, CC drafted a statement and also decided to inform YP1 of the announcement. According to multiple Broadmoor staff and confirmed by text messages, YP1 was notified Saturday October 29, 2022, about the planned "Addressing our Past" announcement on Sunday October 30, 2022. In addition to informing YP1, CC members also reached out to LP1 and LP2 on October 29, 2022.

In addition, Guidepost learned that prior to Sunday morning announcement, YP1 telephoned at least one of his friends (Witness 8) who reported to Guidepost that YP1 called and told him that YP1 wanted Witness 8 to hear it from him. Witness 8 said YP1 told him they were going to announce it at church. YP1 admitted he had been wrong and said he had tried to help Reporter 1 over the years and paid out quite a bit of money. Witness 8 stated that he did not remember all of the details, but YP1 said he had been involved with Reporter 1 for a short time, but he did not have sex with her. Witness 8 reported to Guidepost that Witness 8 believed YP1 was referring to conduct that was sexual but not having sex.

On Sunday October 30, 2022, the "Addressing our Past" announcement was made at the close of the morning service to the full congregation. Witnesses told Guidepost that there were children present in the service. A brief summary of the reported facts and allegations was provided including the due diligence Broadmoor conducted before making the announcement. Broadmoor expressed love and support for both Reporter 1 and YP1 and a willingness to financially support Reporter 1 should legal action be brought against her. Broadmoor took responsibility for the historic abuse and apologized to Reporter 1 and the Broadmoor community. The decision to hire a third-party firm to conduct a thorough investigation and assessment was announced. The availability of counseling services was announced to assist members work through any trauma. Finally, Broadmoor requested prayers for YP1 as well as any others impacted by the investigation and for the congregation to have faith in the process. There was a varied reaction by the congregation. Life group classes were held following the service.

Our investigation found that current Broadmoor leadership has shown heartfelt care and concern for the wellbeing of Reporter 1 on a variety of levels. When ready, Reporter 1 was provided the opportunity to address CC to disclose her allegations of sexual abuse and the impact on her life. Broadmoor leadership made great strides in becoming educated with respect to child protection issues including trauma-informed issues, trauma bonding and disclosure issues which has been of great importance in understanding how to assist Reporter 1 in the healing process. Broadmoor has financially assisted Reporter 1 in obtaining needed counseling because of the allegations of sexual abuse that occurred when YP1 was an employee of Broadmoor. As the issue of sexual abuse in the Southern Baptist Convention percolated up in 2021, Broadmoor strived to assist Reporter 1 in her healing and arranged for her to attend the 2022 SBC Convention in Anaheim allowing her to join with and be supported by other survivors.

OBSERVATIONS AND ANALYSIS

A. Youth Pastor 1 Engaged in Grooming Behaviors and Sexual Abuse

Based on the information disclosed to us during our investigation and interviews, we believe that the allegations made by Reporter 1 concerning YP1's conduct falls within the definition of grooming behaviors and sexual abuse. Reporter 1 was a minor at the time of the alleged grooming behaviors and sexual abuse. The behaviors allegedly continued until Reporter 1 reached the age of majority. Of greatest significance, the sexual allegations listed occurred while YP1 held a position of authority at Broadmoor, with Reporter 1 being a member of YP1's youth group. Additionally, YP1 was 16 years older than Reporter 1 and a married father of three young children. Numerous witnesses and Counselors confirmed that Reporter 1 was consistent in her allegations of sexual abuse and grooming over decades. Guidepost offered YP1 numerous opportunities to dispute the specific allegations presented by Reporter 1, however YP1 refused to be interviewed by us and did not provide any details disputing any of Reporter 1's allegations. Instead YP1's attorney generically stated that "YP1 vigorously denied the truth of the allegations" and that "this matter was previously investigated by Broadmoor decades ago." In interviewing witnesses, both former and current lead pastors and staff of Broadmoor, no witness indicated that there was any investigation regarding this matter. Reporter 1 provided statements to Guidepost concerning the following allegations of conduct by YP1:

- YP1 counseled Reporter 1 in his private office.
- YP1 directed the course of this counseling arrangement and allowed a friendship to develop.
- YP1 left Reporter 1 gifts and notes in his desk drawer.
- YP1 shared personal information regarding his unhappiness with his marriage, causing Reporter 1 to feel sorry for YP1.
- YP1 allowed Reporter 1 to share personal information.
- YP1 asked 14-year-old Reporter 1 if she had feelings for him.
- YP1 asked 15-year-old Reporter 1 if she had feelings for him and kissed Reporter 1 on the lips when she said she did not know.
- YP1 held hands with Reporter 1 and repeatedly engaged in other sexual conduct including kissing and sexual touching.
- YP1 met Reporter 1 in her car at the end of deserted roads and various parking lots where they would engage in sexual conduct including holding hands, kissing, and sexual touching.
- YP1 hosted Reporter 1's at his house when his family was out of town. YP1 had Reporter 1 sit on his lap to watch a movie and then took her into his child's bedroom and engaged in kissing and sexual touching short of intercourse.
- YP1 visited Reporter 1's at her home when the parents were out of town and were witnessed kissing.
- YP1 covered himself and Reporter 1 with a blanket on a bus trip and forced Reporter 1's hand down his unzipped pants.
- YP1 took Reporter 1 on a "date" on a Broadmoor ski trip, separating her from the group for the day.
- YP1 joined Reporter 1 and other youth group members at Broadmoor church to play "the game" (hide and seek) where YP1 kissed and held Reporter 1's hand.
- YP1 often told Reporter 1 he would leave his wife and marry Reporter 1.

In addition to Reporter 1's statements, our investigation found multiple instances of corroboration as follows:

- Multiple witnesses confirmed youth trips, YP1's presence on youth trips, and "the game" occurring in the church.
- Several witnesses confirmed that during her youth group years, Reporter 1 struggled with her salvation and confided in YP1 regularly about it. One witness corroborated the one-on-one meetings.
- Witness 3 walked in and saw YP1 kissing Reporter 1 in their home.
- Shortly after YP1 was no longer employed at Broadmoor, LP1 confirmed that Reporter 1 did come to him and tell him about "inappropriate conduct" towards her by YP1.
- Husband has been present on multiple occasions when YP1 made a general apology and seemed remorseful about the harm he had caused.
- Two counselors were present during a confrontation meeting where YP1 appeared remorseful, did not deny the statement read by Reporter 1, offered a general, carefully worded apology, and offered to help.
- On multiple occasions, YP1 provided financial help for mental health expenses related to Reporter 1's trauma.
- Witness 5's interaction with YP1 in the men's room when YP1 wanted to speak with him, and Witness 5 refused. YP1 then stated, "we did not have sex."
- The evening before the announcement, Witness 8 stated that YP 1 called him and wanted to let Witness 8 know before he heard it from someone else.
- Numerous witnesses reported that Reporter 1 disclosed to them about her sexual abuse by YP1 and her accounts were consistent.

Over the years, Reporter 1 has disclosed her sexual abuse to trusted friends and Broadmoor staff. Without fail, every witness (to whom Reporter 1 disclosed) that Guidepost spoke with confirmed a consistency in her disclosures about the allegations of YP1's sexual abuse, and each witness that she disclosed to reported they found Reporter 1 to be credible in her reports. In addition, there have been multiple confrontations and interactions with YP1 over the years with parties other than Reporter 1 and Husband who have witnessed the lack of denial of the allegations of sexual abuse and misconduct by YP1 and a consistent response of trying to make up for the hurt he caused.

B. Broadmoor Did Not Have Child and Youth Protection Policies or Training in Place at the Time of Reporter 1's Initial Report.

When Reporter 1 initially disclosed to LP1, Broadmoor did not have a child and youth protection policy or training in place. In the nineties, Broadmoor leadership did draft their first CPP. Had a policy been in place during the period prior to Reporter 1's initial disclosure, there would have been standards of accountability on supervision and interaction with youth. In addition, a policy could have provided clear steps to follow when a pastor received a report of abuse by a former or current staff member. Finally, training in basic abuse prevention and awareness would have informed the decision-making.

C. LP1 Failed to Sufficiently Respond to a Report of Sexual Abuse by YP1

Due to the absence of a CPP at Broadmoor at the time, LP1's response will be evaluated based on our belief of how a seasoned pastor should have responded to what he was told at the time, given his responsibilities and experience. LP1's educational and practical experience by 1985 when he was called to be lead pastor of Broadmoor was extensive.

His education included a bachelor's degree, a Master of Divinity, and a Doctor of Ministry, both from a respected seminary. He had actively pastored multiple Southern Baptist Churches for over 20 years before arriving at Broadmoor.

Even though there are discrepancies in the accounts given by Reporter 1 and LP1 about what each individual said, with either version, we believe there was sufficient information available that would have led an experienced pastor who is entrusted with the care of his congregation to have acted differently than LP1. According to Reporter 1, LP1 allegedly did not mention going to law enforcement, but according to LP1, he says he told her he would assist her in reporting to law enforcement but that she did not want to do it. Offering to assist Reporter 1 with reporting to law enforcement would be indicative of the fact that whatever she told him fell into a category of concern where going to law enforcement was a consideration. Based on information disclosed to us, LP1 failed to sufficiently respond to Reporter 1's allegations of sexual abuse and grooming by YP1 in the following areas: (i) when the 18-year-old Reporter 1, a recent high school graduate, used the term "affair" to describe the inappropriate sexual relationship her youth pastor engaged in with her, LP1 failed to realize that Reporter 1 was a child when the acts occurred; (ii) LP1 failed to assist Reporter 1 in understanding that the term "affair" referenced a consensual relationship rather than identifying ongoing child sexual abuse; (iii) LP1 failed to acknowledge the significance of a married Broadmoor staff member, authority figure, and youth pastor being sexually involved with a student member of the youth ministry who was 16 years younger than the youth pastor; (iv) LP1 failed to ask about the details of the abuse allegations or Reporter 1's age was when the "inappropriate" sexual relationship occurred resulting in a further failure to provide Reporter 1 with the assistance she so badly needed; (v) LP1 failed to recognize, based on his then 24 years of experience serving as a pastor and his multiple advanced degrees and seminary training, the need for Reporter 1 to be referred to a trained counselor; (vi) LP1 failed to suggest a facilitated meeting with Reporter 1's parents; (vii) LP1 failed to take proper steps to ensure that YP1 did not have further access to minors; (viii) LP1 failed to provide sufficient emotional or spiritual support during and after the disclosure meeting; and (ix) LP1 failed to make any inquiry to identify facts needed to determine if a mandatory report of child sexual abuse was required or whether an investigation was needed.

Rather, LP1 prayed for Reporter 1 and advised her there was nothing that could be done since YP1 was no longer on staff as youth pastor and no longer attending Broadmoor. LP1 claims he did offer to assist Reporter 1 in reporting to law enforcement, even though he asserts he was unaware and remains unaware of what sexual conduct occurred. LP1 reported during his interview that the fact that YP1 officiated at Reporter 1's wedding and that she worked for YP1 over the years made him think that Reporter 1 must have had a meaningful relationship with YP1 which confused him.

As an experienced and seasoned lead pastor, it was LP1's responsibility to lead on issues of protection against abuse within his church and protect the vulnerable in his congregation. However, multiple witnesses confirmed that during LP1's tenure at Broadmoor, they recalled no discussion regarding child protection at Broadmoor. Information provided to Guidepost concerning LP1's response to Reporter 1's disclosures indicate an insufficient response, which continues to impact Reporter 1 to this day.

D. LP2's and LP3's Responses to a Report of Sexual Abuse by YP1

Based on the facts discovered during the investigation, we find that LP2 acted appropriately when Reporter 1 disclosed her sexual abuse by YP1 as LP2 quickly sought counseling care for Reporter 1 and followed up to check on Reporter 1's well-being. However, when LP2 was made aware of Reporter 1's sexual abuse by YP1, we believe LP2 should have also (i) considered whether this was a situation requiring further investigation and (ii) inquired about whether YP1 was

still an active member of Broadmoor, working with youth, or serving in ministry. There is no indication that LP2 undertook either of those actions. LP2 has claimed that he believed that referring Reporter 1 to counseling was everything that he needed to do.

