

## **Why did we investigate something that happened so long ago?**

When Christ commands us to expose the deeds of darkness and hold accountable shepherds who harm the sheep, He does not put a time limit on these commands. We believe obedience requires pursuing the truth and confronting it transparently. We also believe caring for those at Broadmoor requires this step. Understanding failures from our past helps us determine a healthy direction for the future and provides us with critical knowledge so that we can take proactive steps toward being a place of refuge and safety. We also must take this step to properly care for the survivor. We recognize that when abuse occurs, a survivor's voice and choices are taken from them, and relationships are used as a weapon. As a people called to the work of restoration – being Christ's hands and feet in a broken world – we believe it is critical to take steps that work to restore what was taken. Pursuing the truth and releasing it transparently helps restore a survivor's voice and control by allowing the truth to be told. And it is always our heart's cry that our actions and engagement with survivors demonstrate a heart and posture that is the opposite of what a survivor has experienced during abuse.

## **Who Led Broadmoor's Investigation?**

Guidepost Solutions is an international ethics and compliance firm that specializes in investigations, assessments, and institutional health. It has decades of experience working closely with evangelical and faith-based churches and ministries, helping each entity be a place of safety and integrity within its theological beliefs and framework.

Our investigation was led by Ms. Samantha Kilpatrick, who manages Guidepost's Faith-Based Organizations practice group which works with religious institutions and parachurch organizations. Ms. Kilpatrick has over 25 years of legal experience working closely with faith-based organizations in the areas of abuse prevention, policy review, and institutional response, as well as other compliance and investigative matters. Ms. Kilpatrick is a long-time Southern Baptist Convention (SBC) member and a graduate of Southeastern Baptist Theological Seminary (SEBTS) with a master's degree in

biblical counseling. In addition to holding a Juris Doctor (JD) degree, she is also a licensed marriage and family therapist, allowing her to bring a compassionate, trauma-informed approach to technical processes. Ms. Kilpatrick was a member of the Caring Well curriculum team and spearheaded the development of an abuse prevention and crisis response course for SEBTS. Ms. Kilpatrick is a former prosecutor with significant experience related to sexual and domestic violence.

## **What was the financial cost of Guidepost's investigation?**

Beginning in October 2022 until the release of Guidepost's Investigative Report of Broadmoor, we spent \$327,106.53 toward the investigation, legal consultation, and care and training consultation. These funds were provided from our operating budget, 2023 budget surplus, and designated gifts.

## **In our initial disclosure, why did we share some names and not share others?**

The survivor's experience of abuse silenced them for many years. We acknowledge that our efforts to respond appropriately have not been perfect, and we're grateful for the guidance we've received from others. We remain committed to protecting the survivor's privacy, as their story is theirs to share. Waiting to release the accused's name until after receiving the Guidepost report could have been harmful in several ways:

1. It may have prolonged the suffering of survivors.
2. It could have left others at risk of potential ongoing abuse.
3. It might have prevented people with relevant information from coming forward, affecting the accuracy of investigations.
4. It risked unfairly implicating other individuals who worked at Broadmoor during the same time period.

Initially withholding the names of possible enablers did not compromise safety or hinder information gathering. This is because:

1. These names may not have been immediately known.
2. There was no justification for delaying the identification of all involved parties.

## **What was the actual process we engaged?**

The following outlines the Church Council's process for handling the allegations disclosed on October 30, 2022, covering the period from the survivor's initial meeting request to the release of the disclosure statement. This same process will be applied to all sexual abuse allegations involving a BBC Responsible Person. It's important to understand that this was strictly an information-gathering process, aimed at determining what information needed to be disclosed and understanding what type of assessment was necessary. We, as Church Council members, recognize that we are not trained investigators and did not act in that capacity. Instead, our approach prioritized gathering information in a trauma-informed manner, maintaining transparency, and caring for all involved parties to the best of our ability. This process was crucial for understanding the necessary steps to take and receiving information in a responsible and sensitive way. It helps us respond appropriately to serious allegations while recognizing our limitations and the need for professional involvement in investigations.

- Once the survivor requested to speak with the Church Council, the council immediately reached out to various experts in this field—trauma counselors and advocates. Based on their advice, we immediately engaged Rachael Denhollander (more information about Rachael can be found below). Rachael has provided advice to the Church Council throughout this process, including assistance in drafting the disclosure statement.