Reporter 1 told Guidepost that she met with LP2 after the Memphis mission trip to discuss Witness 1's comments, while LP2 has denied this meeting occurred. The Husband's interview and contemporaneous counseling records indicated that such a meeting took place. According to Reporter 1, at this meeting LP2 "berated" Reporter 1 for blowing Witness 1's comment on the mission trip out of proportion and speaking badly of a leader in the church. Reporter 1 stated she left LP2's office sobbing. Husband confirmed that Reporter 1 shared these impressions of the meeting with LP2 when Husband picked up Reporter 1 after such meeting. Assuming the accuracy of Reporter's 1's account, we believe that LP2 displayed a lack of pastoral care or concern related to his tone and his minimizing of Reporter 1's concern about the comments made by Witness 1.

As far as LP3 is concerned, we believe that once LP3 learned about Reporter 1's prior trauma, he treated her with appropriate pastoral care. However, we note that LP3's initial response, before learning of Reporter 1's prior trauma, might have been gentler had he taken the time to inquire about the reasons why Reporter 1 reacted so strongly to Witness 1's statement. Acting in his role as lead pastor at Broadmoor, LP3 has been supportive and caring towards Reporter 1.

E. Insufficient Information Existed to Make a Determination Regarding Past Leadership's Response Regarding Reporter 2

Recalling that Guidepost conducted a limited investigation regarding the response of Broadmoor's past leadership to Reporter 2's disclosure, we were limited with respect to witnesses we interviewed out of respect for the criminal investigation currently being conducted by the Mississippi Bureau of Investigation.

Guidepost interviewed Reporter 2 regarding Broadmoor's response to her disclosure of allegations of sexual assault to YP2 and then later to current Broadmoor leadership. Though Reporter 2 was clear and credible in her disclosure providing relevant details, Guidepost was unable to discover any additional witnesses to corroborate past leadership's response to her disclosure. Witnesses we interviewed had no recollection or were unwilling to share information regarding the relevant events. Other witnesses refused to speak with us or did not respond to requests even though we had verified contact information. YP2, who declined to interview, did complete Guidepost's written questions, but provided limited responses that were not helpful. Furthermore, we were not authorized and accordingly did not contact RA.

Considering Reporter 2's disclosure, while we were unable to find corroboration for the awareness and response level of Broadmoor staff at the time, we can address what should have happened taking the facts in the light most favorable to Reporter 2. A report of sexual assault by a youth group member to a youth pastor takes courage, and any youth pastor or volunteer should take it seriously by assessing the safety of the reporting party, following reporting protocols, seeking referrals to law enforcement, and assisting with referrals for counseling. In addition, if youth leadership believes that a relationship between an adult staff member and a young teen is questionable or boundaries are being crossed, the response should not be to chastise and push the youth away from the church community. Rather the proper response should be to consider and understand the power difference and the responsibility of the adult in the situation and then move forward to assess and investigate the matter.

F. Broadmoor Counselors Provided Excellent Care for Reporter 1

Without exception, the facts Guidepost identified regarding the care and treatment by Broadmoor Counselor 1, Counselor 2, Counselor 3, and Counselor 4 was exceptional. Across the board, the facts indicate that Reporter 1 and her well-being was of primary importance to all concerned. The counselors' readiness to collaborate on Reporter 1's care, their recognition of the need or benefit of bringing in a more experienced colleague and their willingness to walk with Reporter 1 was unfailing. We find their therapeutic care and professionalism to be commendable.

G. Current Broadmoor Leadership Has Responded Well to Reporter 1 and Reporter 2

Guidepost determined that current Broadmoor leadership, specifically EP, appropriately responded to both Reporter 1 and Reporter 2's disclosure by informing CC in each case. Further, Broadmoor has cooperated with the Mississippi Bureau of Investigation regarding Reporter 2's case. Our investigation also identified that current Broadmoor leadership's primary focus has been on the well-being and healing of both Reporter 1 and Reporter 2. Broadmoor's current leadership is to be commended for being willing to provide an investigation and shine a light on what was never investigated for so many years. Broadmoor's willingness to own their history, be it good or bad and to apologize to the Reporters is highly commendable.

H. Response to Concerns Raised by Reporter 3 Related to Policy Compliance and Boundaries with Student

The HRD and Broadmoor leadership took this report seriously and opened an investigation. As part of this investigation, they determined that their existing policy on electronic communications was unclear and needed to be updated. They reported their findings to Guidepost and took measures to address behavior and to revise policy. They also stated that having an HRD in place made a huge difference.

I. Current Broadmoor Leadership's "Addressing Our Past," Announcement Could Have Been Coordinated Better

As a result of Broadmoor's statement, "Addressing Our Past," Guidepost was retained as the third-party firm to conduct the investigation and policy assessment. Guidepost did not participate in the drafting of the statement or the communications plan. We commend Broadmoor for their collaborative efforts in bringing in outside experts to assist them. However, our investigation did reveal some issues that could have been avoided. The placement of the announcement at the end of morning service and before life groups was unfortunate considering that children were included in the congregation who witnessed the emotional breakdown of several adults both after the service and in the life group time. Some volunteers struggled to teach in the life group time following the announcement. We would recommend, if a future announcement needs to be made, that Broadmoor leadership provide advance warning of a potentially difficult announcement and arrange to do this outside the presence of children.

J. Mississippi Baptist State Convention Responds

On Sunday October 30, 2022, Witness 10, the executive director of MBCB became aware of the allegations against YP1 when Broadmoor made their announcement. Upon learning of the issue, Witness 10 immediately contacted LP3 and was briefed on the matter. Witness 10 met with his leadership and became aware during the ensuing week that TBC had voted to retain YP1 regardless of the allegations. Less than seven days after the Broadmoor announcement, Witness 10 notified TBC by certified mail that the church was no longer considered to be in friendly cooperation with the MBCB.

RECOMMENDATIONS RELATED TO INVESTIGATION

Though Broadmoor has taken important steps to address the issue of sexual misconduct and abuse, it should acknowledge certain past Broadmoor leadership failures and should continue to undertake changes that can positively and significantly impact Broadmoor's culture as it relates to sexual misconduct matters.

Guidepost presents the following recommendations for Broadmoor:

1. Acknowledge past leadership failures through a public admission that historic Broadmoor leadership, specifically LP1 failed to provide sufficient assistance to Reporter 1 and failed to investigate allegations of sexual abuse by YP1 while LP1 was lead pastor of Broadmoor. Broadmoor should consider a collaborative effort between past Broadmoor lead pastors and current pastors issuing a joint statement and apology.
2. Continue to collaborate with experts in the areas of abuse prevention, trauma-informed responses, mandatory reporting, and survivor care to assure that future allegations of sexual abuse or misconduct within Broadmoor are handled appropriately.
3. Continue to cooperate with the Mississippi Bureau of Investigation and pass along any information that comes forward regarding the report of sexual abuse by Reporter 2 and/or future reports.
4. Institutionalize required trainings on child protection topics, sexual assault, misconduct, harassment, trauma-informed responses, trauma bonding, grooming, and mandatory reporting, for all leadership, CC, staff, and volunteers.
5. Provide for continued support of Reporter 1 and offer support for Reporter 2 through Broadmoor funded counseling assistance as needed by each Reporter.

CONCLUSIONS RELATED TO INVESTIGATION

The current leadership at Broadmoor is to be commended for their openness and willingness to address and initiate this investigation. Though this matter went unaddressed for many years, with the movement toward reform in the Southern Baptist Convention and when the allegations came to current church leadership, leadership acted appropriately with dedication and transparency.

Of survey participants, 83% believed that Broadmoor fosters a culture that encourages reporting concerns of child abuse, grooming and/or sexual misconduct to leadership. As the forgoing report indicates, currently Broadmoor does appear to be very supportive of survivors and is open to reports of sexual abuse and misconduct. Over the years and

during this investigation, Broadmoor's current leadership has worked on this issue and continues to become educated about sexual abuse and misconduct, trauma-informed responses, and trauma bonds.

Through this investigation, Broadmoor has worked diligently to update their child protection policies and the implementation of these policies. Guidepost recommendations show that continued work is needed to increase implementation and compliance with child protection policies. It is important to recognize that the work regarding child protection is never complete. As noted in the Guidepost recommendations, conducting an annual review and subsequent updating of child protection policies, if required, is highly recommended to remain current and on the cutting edge of child protection research.

It now falls on the current leadership at Broadmoor to address the congregation and apologize for the sins of the past. During this investigation, we received multiple grievances of how negatively these allegations and the length of the effort to resolve them have impacted the church and its members as well as Reporter 1, her family, and YP1's family.

PART 2
POLICY ASSESSMENT AND
COMPLIANCE REVIEW REPORT

INTRODUCTION

As described above, Broadmoor engaged Guidepost to review and assess current policies, procedures, and training regarding abuse, specifically their *Child Protection Policy* ("CPP") and *Abuse Response Policy* and conduct a compliance review of various ministries related to children and youth. Guidepost presents observations and recommendations for the policies reviewed and current Broadmoor practices, based on our assessment of the policies, our staff interviews, compliance records provided by staff, compliance audit conducted during ministry operations, and survey results.

SCOPE AND METHODOLOGY

A. Scope

As agreed upon with the Broadmoor leadership, Guidepost focused our efforts on reviewing and assessing policies, practices, and training with the ministries involving children and youth as well as policies related to reporting of abuse. In particular, we focused on the CPP (revised September 1, 2020) and the *Abuse Response Policy* (revised November 10, 2022) – identifying opportunities for policy guidance and practice standardization which could improve safety, accountability, and functionality of the ministries. In assessing the policies and practices, Guidepost conducted a compliance review focused on the following ministries: Preschool, Kids, GRACE, Middle School, High School, Community Impact – Sports, and Weekday Preschool.

B. Methodology

At the start of the engagement, Guidepost conducted a planning meeting with Broadmoor leadership which included the CC and pastoral leadership. The purpose of this planning meeting was to discuss specific goals and concerns, existing structure, history of the policies, current policies and practices, and relevant issues related to the engagement.

Document Review

Broadmoor provided Guidepost with documents relevant to children and youth ministries to review. Documents reviewed include the CPP; *Abuse Response Policy*; *Abuse FAQs*, relevant sections of the *Personnel Policy Manual*; *Conflict of Interest Policy*; *CPP Advisory Team Memo*; *CPP* audit documents; *Weekday Preschool Parent and Teacher Handbooks*; timeline regarding the current CPP; correspondences and CC minutes regarding the CPP; and Broadmoor's past and present compliance audit documents.

Survey

Guidepost conducted a survey of former and current Broadmoor congregants as part of the assessment and independent investigation. In this section, we will discuss survey results focused on Broadmoor policies.

Interviews

Guidepost conducted twelve individual Next Gen ministry staff interviews for this assessment and spoke with a total of seventeen individuals during the assessment process. Individuals interviewed included preschool, children, youth, GRACE, and Community Impact ministry staff, as well as CC members, pastors, and survey participants. Interviews allowed Guidepost to gain an understanding of the ministries, and to learn about any concerns related to policies and practices within the ministry areas.

Compliance Paper Audit

Guidepost conducted a paper compliance audit of the Next Gen Ministries and Weekday Preschool based upon records provided by each division's ministry leader. Guidepost requested ten weeks of ministry data and volunteer data for the 2023-2024 ministry year.

Compliance Site Visit

On Sunday, October 29, 2023, two Guidepost staff members conducted an unannounced compliance site visit and assessed the Preschool, Kids, Grace, Middle School, and High School Ministries to observe compliance with existing child protection policies. Guidepost did not conduct a site visit of the Weekday Preschool or the Community Impact Ministry, as will be further discussed below.

Updates

Guidepost remained in contact with the Broadmoor leadership during the course of the assessment and provided updates to ensure good communication and transparency of the process. On February 8, 2024, Guidepost provided a virtual presentation of our preliminary observations and recommendations related to the policy review and compliance assessment.

C. Survey

The purpose of the survey was to gather information on the Broadmoor community's perspectives on policies and procedures at Broadmoor, and any current or past concerns regarding policies. The survey was a medium for Guidepost to learn more about current and former congregants' understanding of child and youth protection policies. Below are highlights of survey responses relevant to this policy assessment:

SURVEY QUESTION	RESULTS
What is your connection to Broadmoor?	<ul style="list-style-type: none"> Current church member – 57% Past church member – 22% Current attendee – 19% Past attendee – 13% Current volunteer – 21% Past volunteer – 11%
How long have you been associated with Broadmoor?	<ul style="list-style-type: none"> 11-20 years – 33% 5-10 years – 21% Less than 5 years – 19%
Are you aware of any Broadmoor policies that address child protection, prevention of abuse, and reporting of abuse?	<ul style="list-style-type: none"> Yes – 56% No – 44%
Do you have any concerns about Broadmoor's policies and practices related to child protection, prevention of abuse, and/or reporting of abuse?	<ul style="list-style-type: none"> Yes – 11% No – 89%

Are you aware of any mechanisms currently in place to report concerns relative to child abuse, grooming and/or sexual misconduct?	<ul style="list-style-type: none"> Yes – 44% No – 56%
Does Broadmoor foster a culture that encourages reporting concerns of child abuse, grooming and/or sexual misconduct to leadership?	<ul style="list-style-type: none"> Yes – 83% No – 17%

The survey included a free-write question for participants to share concerns about Broadmoor policies and practices related to child protection, prevention of abuse, and/or reporting of abuse. Common themes of responses included:

- Inconsistent compliance and enforcement of the Two-Unrelated-Adult rule in the nursery and Preschool Ministry areas;
- New or non-members being allowed to volunteer in the nursery/preschool with no background check or training;
- Concerns that parents and guardians may not be informed of the child protection, prevention, and reporting policies;
- Reporting contacts, policies, and procedures were unclear to some survey participants;
- Concerns about confidentiality; and
- Reports of concerns in the past, but current ministry leaders appear to be more intentional about policies and procedures.

The survey also included a free-write question that asked participants if Broadmoor fosters a culture that encourages reporting concerns of child abuse, grooming and/or sexual misconduct. Common themes of responses indicated that prior leadership did not foster a culture that encouraged reporting, which put in place a history of insufficient child protection policies and procedures, contributed to the mishandling of allegations at Broadmoor, and gave off the perception that sexual abuse was swept under the rug to be referred to counseling. Common themes of responses regarding current culture at Broadmoor included:

- Broadmoor has policies for reporting, that if you have knowledge of misconduct toward children, it is to be reported;
- Current leadership encourages transparency, reporting, and providing a safe space for victims;
- Current leadership has shown there is zero tolerance for abuse, and that they will respond to reports of allegations;
- In recent years, Broadmoor has communicated its encouragement for reporting and support for investigation of abuse allegations;
- Current investigation demonstrates a transparent culture;
- Childcare volunteers receive training and are encouraged to report allegations to leadership. Leadership has indicated their support for reporting;
- Sunday school staff should communicate their commitment to preventing child abuse, misconduct or grooming to the parents;
- Broadmoor should improve communication with reporters when a report is made; and
- There are some concerns regarding sex offenders attending and/or volunteering in ministries.

D. Policy Assessment and Compliance Review

Child Protection Policy History

According to long-term Broadmoor members, Broadmoor first adopted a formal CPP in the 1994-1995 timeframe. This inaugural CPP had requirements for volunteer background checks and a Two-Adult rule for supervision. It is unclear whether practices consistently followed the policies.

In March 2019, Broadmoor's CC created a sub-team to review the CPP in light of the events that had been occurring in the Southern Baptist Convention. Throughout the summer of 2019, revisions were made to the CPP based on benchmarks observed from other exemplary church policies and in September 2019, the CC approved the *Safety and Security Policy Manual for Staff and Volunteers*. Broadmoor's insurance carrier provided parameters to have policies in place. This pushed the CPP to present a more procedural framework, including procedures for a formal recruiting and screening process, including an application, a check of references, an interview, and background checks. The CC reviewed the updated CPP in October 2019 for implementation.

Throughout 2020, the CC continued work on updating the CPP. Around February 2020, an allegation of inappropriate touching between minors within the Weekday Preschool program was reported, and reports were made to the Mississippi Child Protection Services and the Mississippi Department of Health. In March 2020, church staff participated in the *Ministry Safe Sexual Abuse Awareness Training*. These events provided the CC with more insight on the importance of having a solid CPP in place, and the revised CPP was adopted on August 26, 2020. The CPP was shared with the Personnel Team in September 2020, and staff and volunteers began its relevant training and implementation. Broadmoor also adopted *Ministry Safe* as a training requirement for volunteers. After the adoption, Broadmoor's CPP Audit Team conducted an internal compliance audit in 2021 to assess its training and implementation compliance. The audit found areas for improvement including increasing compliance by the Next Gen ministries. Specifically, at the time of the audit, the Next Gen Ministry had 294 volunteers. Of those 294 volunteers, only 46 (16%) had completed volunteer applications; 281 (96%) had completed background checks; and 128 (44%) had completed the *Ministry Safe* training.

Sexual and Physical Abuse Policy History

In efforts to create a safer and supportive environment at Broadmoor, specifically for individuals who experienced abuse, the CC adopted the *Abuse Response Policy* on October 28, 2022, which was then updated on November 10, 2022. The *Abuse Response Policy* outlined the response policies and procedures to be followed, should an allegation of abuse be reported at Broadmoor. This policy was consistent with the church by-laws, the CPP, and relevant sections of the *Personnel Policy*.

Policy Observations

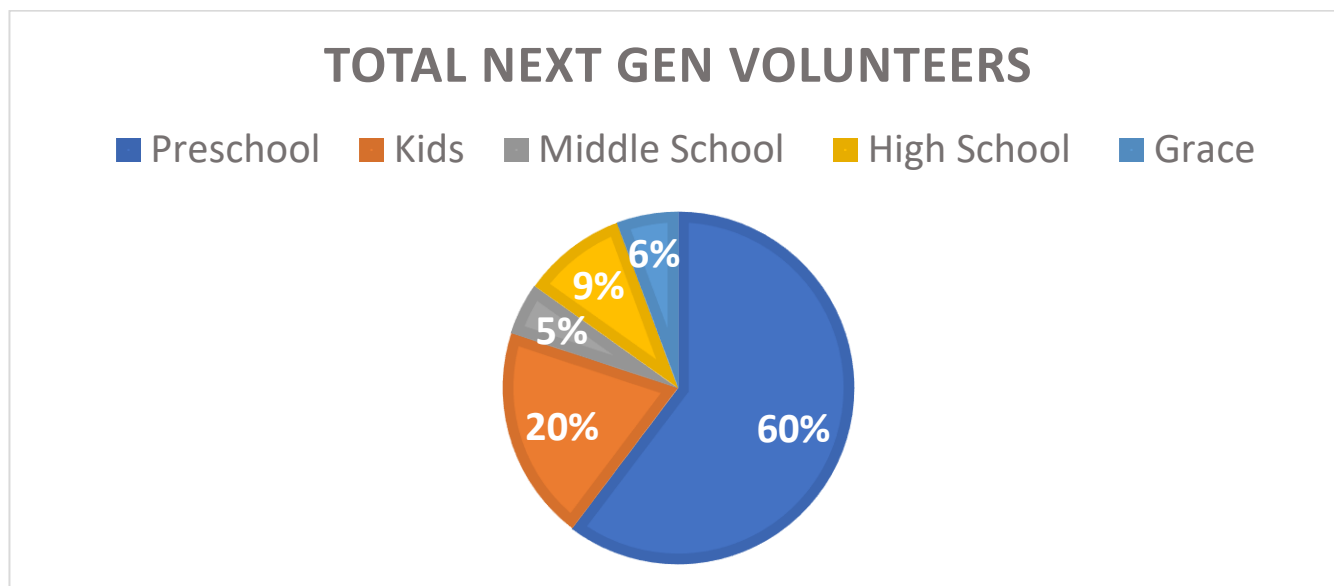
In our review of Broadmoor's CPP, *Abuse Response Policy* and the associated trainings, Guidepost observed that Broadmoor has made significant efforts to update the policies, procedures, and training since 2019. The leadership has incorporated its insurance carrier's recommendations and benchmarked policies of other churches of similar size and makeup as Broadmoor to strengthen their policies and procedures. In addition, Broadmoor's adoption of the *Abuse Response Policy*, provided clarity on reporting procedures should an allegation of abuse arise. Broadmoor has created a Compliance Team/Caring Well Team to champion the policies.

In addition, Broadmoor’s current policies contain provisions on the following:

- Screening policies related to staff and volunteers;
- Training policies related to staff and volunteers;
- Definitions of types of abuse;
- Reporting and documentation;
- Supervision of staff and volunteers by adhering to the Two-Unrelated-Adult rule;
- Transportation policies;
- Overnight policies; and
- Communications with minors.

Compliance Review

A child protection policy is effective when it contains provisions related to prevention, supervision, and reporting, but the policy is ineffective if not consistently put into practice. For this reason, Guidepost conducted a compliance audit, including a review of documents and policies, a site visit,²⁶ and interviews of Next Gen Ministry leaders to determine if the CPP is being put into practice on a regular basis. All of Broadmoor’s child and youth ministries are part of the Next Gen Ministry which includes the Preschool Ministry, Kids Ministry, Middle School Ministry, High School Ministry, Grace Ministry, Community Impact Ministry, and Weekday Preschool. The Next Gen Ministry relies on volunteers to carry out their ministry goals. Net Gen Ministry volunteers include 278 individuals in the Preschool Ministry; 91 in Kids Ministry; 22 in Middle School Ministry; 44 in High School Ministry; and 26 in Grace Ministry.



Compliance Audit

Guidepost conducted a compliance audit of the Next Gen Ministries and Weekday Preschool based upon records provided by each division’s ministry leader. Guidepost requested ten weeks of ministry data²⁷ to include the following:

²⁶ Guidepost did not do a site visit of the Community Impact and Weekday Preschool ministries.

²⁷ The audit period was from the beginning of the 2023-2024 ministry year starting on August 4, 2023 through October 8, 2023.

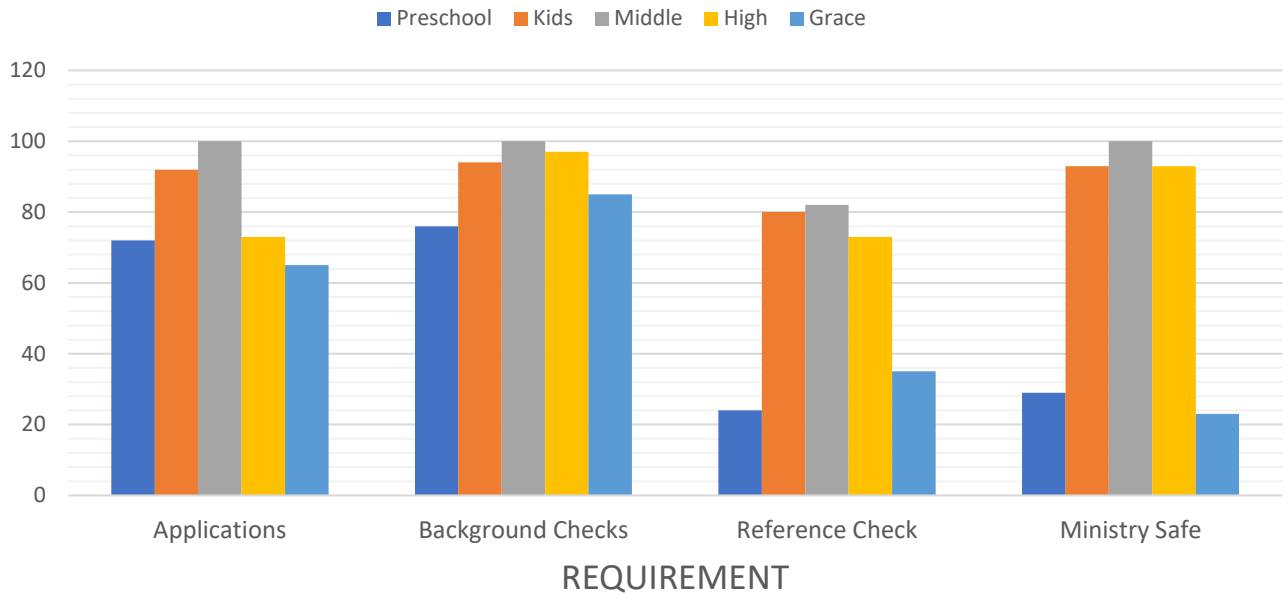
- A list of adult volunteers for the 2023-2024 ministry year with the completion dates for ministry application, interview, background check, reference check, and *Ministry Safe* training;
- A list of minor volunteers for the 2023-2024 ministry year with the completion dates for application, interview, reference check, and *Ministry Safe* training;
- A list of all volunteers who served during the ten-week audit period including Sunday mornings and Wednesday evening;
- For the Community Impact Ministry: A list of volunteers for the Upward 2022-2023 season with the completion dates for ministry application, interview, background check, reference check, and *Ministry Safe* training;
- For the Community Impact Ministry: A list of volunteers for the 2023 Summer Children's Camp with the completion dates for ministry application, interview, background check, reference check, and *Ministry Safe* training;
- For Weekday Preschool: A description of the training provided to/require of staff, including information regarding the following: content, length, title, provider of training, frequency of training, and any training specific to abuse; and
- For Weekday Preschool: A list of current staff and volunteers for the 2023-2024 school year with the completion dates for application, interview, reference check, and required training.