- The Church Council was advised of the existence of a non-disclosure agreement (“NDA”) from 2018 and made the determination to defend the survivor if her disclosures were challenged as a violation of the NDA. The survivor was then notified of this decision.
- The Church Council then created a safe environment to hear directly from the survivor, who was accompanied by her spouse and counselor.
- The Church Council next determined if notification of applicable governing authorities was warranted or required. If required and at the proper time, the Church Council will always notify the applicable authorities. Church Council may also confirm any prior reporting of the allegations to applicable authorities.
- The Church Council conducted a limited inquiry to determine what information should be shared with the church and others and to decide on the next steps, including the possibility of commissioning an independent investigation and assessment. With the survivor's consent and encouragement, the process involved requesting and reviewing specific written documents, as well as interviewing counselors and advisors with knowledge related to the allegations. This approach allowed the Council to gather essential information while respecting the survivor's wishes and preparing for a more comprehensive investigation if needed. More details about this preliminary inquiry are provided in the initial disclosure statement.
- Next, a draft of the disclosure statement was prepared based on the survivor's account and corroborating evidence. The draft was reviewed and revised by both the Church Council and its advisors. Prior to disclosure, the Church Council sought input and comments from both the survivor and the accused.
- After informing the accused of the allegations and sharing a draft of the disclosure statement with him, the Church Council allowed a specific period of time for the accused to speak with his family. This was done before the Council contacted any other individuals about the matter.

- Once the accused had informed family members, members of the Church Council reached out to selected individuals who had been previously identified as relevant to the situation.
- After all contacts had been completed, the Church Council made final revisions to the disclosure statement based on comments received. The final statement was unanimously approved by the Church Council early Sunday morning, October 30, 2022.
- Disclosure was then made at the end of the worship service on Sunday, October 30, 2022.
- Since making the disclosure public, we have taken steps to provide care and support to everyone affected by the allegations. This includes proactively reaching out to those involved and offering counseling services to abuse survivors. We are committed to providing support to the survivor, the accused, their families, and others impacted by this situation. We believe it is crucial to show compassion and support to all parties affected, regardless of their role or connection to the events.
- All actions taken were in line with Broadmoor's established policies, recommendations from our professional advisors, and current guidelines set by the Southern Baptist Convention (SBC).

The following information outlines the Church Council's process following the initial public disclosure.

**Working With Guidepost Solutions |** We obtained Guidepost to serve as our independent investigative firm and provided them with the information necessary to ensure a thorough and transparent investigation. This included details from our initial inquiry into the allegations, as well as historical and current information about Broadmoor, our Next Generation Discipleship and Community Impact ministries, and our Weekday Preschool. Specifically, we shared lists of

employees and volunteers, our policies, audits of these policies, and minutes from relevant meetings.

**Site Visit |** After an initial review of Broadmoor’s Child Protection Policies was completed, on June 26–27, 2023, Guidepost representatives met with ministerial staff to review their findings and ask follow-up questions. During this time, Guidepost held one-on-one conversations with individuals as necessary, toured our campus, and met with the Church Council.

**Survey |** On November 2, 2023, Broadmoor emailed members, former members, and attendees, notifying them of an upcoming survey organized by Guidepost Solutions. This survey aimed to gather diverse perspectives and experiences related to the initial disclosure, ensuring that all voices could be heard throughout this process. On November 3, 2023, Guidepost emailed the survey to all recipients. The response collection period continued until Friday, November 17, 2023.

**Guidepost Interviews |** Guidepost reviewed the information gathered from the survey responses and conducted necessary follow-up interviews to complete its comprehensive reporting.

**Caring Well Team Established |** Broadmoor established and began to equip its Caring Well Team in December 2023. More information about this team can be found below.

**Initial Policy Feedback Received |** In February 2024, Guidepost completed its initial review and provided us with feedback on how to enhance our existing Child Protection Policies. They identified several areas where we were doing well and others that needed improvement. We shared these findings with our Caring Well Team and tasked it with addressing the themes highlighted by Guidepost, both to reinforce our strengths and to focus on areas requiring development.

**Draft of Report Received |** On June 19, 2024, members of the Council received a draft of the report and shared it with the survivor. After

several days of reviewing and processing the information, the report was shared with the Caring Well Team to equip them to provide additional guidance.

## **Who is Rachael Denhollander?**

Rachael is a sexual abuse survivor, advocate, attorney, and educator. She works with faith-based institutions across the denominational and international spectrum on abuse prevention and crisis response. She regularly educates on sexual assault, institutional health, best practices, and institutional transformation at military academies, universities, non-profits, legal conferences, law schools, and medical conventions.

## **What is the Caring Well Team?**

Broadmoor's Caring Well Team is a diverse group of experts including professional counselors, educators, law enforcement officers, and ministers. Their primary responsibility is to develop, implement, and maintain comprehensive policies and procedures for abuse prevention and survivor support. The team's work encompasses a wide range of activities, including educating themselves about abuse, communicating with the Church Council and staff about necessary actions, participating in relevant training, evaluating and updating current policies, and establishing and managing screening processes for Broadmoor's servant leaders. By bringing together various professional perspectives, the Caring Well Team aims to create a thorough and effective approach to abuse prevention and survivor support within our community.