According to Section 4 of the CPP, Broadmoor children and youth ministry staff and adult leaders are required to complete an application, an interview, a background check, a reference check, and training during on-boarding. Minor volunteers are required to complete an application, interview, and an approved child abuse awareness training. Guidepost reviewed and assessed the compliance documentation and found that the Next Gen Ministries were overall not requiring an interview in their on-boarding process. Guidepost found that the Community Impact Upward Basketball was the only ministry that had documented interviews of all their volunteers. Guidepost determined the additional data for each ministry.

NEXT GEN MINISTRIES

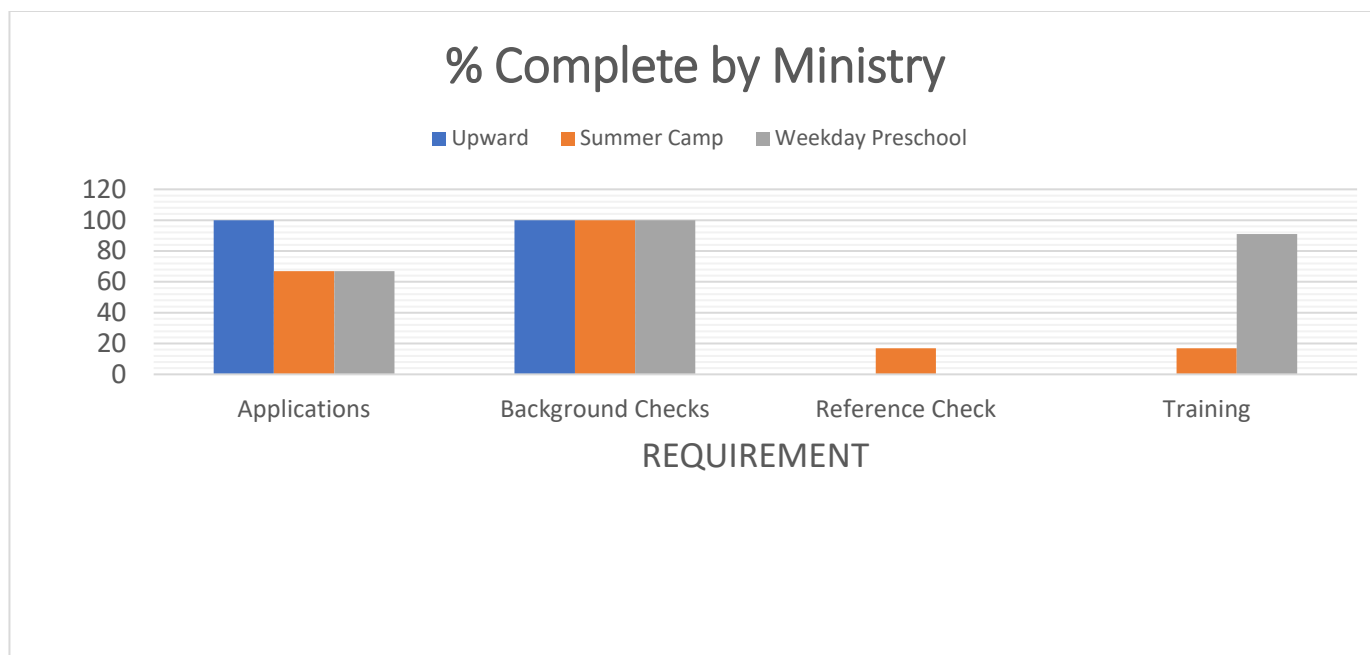
	PRESCHOOL	KIDS	MIDDLE	HIGH	GRACE
Total Current Volunteers	278	91	22	44	26
Volunteers with Completed Applications	200 (72%)	84 (92%)	22 (100%)	32 (73%)	17 (65%)
Volunteers with Completed Background Checks	211 (76%)	86 (94%)	22 (100%)	43 (97%)	22 (85%)
Volunteers with Completed Reference Checks	66 (24%)	73 (80%)	18 (82%)	32 (73%)	9 (35%)
Volunteers with Completed Ministry Safe Training	82 (29%)	85 (93%)	22 (100%)	41 (93%)	6 (23%)

% Complete by Ministry



COMMUNITY IMPACT AND WEEKDAY PRESCHOOL MINISTRIES

	COMMUNITY IMPACT UPWARDS 2022 - 2023	COMMUNITY IMPACT SUMMER CAMP 2023	WEEKDAY PRESCHOOL 2023 - 2024
Total Current Staff/Volunteers	105	6	33
Volunteers with Completed Applications	105 (100%)	4 (67%)	22 (67%)
Volunteers with Completed Background Checks	105 (100%)	6 (100%)	33 (100%)
Volunteers with Completed Reference Checks	0 (0%)	1 (17%)	0 (0%)
Volunteers with Completed <i>Ministry Safe</i> Training and/or Preschool Required Teacher Training	0 (0%)	1 (17%)	30 (91%)



Data shows that there is room for improvement with ministry volunteers completing the requirements as outlined in the CPP.

Onsite Visit

On Sunday, October 29, 2023, two Guidepost team members conducted an unannounced compliance site visit and assessed the Preschool, Kids, Grace, Middle School, and High School Ministries to observe compliance with existing child protection policies. Guidepost did not conduct a site visit of the Weekday Preschool or the Community Impact Ministry.

Guidepost staff members found that the volunteers throughout Next Gen ministries appeared to be dedicated, kind, loving, and attentive to the children and youth. The overall culture seemed inviting and centered around teaching children about Jesus and the Bible. Activities for children were observed to be appropriate for respective ages, as well as the church environment. The Two-Adult rule was found to be followed in the majority of classes, with the exception of a couple of instances described below.

Broadmoor has many children and youth in attendance on Sundays and given the size of the ministries the pick-up and drop-off times seemed overwhelming and chaotic. Lanyard and identification badge use was inconsistent, which made it difficult for Guidepost team members to identify if an individual was authorized to be in the children and youth ministry spaces.

Guidepost staff assessed the volunteer compliance data for Sunday, October 29, 2023 related to Preschool, Kids, Middle School, High School, and Grace Ministries, and the data showed the following regarding this specific Sunday:

	PRESCHOOL	KIDS	MIDDLE	HIGH	GRACE
Total Current Volunteers	278	91	22	44	26
Volunteers with Completed Applications	200 (72%)	84 (92%)	17 (77%)	32 (73%)	17 (65%)
Volunteers with Completed Background Checks	211 (76%)	86 (94%)	22 (100%)	43 (97%)	22 (85%)
Volunteers with Completed Reference Checks	66 (24%)	73 (80%)	18 (82%)	32 (73%)	9 (35%)
Volunteers with Completed <i>Ministry Safe</i> Training	50 (18%)	85 (93%)	22 (100%)	41 (93%)	6 (23%)

E. Ministry Observations

In addition to a policy review, a compliance audit, and an onsite visit, the Guidepost team interviewed Next Gen Ministry leaders about their respective ministries. What follows in this report are summaries of each ministry area with policy and practice observations from our total review process.

1. Preschool Ministry

Broadmoor ministers to families with preschoolers in two ways through their Sunday and Wednesday night programs (Preschool Ministry) and through a Weekday Preschool. These two Preschool Ministries will be presented separately in this report. The Preschool minister oversees the Sunday, Wednesday night, and other preschool activities. The Preschool minister and her team recruit, coordinate, and train volunteers, select and develop preschool curriculum, and provide overall vision for the ministry programming. The Preschool Ministry serves about 300 children from birth to Kindergarten. The Preschool children are divided into classrooms by age. Infants through age three are in classrooms located in the Love Building Nursery. On Sundays, infants through three-year-olds are cared for during the worship service and the life group time. Authorized adults, such as a parent or guardian, check their children in with an adult volunteer and an identification/security tag is placed on the child's clothing, and the parent/guardian is given a matching security tag that must be turned in at the child's classroom to pick up the child. The entry to the nursery has double doors that are open for check-in, allowing parents/guardians to accompany their child to the classroom, and the doors are closed once all the children have arrived and can only be opened by a background-checked volunteer. A volunteer monitors the entry where parents/guardians and children enter as well as volunteers check in. Each Sunday approximately 115 children from infants to age three attend, and approximately 98 volunteers are needed to serve this age group. On Wednesday nights, the Preschool Ministry offers programming for children in this age group in the Love Building Nursery. Wednesday night activities are staffed by volunteers and staff.

On Sunday, the Pre-K-4 and Kindergarten children attend worship with their parents, and then at 10:45am are checked in to the Preschool classrooms on the first floor of the Faith building. Similar to the younger preschoolers, parents/guardians are required to check the children in and receive an identification security tag. Each Sunday,

approximately 275-300 Pre-K-4 to Kindergarten aged children attend, and approximately 20 volunteers are needed to serve this age group. There is a host team that checks on classroom/volunteers throughout the Sunday morning sessions. On Wednesday nights, the Pre-K-4 and Kindergarten children attend Mission Discovery on the first floor of the Faith building. Mission Discovery is staffed by volunteers and staff.

Throughout the year, the Preschool Ministry team hosts other events for preschoolers and their families. The events are staffed by Preschool Ministry staff, volunteers, and parents. Some of those events include WOW week childcare for infants through Pre-K-4, mystery day trip for Pre-K-4 to second graders, Funday Mondays, and a Goodbye Kindergarten party for those children moving up to Kids Ministry.

Interview Observations: The Preschool minister provided information about the Preschool Ministry and the policies and practices related to recruiting and onboarding volunteers, supervision of children, training, and mandatory reporting. For the most part, Preschool Ministry staff reported that they think they are following most of what is in the CPP.

Recruiting and Onboarding Volunteers: With the last CPP update, the Preschool Ministry team shared that in practice, their volunteer recruiting process includes an online application, a background check, and references. References are checked by a Preschool Ministry staff member with a standardized list of questions to ask individuals listed as references, but staff were unaware if these questions were used. Staff recommended a better reference process that would prohibit volunteer applicants from listing family members as references. Staff noted there are no prior employment history reference checks. Currently, if a red flag is identified for an applicant, staff were unaware of who at Broadmoor would record this information into *Fellowship One*, the church-wide management software.

As for a formal interview, the practice is that if the Preschool Ministry team does not know the volunteer applicant, a Preschool Ministry staff person will call the applicant and discuss where/how they are interested in serving. Applicants are not required to read the CPP as part of the online application. While Preschool Ministry staff believe that most Sunday morning volunteers are background checked, some of those we interviewed did share that there are circumstances where scheduled Sunday morning volunteers cancel at the last minute and a non-background checked parent may be asked to serve.

As a church policy, life group ministry volunteers must have been a part of Broadmoor for one year and an official member. The Preschool Ministry is least consistent in enforcing the one-year attendance requirement.

Supervision: Interviews with Preschool Ministry leaders also covered the supervision of children and went over procedures related to check-in/check-out of children, diapering/toileting, and the Two-Unrelated-Adult rule. The Preschool Ministry has a formal process for check-in/check-out of children, though not written in the CPP. We were told that volunteers check children in and generate an identification/security ticket that is placed on the child's clothing, with an identical ticket that is given to the parent/guardian to present upon check-out of the children. Some Preschool Ministry staff stated that they feel like the entry area is secure once all children are checked in, but during arrival and pick-up time, the entry ways are wide open, and anyone can walk in and out. Preschool Ministry staff also mentioned their practice of keeping custody and/or domestic restraining orders on file and staff had awareness of those specific children. This is not addressed in the CPP but is something that is practiced.

Interviewers also inquired about diapering and toileting policies. Currently, there are no formal policies in place, however, volunteers are expected to follow certain practices. First, no males are allowed to change diapers or accompany a child to the restroom. In the Preschool rooms, changing tables are located in the open room and

bathrooms are “Jack and Jill” style between classrooms. The desire is that children take care of their own toileting, but staff acknowledge that there are some who have not been potty trained or need help and a volunteer may need to assist. They agree the door should be open/ajar and suggested that this should probably be formally written into the CPP.

As far as child supervision, the CPP requires two unrelated adults be present. Prior to the updated policy, there were a number of married couples serving together, but the CPP does not allow for a married couple to be counted as two adults volunteering in a room. If a married couple is serving in the same classroom, a third unrelated volunteer is required to be in compliance with the CPP. Preschool Ministry staff report that the occurrence of married couples serving together puts an additional strain on recruitment requiring a third unrelated adult. It was learned that the Two-Unrelated-Adult rule is not always followed, which results in a married couple potentially serving together without a third volunteer. The Preschool Ministry staff feel this policy has been the hardest policy to implement.

Training: Preschool Ministry staff described training as “on the job training.” At the start of the ministry year, new volunteers arrive early on their first day of service to learn where supplies are, walk through the curriculum, and become familiar with the forms that parents fill out at drop-off. As for child abuse awareness and prevention training, Preschool Ministry staff stated that *Ministry Safe* training was adopted in early 2020. Staff shared that volunteers say that *Ministry Safe* is too cumbersome and complained the trainer was someone outside of Broadmoor. Preschool Ministry staff report that currently most Preschool volunteers have not completed *Ministry Safe* training. In addition, staff find it difficult to track who has completed the training and cite issues with church management software compatibility.

Compliance Audit Observations: The Preschool Ministry relies heavily on volunteers. According to the CPP, all adult volunteers are required to complete an application, a background check, an interview, a reference check, and child abuse awareness²⁸ training. The CPP also allows minors who are thirteen years of age or older to serve in the Preschool or Kids Ministries. Minor volunteers must complete an application, interview, and training to serve. As part of the compliance audit process, Guidepost requested records from the Preschool Ministry showing all volunteers currently being utilized in the Preschool Ministry as well as volunteer attendance data for the first ten weeks of the 2023 – 2024 ministry year, from August 6 to October 8, 2023. The Preschool Ministry provided a roster of 278 adult volunteers that are currently available to serve in the Preschool Ministry. Guidepost conducted a compliance audit for the current onboarding process for the Preschool Ministry volunteers.

The compliance audit form showed that of the 278 current volunteers, 78 volunteers were missing an application; 272 volunteers had not been interviewed; 67 volunteers were missing a background check; 212 volunteers did not have any reference check; and 196 volunteers had not completed *Ministry Safe* training. **Of the 278 volunteers, 45 (16%) were compliant with the Broadmoor policy as to the requirements for an application, a background check, a reference check, and *Ministry Safe* training.**²⁹

Site Visit Observations: Below are key observations made by Guidepost staff during the on-site visit.

Ratios: In the Infant and Preschool Ministry rooms, the ratios were appropriate.

²⁸ Broadmoor currently uses *Ministry Safe* as their child abuse awareness training.

²⁹ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

Two-Unrelated-Adult Rule: In the Preschool area there was one classroom where there was only a married couple present without a third adult present. Guidepost observed two classrooms where there were two married couples working together, with a third adult present.

Badges/Lanyards: The practice of wearing badges/lanyards by volunteers was poor overall. In the infant to preschool section, compliance was far less than 50%.

Children's stickers: A large majority if not all children had their identification sticker on during the first session. Adhesion became more problematic during the second session with several stickers falling off.

Volunteers: We noted that between session one and two, when volunteers were rotating in and out, there was a significant number of "friends" who accompanied new volunteers into some of the children's rooms to socialize. It was hard to determine who was a volunteer versus a visitor, as a minority of the volunteers were wearing badges or lanyards.

Minor "Volunteers": There were three situations of minors (age 9-years-old – young teenagers) in classrooms for the entire session being supervised by their parent. These minors, who were not wearing badges nor lanyards, were very interactive with the children, including allowing children to sit on their laps. When asked, these minors had not been reference checked and had not received any training.

Diaper changing: Only women were seen performing a diaper change or assisting children with toileting.

Physical contact: There was no indication of inappropriate conduct occurring.

Drop-Off and Pick Up: Overall the drop-off time appeared organized, but entry ways were observed to be wide open with little monitoring of people walking in and out of the restricted areas. We noted in several classrooms, parents, siblings, and larger groups of people were observed to be entering the classrooms. During these very social drop-offs, it was somewhat chaotic with little attention being paid to the children in these classrooms. Regarding pick up, we again noted in several classrooms that multiple family members and adult friends accompanied parents/guardians into the classrooms. Because of the activity in some of the rooms it was difficult to track whether children were being properly checked out or just released.

Hiding places: There were several classrooms with cabinets unlocked and within reach of the children. Rooms 102 and 163 were unsecured, with Room 163 being dark.

2. Kids Ministry

Broadmoor ministers to 1st through 5th grade children through the Kids Ministry Sunday and Wednesday night programs. The Kids minister who oversees this ministry works to ensure the children are safe, develops the Kids Ministry curriculum, shepherds parents, and partners with them as they disciple their children. She leads the Kids Ministry team that is responsible for curriculum planning, providing weekly curriculum content to life group leaders, assisting with volunteer recruitment, and gathering supplies for Sunday and Wednesday programming as well as other Kids Ministry events such as Vacation Bible School. Kids Ministry teachers and volunteers are recruited in January and sign a one-year commitment beginning in March.

On Sunday mornings, the children attend worship service with their parents/guardians. Beginning at 10:45am, children move to their life groups located in KidTown. Parents/guardians sign their children in with an adult volunteer and then deliver their child to their assigned classroom. The children complete an introductory activity before moving into the

large group room where a Bible story is told, and games are played. Students then return to their original classroom to discuss the Bible story and remain until the parent/guardian picks up the child. On Wednesday nights, beginning at 6:15pm, parents/guardians deliver their child to their classroom and the children then rotate through three different stations including Bible skills, music, and snack. Throughout the year, other Kids Ministry events include summer events and require a mix of volunteers and parent participation.

Interview Observations: Guidepost interviewed the Kids Ministry team. They all provided information about the Kids Ministry and the policies and practices related to recruiting and onboarding volunteers, supervision of children, training, and mandatory reporting. Staff overall reported that they have a general understanding of the CPP.

Recruiting and Onboarding Volunteers: One Kids Ministry staff member oversees background checks with the assistance of other team members as needed. Volunteers sign up for a one-year commitment, and the Kids Ministry team has a workable recruitment plan that sets them up for having the volunteers they need at the beginning of the ministry year. A database tracks *Ministry Safe* certificates and background checks. Another Next Gen staff member runs a check every month regarding who needs an update, and she notifies the person by sending a link. Background checks for staff and volunteers are renewed triennially.

For reference checks, they have a list of questions that a staff member emails to the references requesting a response. Sometimes the staff will call a reference.

Kids Ministry volunteers are required to have been attending Broadmoor for six months prior to volunteering. Membership is not required. Staff send an online application to people the staff want to apply. Applicants fill out the online application, provide references and agree to a background check through *Ministry Mobilizer* which includes a social security number check, county criminal and multi-state check, and check of the sex offender registry. If the applicant is approved, they are sent a *Ministry Safe* training link, and references are then checked. If someone fills out an application that has not been asked for, the staff discuss this person. Volunteers are trained before they start and receive other training throughout the year. Paid staff also have a background check via *Ministry Mobilizer* including driving record, legal name, and addresses. Volunteers and staff must read and sign off on the child protection policies before beginning work.

Training: Child protection training includes reading and then discussing the policies and specific situations with a leader. Annual training requirements include child protection, mandatory reporting, the Two-Adult rule, student/teacher ratios and ongoing curriculum training. All Kids Ministry staff members have completed *Ministry Safe* training and one of them has a first-aid certificate. The *Ministry Safe* training covers grooming and how to recognize it.

Compliance Audit Observations: The Kids Ministry relies heavily on volunteers. The Kids Ministry provided a roster of 91 adult volunteers that are currently available to serve in the Kids Ministry. Guidepost conducted a compliance audit for the current onboarding process for Kids Ministry volunteers. The compliance audit showed that of the 91 current volunteers, seven volunteers were missing an application; no volunteer had been interviewed; 5 volunteers were missing a background check; 18 volunteers did not have any reference check; and 6 volunteers had not completed *Ministry Safe* training. **Of the 91 volunteers, 71 (78%) were compliant with Broadmoor policy as to the requirements for an application, a background check, a reference check, and *Ministry Safe* training.**³⁰

³⁰ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

Site Visit Observations: Below are key observations made by Guidepost staff during the on-site visit.

Ratios: Because of the ongoing activities and rotation, at times, it was difficult to tell if there was a sufficient ratio of students to volunteers in the Kids Ministry rooms. The record of volunteers present on the day of the on-site visit did support appropriate adult to student ratios.

Two-Adult Rule: There were at least two unrelated adults in each classroom.

Badges/Lanyards: The practice of wearing of badges/lanyards by volunteers was inconsistent.

Pick Up: There was a volunteer at the door releasing students to their parents/guardians or siblings. It did not appear that any form of identification or authorization required to pick up a child was in practice.

Hiding Places: There were areas of concern that were accessible.

3. Grace Ministry

The Grace Ministry serves individuals with disabilities, therapeutic needs, and special needs. On Sunday mornings, Grace serves between 15 to 50 children and adults with special needs. Approximately eight to 20 children and adults with severe disabilities attend with a minimum of four volunteers. There are three rooms (Treasure Cove) that are connected by doors and a bathroom. One room has adult with special needs, the second has children with special needs (birth to 18 years old), and the third room has one child and one volunteer with a consistently open Dutch door to the adjoining room. All the doors in this area have a keypad lock. At 10:45am, adults ages 30+ with special needs attend Sunday school class, each accompanied by a personal helper. There are four adult volunteers in this ministry who each serve once every fourth Sunday. On Wednesday nights, Grace Ministry holds a group for older teens and adults with disabilities. Typically, there are eight to ten participants who are from the church and community and three leaders from Broadmoor. Some parents also attend. Throughout the year, other Grace Ministry events include seasonal events like Prom, Pumpkin Patch, and Christmas light viewing.

Interview Observations: Guidepost interviewed the Grace Ministry Coordinator, who oversees all the Grace programming.

Recruiting and Onboarding Volunteers: We learned that volunteers are required to complete an application and references. There are no background check requirements for volunteers under 18 years old, but the Grace Ministry Coordinator calls the references. If the volunteer is over 18 years old, she sends them a link to do *Ministry Mobilizer* which she believed conducted the background check every three years, and assumed it also checked references. She said there were no training requirements for volunteers. For Wednesday night Grace programming, adults and parents are allowed to attend but are not required to complete a background check even though they are permitted to participate in activities. We learned that for special events such as Prom, high school students are recruited as volunteers based on their participation in honor societies. These volunteers may list their references as family members.

Supervision: Forms are sent out to families regarding toileting procedures. There are two people present when changing an individual's diaper, and women primarily change diapers. Volunteers and employees do not change adult

diapers unless needed. Adults do not go into the bathroom with a child unless the child requests and another volunteer is present.

Compliance Audit Observations: The Grace Ministry volunteers complete the same onboarding process as listed under the Preschool Ministry section. The Grace Ministry currently has 26 volunteers. Guidepost conducted a compliance audit for the current onboarding process for Grace Ministry volunteers. The compliance audit form showed that of the 26 current volunteers, 9 volunteers were missing an application; one volunteer had been interviewed; four volunteers were missing a background check; 17 volunteers did not have any reference check; and 20 volunteers had not completed *Ministry Safe* training. **Of the 26 volunteers, two (8%) were compliant with the Broadmoor policy as to the requirements for an application, a background check, a reference check, and Ministry Safe training.**³¹

Site Visit Observations: Below are key observations made by Guidepost staff during the on-site visit.

Ratios: Volunteer to participant ratios were adequate.

Two-Adult Rule: Grace Ministry was observed to be in compliance.

Badges/Lanyards: The practice of wearing of badges/lanyards by volunteers was inconsistent.

Safety: The Grace Ministry areas were observed to be secure.

4. Middle School Ministry

The Middle School Ministry serves 6th through 8th grade students on Sunday mornings, Wednesday nights, and Friday nights. The Middle School Ministry also sponsors various activities throughout the year including summer camp. The Middle School and Middle School Associate oversee this ministry. On Sunday morning, Middle School students attend the worship service with their families and then go to the Rock³² for life group time. When the students enter the Rock, they check in and are given a nametag by an adult volunteer. Students do not need to be picked up by an adult. Students initially socialize together, until they split into life groups which are divided by grade and gender. On Wednesday nights during the school year, Middle School students meet for large group time where they participate in large group worship, Bible study and games.

Also, one Friday night a month during the school year, Middle School Ministry hosts Friday night fellowship. Middle School students meet in the gym and worship rooms. There is no set agenda, just the opportunity to socialize with other students and life group leaders. Students are encouraged to invite their friends. Some additional non-volunteer adults can attend on Friday nights and shadow a leader. There are about 10 volunteers on Fridays, two of whom sit at a desk in the hallway to have a view of the restrooms. The Middle School Ministry also sponsors various summer camps and activities. Buses are used for transportation and are typically single gender with several same gender chaperones.

Interview Observations: Guidepost interviewed the Middle School Ministry staff team. They provided information about the Middle School Ministry and various events and indicated the team worked well together. We learned that the team has asked Middle School Ministry volunteers and chaperones for recommendations on event policies, to encourage

³¹ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

³² The Rock is a location upstairs where the Middle School students meet on Sundays during life group time.

them to voice concerns and ideas on enhancements. The team expressed the importance of clearly communicating policy expectations to volunteers.

Recruiting and Onboarding Volunteers: To participate as a Middle School Ministry volunteer, each applicant initially has an in-person interview. If after the interview they seem to be a good fit, they are sent an application, undergo a background check, and references are checked. Volunteers are required to complete *Ministry Safe* training. Not all adult volunteers in attendance on Friday nights have a completed background check. Friday nights are a time that individuals with interest in the Middle School Ministry can attend, observe, and interact with youth while shadowing volunteer leaders.

Compliance Audit Observations: The Middle School Ministry volunteers are required to complete the same onboarding process as listed in the Preschool Ministry section. The Middle School Ministry currently has 22 volunteers. Guidepost conducted a compliance audit for the current onboarding process for Middle School Ministry volunteers. The compliance audit form showed that of the 22 current volunteers, all volunteers had completed an application; no volunteer had been interviewed; all volunteers had completed a background check; four volunteers did not have a reference check; and all volunteers had completed *Ministry Safe* training. **Of the 22 volunteers, 19 (86%) were compliant with Broadmoor policy as to the requirements for an application, a background check, a reference check, and Ministry Safe training.**³³

Site Visit Observations: Below are key observations made by Guidepost staff during the on-site visit.

Badges/Lanyards: The practice of wearing of badges/lanyards by volunteers was inconsistent.

Hiding places: There were areas of concern that were accessible.

Two-Adult Rule: All Middle School groups, with the exception of one classroom, had two unrelated adult volunteers.

5. High School Ministry

The High School Ministry serves students in 9th through 12th grade on Sunday mornings and Wednesday nights. The High School Ministry also sponsors various activities throughout the year including camps. The High School Pastor and High School Associate oversee this ministry. An administrative assistant helps with the screening process and other administrative matters. On Sunday mornings after worship, high school students gather in the Venue³⁴ for their life groups. Each group sits around a table with two adult leaders to study the Bible, discuss the sermon, discipleship, and relationship building. On Wednesday nights, High school Ministry students attend Thrive on the 3rd floor of the Love building. After signing in with a volunteer, students socialize and then have large group time. The program runs on a three-week rotation with the first night being a worship service, the second night is student-led table groups discussing teaching from the prior week's worship service, and the third night is a service night. Other High School Ministry events throughout the year include:

³³ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

³⁴ The Venue is a large gathering room on the main floor where the high school students meet on Sunday mornings during life group time.

Camp: This camp for High School students is held at a rented site. Seven to eight students sleep in dorm rooms while supervisors sleep in separate rooms. We learned the staff believes more preparation is needed for this camp.

Super Summer: This camp places two High School students in a room with adults sleeping in separate rooms. Everyone sleeps on the same floor.

Together Weekend: This camp has 400 participants, 6th through 12th grade, with 80-90 college students and young adult leaders. Everyone spends the night in private homes with 10 same gender students and two leaders assigned to each home. All parents and college leaders are background checked and have completed *Ministry Safe*. Many families know the kids and trust them. One life group leader also helps with this event.

Interview Observations: Guidepost interviewed the High School Ministry staff team. During the interview, the new CPP was discussed. We learned the new CPP has been an adjustment. Staff wondered if the CPP protects volunteers as much as minors.

Mandatory Reporting: We learned that High School Ministry volunteers are not trained on mandatory reporting. Volunteers are told that if they hear or see something that makes them uncomfortable, they should report to the High School Pastor who then elevates the issue up to senior pastoral leadership.

Recruiting and Onboarding Volunteers: Volunteers must complete an application, background check, and *Ministry Safe* training. There was no mention of reference checks being required. Non-members are allowed to serve as volunteers in the High School Ministry. The recruiting and onboarding process usually starts in August before the new ministry year begins, allowing everyone to be on the same schedule for renewal every three years. If a volunteer starts mid-year, they are off schedule and may get lost for renewal. There have been no complaints about *Ministry Safe* training by non-members. Staff noted that *Ministry Safe* compliance does not automatically go into the database.

Training: We learned there are five opportunities a year for training. Sexual abuse awareness is covered in the first training and the four other trainings include topics such as theology, discipleship, social media, and communication. These trainings are not mandatory but are highly encouraged. Social media training involves recommendations for group chats only and the prohibition of any communication in the DM form of social media.

Compliance Audit Observations: The High School Ministry currently has 44 volunteers. Guidepost conducted a compliance audit for the current onboarding process for High School Ministry volunteers. The compliance audit form showed that of the 44 current volunteers, 12 volunteers were missing an application; no volunteers had been interviewed; one volunteer was missing a background check; 12 volunteers did not have a reference check; and 3 volunteers had not completed *Ministry Safe* training. **Of the 44 volunteers, 28 (64%) were compliant with Broadmoor policy as to the requirements for an application, a background check, a reference check, and Ministry Safe training.**³⁵

Site Visit Observations: Below are key observations made by Guidepost staff during the on-site visit.

Badges/Lanyards: The practice of wearing of badges/lanyards by volunteers was inconsistent.

Two-Adult Rule: High School Ministry areas were observed to be in compliance.

³⁵ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

Hiding Places: There were areas of concern that were accessible.

6. Community Impact – Sports

The purpose of the Community Impact Ministry is to cultivate healthy relationships and opportunities to share the gospel through the experience of sports and community events, which includes a children's summer camp. The Community Impact pastor oversees this ministry. The main sports outreach, Upward Basketball, runs annually from October to March. Upward Basketball is open for participation by boys and girls, K5 – 5th grade.

The Community Impact Ministry is served by Broadmoor staff and adult volunteers who coach basketball and help run other events. Being a ministry that serves minors at Broadmoor, under Section 4 of the CPP, volunteers are required to complete an application, an interview, a background check, a reference check, and *Ministry Safe* training.

Interview Observations: Guidepost interviewed Community Impact Pastor. During the interview, the CPP was discussed. We learned that the Community Impact volunteers have not been asked to do the *Ministry Safe* training.

Mandatory Reporting: We learned that coaches are not trained on mandatory reporting. Volunteers are told that if they hear or see something that makes them uncomfortable, they should report to the Community Impact pastor or his administrative assistant. The ministry mantra is "if in doubt, fill it [incident report] out." Staff and volunteers are then instructed to take a photo of the incident report and send it to everyone via group message.

Background Checks and References: Volunteers and staff must complete an application. The Community Impact pastor interviews applicants. Background checks on volunteers are reviewed annually in October by the ministry administrative staff and will be re-run triennially. The Community Impact pastor contacts the applicant's references on some occasions if he is not familiar with the applicant, but officially the ministry is not in the practice of contacting references. There are no limitations on who can be listed as a reference, so family members are allowed to be a reference. However, he considers who the reference is and their relationship with the applicant and weighs the value of the reference. The Community Impact pastor is always making observations for potential volunteers and connecting with people. He personally checks the applicants' social media accounts.

Ministry Safe Training: Broadmoor started *Ministry Safe* training three years ago, but the Community Impact pastor does not believe the church is completely aligned on the implementation of this training. At the time of the interview, he shared that he had not completed the *Ministry Safe* training. He stated that Upward Basketball volunteers are not required to do the training, as the length of training is too long for short-term volunteer coaches. He recommended there be a shorter, more generic training for short-term coaches that would be more applicable to this volunteer role. Coaches are trained about the Two-Adult rule. He is unsure of the appropriate training for youth volunteers to support their volunteer roles.

Other Policies: The Two-Adult rule is emphasized in this ministry, and they do not allow family members to work together with the exception of the youth sports events. If a married couple volunteers as a coaching team, then a third coach may be placed with them, but it is not a requirement as staff and multiple teams are present at the same time. They follow industry standard ratios (1-6 or 1-7, then uses 1-4 or 1-5). Today 26 campers are with 11 staff, for age group K-5th. The Community Impact pastor shared there is a high level of trust between church members and

community members, and this trust must be earned. He believes there is a lot of effort on doing things the right way at Broadmoor.

Because this ministry is seasonal with summer camp and with basketball, there is a lot of room to grow in terms of consistency.

Compliance Audit Observations: Compliance audit forms were submitted for the 2023 children's summer camp and the 2022 – 2023 Upward Basketball program. The summer camp compliance audit form showed that there were six volunteers involved with the camp. Of those, two volunteers were missing an application; no volunteers had been interviewed; five volunteers did not have any reference check; and five had not completed *Ministry Safe* training. **One volunteer was compliant with Broadmoor policy as to the requirements for an application, a background check, a reference check, and Ministry Safe training.**³⁶

The Upward compliance audit form showed that there were 105 volunteers involved with the program. The audit form showed that 100% of volunteers had completed an application, completed an interview (which happens at the coach training), and completed background checks which had been completed within the past three years. There was no record of reference checks or *Ministry Safe* training for any of the volunteers.

Site Visit Observations: Guidepost did not conduct a site visit as there were no Community Impact – Sports events occurring at the time of Guidepost's visit.

7. Weekday Preschool

Broadmoor holds a Weekday Preschool in its facility that runs an academic year program from August through May. Weekday Preschool staff are at-will employees of Broadmoor Baptist church and are expected to adhere to the *Weekday Preschool Handbook* policies, as well as the *Broadmoor Personnel Policies and Procedures*. The Director of the Weekday Preschool oversees 33 staff, including teachers, part-time staff, volunteers, and substitutes. The Preschool has a maximum capacity to serve 120 children and is available to children ages three months to four years old.

The Preschool is licensed by the Mississippi State Board of Health. The Childcare Facility License #45CFRM-7367, is valid through August 31, 2024, and certifies that Broadmoor Baptist church is duly licensed to maintain and operate the Broadmoor Weekday Preschool in compliance with MS Childcare Licensing law Section 43-20-1 through 43-20-1, Law of 1972.

The Weekday Preschool was inspected on August 18, 2023, and approved for state certification on September 1, 2023, Guidepost reviewed the Annual Inspection Report dated August 18, 2023, and did not find any notes of concern. The state inspector assessed the following during the inspection:: list of all staff and letters of suitability (obtained by submitting teachers' fingerprints and information for background checks and child abuse registry check); copy of all staff CPR and first aid certifications; list of all children; immunization records for all staff and children; inspection of all the classrooms to ensure compliance with child/staff ratio; first aid kit; record of monthly fire and tornado drills; and other information that pertains to the safety and maintenance of the facilities. The Weekday Preschool was found to be in compliance in all areas.

³⁶ The interview requirement was not included in this number. Compliance in conducting interviews was very low.

Interview Observations: Guidepost interviewed the Director who presented a general overview of the policies, procedures, practices followed in the Weekday Preschool, which is detailed in the *Parent Handbook* provided to parents at the beginning of the school year, and the *Teacher Handbook*. Teachers participate in the Weekday Preschool five-hour annual training, to go over mandatory reporting and other policies and procedures. The in-house training specifically refreshes teachers on policies regarding dress code, adult-child ratios, CPP, and roles and responsibilities of teachers. Teachers also participated in a one-hour training on mandatory reporting and recognizing and reporting child abuse, led by Deputy Director of Mississippi Children's Advocacy Center. The goal is to provide this training to Broadmoor Weekday Preschool teachers annually. In addition, teachers are required to complete 15 hours of child-related continuing education training as a Mississippi state requirement, but there are no specific requirements on safety or abuse prevention training.

Compliance Data: Guidepost reviewed compliance documentation provided by the Director. Out of the 33 Weekday Preschool staff, 22 (67%) had completed applications; 33 (100%) had completed background checks; one (3%) had documentation of a completed interview; zero had documentation of reference checks; and 30 (91%) had completed training requirements.

F. Church Council Presentation and Follow-up

On February 8, 2024, the Guidepost team presented a detailed presentation to the Broadmoor CC related to the policy assessment and compliance review. We also understand that the Caring Well Team met several times throughout 2023 and 2024 to review the church's previously existing policies and draft new procedures. Church leadership considered several different methods to improve compliance and address existing policy gaps. The team decided that they needed to educate their staff proactively and continuously on different forms of abuse to increase clarity surrounding acceptable versus unacceptable behavior. By clearly outlining their expectations, the team was able to work towards building a healthier, more transparent community with a foundation of trust and responsibility. The Caring Well Team remains committed to ensuring the safety and well-being of all its members and staff.

RECOMMENDATIONS RELATED TO POLICY ASSESSMENT AND COMPLIANCE REVIEW

Upon reviewing the CPP, compliance audit data, and our site visit observations, Guidepost presents specific recommendations as follows:

1. Set compliance goals and time frame followed by a compliance audit to assess and monitor progress.
 - a. Build in another review of current Broadmoor policies and procedures to ensure the following have been addressed: enhancements to policies and procedures to address vulnerabilities that have been identified from the Guidepost assessment; all Next Gen ministries are in compliance with updated policies and procedures; other related Broadmoor policies are consistent and linked where appropriate; and clarification of the reporting procedures regarding sexual misconduct issues.
 - b. Audit records to identify staff/volunteers that are not in compliance with policy requirements including application, interview, background check, reference check, and trainings, and request missing information from staff/volunteers to ensure full compliance.

2. Enhance the CPP to include a mission statement for the ministries that it covers; a purpose statement; a statement of zero tolerance for any form of abuse; an expanded definitions section; abuse prevention section; reporting and response section; detailed screening policies and processes; supervision policies and practices; training policies; and for any ministry specific policies include a section for specific ministries.
3. Refine screening policies and processes including updates to the volunteer application to include questions related to child protection and experience with children/youth; defined background checks; and requirements for in-person interviews, social media checks, reference checks, waiting/probation period for volunteers, and a signed acknowledgment of the CPP.
4. Enhance prevention efforts through supervision policies and practices related to enforcing the Two-Adult Rule;³⁷ establishing minor/adult ratios; creating a Code of Conduct; defining appropriate versus inappropriate conduct; incorporating pickup and drop-off practices into the written policy; including toileting practices into the written policy; and addressing staff/volunteer electronic communication and social media usage in more detail.
5. Implement a robust training policy that defines training requirements, frequency, and content.
6. Revisit and strengthen Response and Reporting Policies.
 - a. Review policies for consistency with the *Abuse Reporting Policy* and the *Employee Handbook*.
 - b. Incorporate language from Mississippi mandatory reporting law.
 - c. Provide a step-by-step procedure and timeline for reporting and parental notification (for non-offender parent).
 - d. Include contact information for CPS and law enforcement.
 - e. Develop a more robust records and retention policy regarding reports of sexual abuse, misconduct, or sexual harassment within Broadmoor.
 - f. Provide measures for minor as well as substantial violations of policy.
 - g. Institutionalize child protection policies establishing standardized procedures for proper handling of allegations of grooming, sexual abuse, or sexual harassment.

Upon reviewing the *Abuse Response Policy* and related practices, Guidepost presents specific recommendations as follows:

1. Review for consistency and incorporation with the *Child Protection Policy* and the *Employee Handbook*.
2. Consider establishing a confidential phone/email hotline for reporting.
3. Provide law enforcement and CPS contact information in the CPP.
4. Establish a confidentiality policy for staff and CC.
5. Establish trauma and abuse training requirements for staff and CC.
6. Include a no-retaliation/whistleblower protection policy.
7. Define a specific timeline for responding to a report.
8. Establish an intake process.
9. Specify when legal counsel should be contacted.
10. Specify when independent investigation is needed.
11. Include statement that if an allegation involves a minor, then the parent/guardian (non-offender) will be notified immediately.

³⁷ This policy is currently in place, but Broadmoor needs to enforce and define any exceptions to the Two-Adult rule. Language should be strengthened to include a mandatory second unrelated adult throughout.

12. Define a conflict of interest policy in case the allegation concerns the Ministry Director or Senior leadership. Consider outlining the use of independent counsel or investigator.
13. Define interim measures when criminal proceedings or investigation is ongoing.
14. Provide list of licensed child/family therapists for referrals.
15. Include policies related to the Compliance/Caring Well Team including:
 - a. Child Protection Coordinator;
 - b. Make-up of team;
 - c. Duties of the team;
 - d. Document process for compliance;
 - e. Document meetings and annual review; and
 - f. Outside review every 3-5 years.
16. Define a documentation and records retention policy.
17. Include a Sex-Offender Attendance Policy.

CONCLUSIONS RELATED TO POLICY ASSESSMENT AND COMPLIANCE REVIEW

In our policy review and compliance assessment, Guidepost observed that in 2019 and 2020, Broadmoor made significant efforts to update the CPP, procedures, and training. Broadmoor also adopted the *Abuse Response Policy* that provided clarity on reporting procedures for disclosures of abuse. Broadmoor has also created a Compliance Team/Caring Well Team to oversee this process. In the review of the CPP, Guidepost found multiple areas where the policies can be enhanced to provide more robust screening, supervision, and response practices. Guidepost also found that while the CPP mandated certain onboarding requirements, that full compliance was low across the Next Gen Ministries. Protection policies are only effective when they are put into practice.

During the course of our work, we were encouraged that the CC, Broadmoor staff, and the Caring Well Team were committed to the protection policies, consistent implementation, and compliance. This commitment will serve Broadmoor well as they continue to work in this area. By creating, implementing, and creating a culture of compliance, Broadmoor's protection policies will strengthen their youth and child serving ministries in the following ways:

1. Creating a culture of awareness among staff, volunteers, and parents;
2. Creating a safer environment by establishing boundaries and expectations for behavior;
3. Sending a message to potential offenders that child protection and abuse prevention are important to Broadmoor;
4. Sending a message to survivors of abuse that Broadmoor is prioritizing safety and abuse prevention; and
5. Building an environment of trust and transparency where staff, volunteers, and community members feel safe to bring child protection and abuse related concerns to Broadmoor leadership.

APPENDIX

Emails Referenced in Report

February 21, 2012

From: [REDACTED]
To: [REDACTED]
Sent: Tuesday, February 21, 2012 12:15 PM
Subject: Treatment Update

[REDACTED]

I'm sure that your receipt of this email comes with some trepidation, and I debated about whether to call or email you. I decided that an email may be less awkward for both of us. Acknowledging that the last time we met was a difficult and tense situation, let me first thank you and [REDACTED] for agreeing to meet with us and for participating in [REDACTED]'s recovery process. I know that meeting was not easy for either of you and has likely created additional tensions in your family. Although I still hate what created the need for that meeting in the first place, I do appreciate you owning up to your actions and taking responsibility for the pain caused. I also thank you for all of the steps you have taken over the last couple of years in trying to make amends.

[REDACTED] has continued the hard work of moving forward and putting the past behind her. And although she has made some tremendous progress, over the last couple of months she has spiraled back into deep depression to the point that we have taken steps to ensure her safety. Due to tremendous ongoing costs of the medications she has been taking (which she seems to have responded to very well) she has had to discontinue many of them simply because of the cost. It appears this has been the catalyst for her recent decline. We have developed a plan to help put her back on her trajectory of growth. This plan includes: (1) her meeting with her doctor last week to prescribe some medications that would be more affordable, (2) a 2-3 week stay at the [REDACTED] Clinic [REDACTED] to allow for daily therapy and time for the new medications to take effect, and (3) a plan to increase outpatient treatment frequency when she returns (at least initially).

I assure you that I would not be coming to you with this if I had other options, but [REDACTED]'s ongoing medical and counseling expenses have taken a financial toll on our family, and I am doing everything I can to get [REDACTED] the treatment and assistance she needs to re-engage with her family, friends, and the community around her. A 3 week stay at the [REDACTED] Clinic, after insurance, is going to cost somewhere between \$7,000 and \$10,000. If you are able and willing to assist with all or any portion of this expense, it would be a tremendous help and very appreciated. As we have done up to this point, we are trusting God to provide in this next stage of [REDACTED]'s recovery, and we know that even if you are unable to help, He will show Himself and His provisions through this trial.

Thank you in advance for anything you may be able to provide.

Sincerely,
[REDACTED]

February 23, 2012

On Thu, Feb 23, 2012 at 3:45 PM, [REDACTED] wrote:

[REDACTED]

Your email was very gracious and kind. We have prayed for you and [REDACTED] on many occasions.

Needless to say, getting another email asking for money has been upsetting. Especially after a humiliating meeting which was called a "closure" meeting. Our marriage has been strained, but God has brought healing and peace and reconciliation. We [REDACTED] are in full discussion about all of the events regarding this, and are truly sorry [REDACTED] is in depression.

Along with this, a text was received from [REDACTED] two weeks ago, 2/9/12, which we ignored.

A voice message was left on 2/10/12 with [REDACTED] to discuss the contact by text, but he did not return the call. I did my part to be accountable and [REDACTED] read the text, as well.

You may not believe this, but [REDACTED] feels she is a victim in this as well, and she has suffered greatly. There have been many days she could have used a professional counselor, but it was unaffordable. So, we counsel each other every day, morning and night with the Divine Instruction of our Father. He truly is THE Wonderful Counselor, and Prince of Peace.

In this economy we are barely making it [REDACTED] However in good faith, we will send you \$1,000. We will also send \$200 per month for March, April and May for medicines since you mentioned they help her a great deal.

We continue to pray every single day for peace. We have a devotional book that has been very valuable in our daily dealings with this. We read it together, and through its written word, God's Word and prayer together, it has brought us to a place of solace and comfort that only God can provide. Also listening together to Dr. David Jeremiah's daily message on line at www.davidjeremiah.org is a source of strength and Godly counsel. We hope and pray that these could also be tools for you as a couple.

We also recommend reading the Psalms, as David suffered greatly, but God brought him out of the miry clay and set his feet on Solid Ground. We pray that God can bring peace that passes understanding for you both.

We would like to give you a copy of the devotional book that has been a source of strength to us. We'll determine an avenue to have it delivered to you in the near future.

In Him,

[REDACTED]

March 8, 2012

From: [REDACTED]
Sent: Thursday, March 8, 2012 10:06 AM
To: [REDACTED]

Cc: [REDACTED]
Subject: Re: Treatment Update

[REDACTED]

Please see my response in the attached pdf document.

Thank you.

[REDACTED]

Attachment Referenced in March 8, 2012 email

██████ and ██████

I have waited several days to respond to your email below as we have taken time to discuss and pray over the appropriate response. I have rewritten this several times trying to be sensitive to God's direction on how I should respond; wanting my words to be what God would have me write rather than what my emotions would dictate. First of all, thank you for your prayers. They are much needed and appreciated right now, and I am certain will be needed for some time to come. I also appreciate the \$1,000 you have offered toward the ██████ Clinic treatment. It will help, but as I outlined in my original email, it is not nearly sufficient to cover the expenses for ██████'s treatment. Although not sufficient, we have deposited the \$1,000 check you sent because every little bit is necessary to meet ██████'s ongoing treatment expenses. The \$200 per month will roughly cover her monthly medication expenses, but she is not likely to be able to discontinue those any time soon, and certainly not within a 3 month time period.

Although I know money can't fix everything, unfortunately recovery from child sexual abuse often requires the expensive services of therapeutic experts and expensive medications. Please understand that we are in no way benefiting from any funds that you are able to provide. I will be happy to provide a breakdown of the estimated expenses for treatment at the ██████ Clinic and related expenses, along with actual receipts for all expenses so that you can be certain that your assistance is not being pocketed by us but is truly going to ██████'s treatment. ██████ I regret that we are even in a position to have to ask you for financial assistance, but the request is not unreasonable considering that your actions are the source of this need. I have had to set aside my own personal pride to even ask you for this help. It is not melodramatic to say that I am fighting for my ██████'s life and to keep our family intact in much the same way that ██████ fought to keep your own family intact by not holding you accountable for your actions for all these years.

In my original email, I requested your help "if you [were] able and willing to assist". Right or wrong, I made an assumption about your willingness to help due to your previous admission of responsibility for your actions. I understand that you may be unable to pay for this treatment in ██████ in one lump payment, but I'm sure the ██████ Clinic can arrange a payment plan, and you could make payments directly to the clinic.

Second, I appreciate the steps you took and your efforts to be accountable with ██████ and ██████ concerning the text you received from ██████. I have discussed this with her, and remember her telling me she had seen you on the road, but I was not aware of the text. Although the content of her text was rather benign, she agrees that zero contact is mandatory. I truly appreciate you doing as I requested and making no attempt to respond to her contact. I cannot speak to why ██████ did not respond to your call.

Third, although it was not my intent to upset the two of you with my previous email, I certainly understand how my request could have been disconcerting. I regret the ongoing nature of these financial requests, but the consequences of sin are rarely easy to accept, and the fallout and repercussions of sin often have a long term impact on both the sinner and the one sinned against. Even now it is not my intent to upset you, but in light of your email response, I feel I must make some pointed observations that I'm not sure are fully recognized or appreciated:

1. As humiliating as our last meeting may have been for the two of you, it cannot measure up to the shame and humiliation that ██████ has dealt with due to your actions. You should understand that what we have "done" isn't anything near what the law says you might have

experienced. I appreciate that all of this is upsetting, but I believe our approach has been much more considerate of yours and your families' feelings and wellbeing than they had to be or than many others might even expect. If we were only interested in our own self-interests, we certainly could have taken steps that would have been a lot more devastating than the way we have chosen to handle this. Please weigh the consideration we have shown you versus the consideration you showed [REDACTED] 25 years ago as you reflect on how difficult this experience has been for you and what is an appropriate financial response on your part.

2. [REDACTED] please understand that the purpose of the "closure" meeting was intended for [REDACTED] to gain closure by confronting you face to face about what you did to her as a teenager. That attempt at getting some closure on her part, doesn't mean that this is now a dead issue for her, or that she no longer has to deal with the shame and guilt that you forced on her 25 years ago. The purpose of that meeting in [REDACTED]'s office had no particular focus or intent to provide you or [REDACTED] closure. We can't presume to know what steps are necessary for the two of you to find closure, and I think [REDACTED] did a very good job on multiple occasions during our meeting of emphasizing that the purpose of that meeting was intended for [REDACTED]'s benefit. In addition, [REDACTED]'s discounting, during that meeting, of the trauma [REDACTED] experienced as a teenager at your hands and the sacrifices she made to preserve your reputation and your family was counterproductive to any closure she achieved through her confrontation of you.
3. Believe me when I say that I can appreciate the strain this has put on your marriage. It has put strain on our marriage from the day [REDACTED] performed our wedding ceremony 20 years ago. What has impacted your marriage for the last 6 months has impacted ours for our entire married life.
4. I am thankful that God has brought healing and peace and reconciliation to your marriage. You are fortunate that you have been able to so quickly overcome the repercussions of [REDACTED]'s actions of so many years ago. However, please don't conclude that dealing, as adults, with infidelities 25 years after the fact for betrayals that occurred when you were both adults is anything nearly as difficult as dealing with the shame and guilt forced on a teenage girl through actions initiated by her youth minister who was 14 – 16 years older. I hope this wasn't your intent, but any conclusion or implication that overcoming these 2 very different situations is somehow equivalent is, at the least, illogical, and at worst, insincere and insulting.
5. I am also glad to hear that you are both in full discussion about all of the events that occurred regarding this. [REDACTED] I hope that discussion will include allowing [REDACTED] to read this email. I also hope it has included your sharing detailed accounts of the sexual nature of the episode you initiated with [REDACTED] on the church bus during a youth trip and the events that transpired in [REDACTED]'s bedroom. If you did share these details, then I can fully understand how [REDACTED] feels a victim in all of this. She is a victim...of your actions, as am I; and I don't doubt that she has felt the need for professional counseling. However, if in any way your notes below are to insinuate that [REDACTED] is somehow the victim of actions that [REDACTED] took against your marriage as a teenager, then this is so far off base as to be fantasy. If this is what you meant about [REDACTED] being a victim, in the interest of full disclosure, please set the record straight. Who was the adult and who was the child in this situation? The answer to that question can leave no doubt about whom the true victims were in this situation. However, if this reference is to [REDACTED]'s actions taken in recent years, then yes, [REDACTED] is a victim, but remember and understand that these actions were the byproduct of the psychological damage your previous sexual abuse

created. I am not saying that [REDACTED] had no responsibility in those recent events, but she has acknowledged that and apologized. It is true that [REDACTED] is a victim of both periods of time, but [REDACTED] you are the common denominator to the betrayals of both time periods, and you cannot separate yourself from the actions of your own free will in either.

6. Finally, we received the devotion book this week. Thank you for sharing what has worked for the two of you in coming together as a couple. Those are all certainly meaningful steps that any couple would be wise to follow. There is no doubt that God can and will work through any situation to bring solace, comfort, strength, counsel and reconciliation. However, please recognize that our journey is completely different from yours. Were it simply that one of us had an affair and all we had to do was to learn to forgive and grow together and toward God, then perhaps we could quickly achieve the enviable spiritual growth you have so quickly found together. However, our situation is one in which the entire adulthood and understanding of love by one member of our pair is built upon the unhealthy, shameful experiences and teachings she learned from her youth minister as a young girl, when all she really wanted was to learn what it meant to have a spiritual relationship with God. It would be hard to imagine anyone not understanding or appreciating the long term damage that such manipulation for selfish gratification would create in a young woman's marriage relationship and her spiritual walk with God. It is significant that the actions you took and the way you chose to pursue [REDACTED] 25 years ago undermined the very institution that Christ used as a symbol of His relationship with us, the Church. Your actions set in motion 25+ years of struggles for [REDACTED] both in our marriage and in her relationship with God.

[REDACTED]
I don't know if [REDACTED] is at a place where she is able, ready or willing to fully acknowledge your responsibility in all of this, but I believe you know and accept the manipulative role that you played as an authority figure in [REDACTED]'s formative years and recognize how your actions have impacted her psyche and current mental state. [REDACTED]'s safety and wellbeing, and the security of my family are my paramount concerns, and I am doing everything I know how to do to preserve both. The steps I outlined in my previous email and the ongoing medical treatment and medications are what we and [REDACTED]'s doctors have determined is the needed course of action. Those steps include monthly medication expenses of roughly \$200, a 2 – 3 week stay at the [REDACTED] Clinic for somewhere between \$7,000 and \$10,000 (after insurance), and more frequent counseling meetings (2 -3 days/week @ \$30/visit) once she returns from [REDACTED]. I pray that you will reconsider the level of assistance that you will contribute to this action plan, and we will consider our options and determine next steps accordingly.

Thank you for your prayerful consideration of this request, and I await your response.

[REDACTED]

----- Forwarded message -----

From: [REDACTED]
Date: Thu, Feb 23, 2012 at 3:45 PM
Subject: Re: Treatment Update
To: [REDACTED]

[REDACTED]

Your email was very gracious and kind. We have prayed for you and [REDACTED] on many occasions.

Needless to say, getting another email asking for money has been upsetting. Especially after a humiliating meeting which was called a "closure" meeting. Our marriage has been strained, but God has brought healing and peace and reconciliation. We [REDACTED] are in full discussion about all of the events regarding this, and are truly sorry [REDACTED] is in depression.

Along with this, a text was received from [REDACTED] two weeks ago, 2/9/12, which we ignored.

A voice message was left on 2/10/12 with [REDACTED] to discuss the contact by text, but he did not return the call. I did my part to be accountable and [REDACTED] read the text, as well.

You may not believe this, but [REDACTED] feels she is a victim in this as well, and she has suffered greatly. There have many days she could have used a professional counselor, but it was unaffordable. So, we counsel each other every day, morning and night with the Divine Instruction of our Father. He truly is THE Wonderful Counselor, and Prince of Peace.

In this economy we are barely making it in [REDACTED]
[REDACTED] However in good faith, we will send you \$1,000. We will also send \$200 per month for March, April and May for medicines since you mentioned they help her a great deal.

We continue to pray every single day for peace. We have a devotional book that has been very valuable in our daily dealings with this. We read it together, and through its written word, God's Word and prayer together, it has brought us to a place of solice and comfort that only God can provide. Also listening together to Dr. David Jeremiah's daily message on line at www.davidjeremiah.org is a source of strength and Godly counsel. We hope and pray that these could also be tools for you as a couple.

We also recommend reading the Psalms, as David suffered greatly, but God brought him out of the miry clay and set his feet on Solid Ground. We pray that God can bring peace that passes understanding for you both.

We would like to give you a copy of the devotional book that has been a source of strength to us. We'll determine an avenue to have it delivered to you in the near future.

In Him,

[REDACTED]

From: [REDACTED]
To: [REDACTED]
Sent: Tuesday, February 21, 2012 12:15 PM
Subject: Treatment Update

[REDACTED]

I'm sure that your receipt of this email comes with some trepidation, and I debated about whether to call or email you. I decided that an email may be less awkward for both of us. Acknowledging that the last time we met was a difficult and tense situation, let me first thank you and [REDACTED] for agreeing to meet with us and for participating in [REDACTED]'s recovery process. I know that meeting was not easy for either of you and has likely created additional tensions in your family. Although I still hate what created the need for that meeting in the first place, I do appreciate you owning up to your actions and taking responsibility for the pain caused. I also thank you for all of the steps you have taken over the last couple of years in trying to make amends.

[REDACTED] has continued the hard work of moving forward and putting the past behind her. And although she has made some tremendous progress, over the last couple of months she has spiraled back into deep depression to the point that we have taken steps to ensure her safety. Due to tremendous ongoing costs of the medications she has been taking (which she seems to have responded to very well) she has had to discontinue many of them simply because of the cost. It appears this has been the catalyst for her recent decline. We have developed a plan to help put her back on her trajectory of growth. This plan includes: (1) her meeting with her doctor last week to prescribe some medications that would be more affordable, (2) a 2-3 week stay at the [REDACTED] Clinic in [REDACTED] to allow for daily therapy and time for the new medications to take effect, and (3) a plan to increase outpatient treatment frequency when she returns (at least initially).

I assure you that I would not be coming to you with this if I had other options, but [REDACTED]'s ongoing medical and counseling expenses have taken a financial toll on our family, and I am doing everything I can to get [REDACTED] the treatment and assistance she needs to re-engage with her family, friends, and the community around her. A 3 week stay at the [REDACTED] Clinic, after insurance, is going to cost somewhere between \$7,000 and \$10,000. If you are able and willing to assist with all or any portion of this expense, it would be a tremendous help and very appreciated. As we have done up to this point, we are trusting God to provide in this next stage of [REDACTED]'s recovery, and we know that even if you are unable to help, He will show Himself and His provisions through this trial.

Thank you in advance for anything you may be able to provide.

Sincerely,

[REDACTED]