Broadmoor's Caring Well Team includes:

- Preston Crowe, Counseling Pastor
- Terri Mayo (Chair), Assistant Principal with Germantown Middle School
- Neil Marsh, Executive Pastor of Ministry, Licensed Psychologist
- Wesley Pena, Teacher with Germantown High School

- Tim Rutledge, Manager / Senior Instructor with Law Enforcement Peer Support Training
- Shaun Selman, Next Generation Discipleship Pastor
- Kendra Watson, Associate Director of Broadmoor's Weekday Preschool
- Leah Williamson, Licensed Professional Counselor

## **Why did Guidepost's report not share more information about the circumstances surrounding Reporter 2?**

In the same time frame as Broadmoor was beginning to embark on this process with Guidepost Solutions, the Mississippi Bureau of Investigations (MBI) reached out to Broadmoor to notify that the MBI had received a different allegation of sexual abuse by a second perpetrator in a second timeframe of Broadmoor's history. The allegations, which are stated in the Guidepost report, concerned a male recreation assistant working for Broadmoor between 1993 and 1995. Shortly thereafter, Broadmoor was able to connect with the alleged victim, as was Guidepost Solutions.

The MBI confirmed to Guidepost Solutions and Broadmoor that the investigation into these allegations was open and ongoing. The existence of an ongoing police investigation prevented Guidepost Solutions from investigating the allegations, though they did perform a limited assessment related to the concerns this individual raised regarding former leadership's handling of her disclosures of abuse. Because of the length of time elapsed, little documented information regarding the church response was available, and Guidepost Solutions was prevented from investigating in order to preserve the integrity of the open MBI investigation. Having engaged with the alleged victim over the course of many months, members of the Church Council believe that the allegations are credible, and can confirm the following:

- The alleged perpetrator was one of the recreational assistants working for Broadmoor between 1993 and 1995.

- The alleged victim or "Reporter 2":
  - was a member of our youth group during the time of the alleged perpetrator's service at Broadmoor.
  - reported to and engaged with law enforcement, who opened an ongoing investigation.
  - had previously disclosed this abuse to a current member in good standing at Broadmoor, consistent with the allegations brought to Church Council.
  - has sought therapy and treatment related to these allegations, including at a trauma treatment center, verified to us by a member in good standing at Broadmoor.
  - had emailed documentation of having confronted the alleged perpetrator several years ago.

• Through a consultant engaged by the Church, it was confirmed that the alleged victim raised these allegations several years ago with a separate church, which was, at the time, employing the alleged perpetrator as a youth pastor. Shortly thereafter, the separate church reported to law enforcement and the alleged perpetrator's employment at that church ceased.

• The alleged victim reported the allegations to the Credentials Committee of the Southern Baptist Convention several years ago, and the Credentials Committee confirmed that a separate church that was employing the alleged perpetrator was no longer employing the alleged perpetrator.

Consistent with Church Policy, we have contacted and shared the allegations with the alleged perpetrator and have offered an opportunity to respond. Through an attorney, the alleged perpetrator denied the allegations.

We urge anyone who may have relevant information related to these allegations to contact Bo Lewis with the Mississippi Bureau of Investigation at

(601) 933-2600 or Neil Marsh with Broadmoor Baptist Church at (601) 898-2345.

## **Why did we not share the name of the accused related to Reporter 2's allegations?**

When the Church Council learned of Reporter 2's allegations, we were also informed that the Mississippi Bureau of Investigation (MBI) was actively investigating the matter. The MBI and our outside counsel instructed Broadmoor not to take any actions that could interfere with or jeopardize their ongoing investigation. This included withholding the name of the person accused.

## **What about the policy compliance and boundaries issue raised by Reporter 3?**

On December 19, 2023, Guidepost informed Neil Marsh, the Executive Pastor of Ministry, that a concern had been raised through their survey efforts regarding a staff member. As a result, Neil Marsh and JoAnn Porter, Director of Human Resources, initiated an HR investigation into the concern on January 3, 2024. After a thorough review, it was concluded that there was no evidence of inappropriate, romantic, or sexual behavior by the staff member in question.

## **Where do we go from here?**

A better understanding of our failures in the past strengthens even further our desire to protect the vulnerable and care for the oppressed. During this independent assessment, Guidepost engaged as many individuals as were willing to respond who have encountered Broadmoor throughout its history. The feedback has helped us identify several ways to improve our policies and culture, including:

**A Review of Guidelines and Policies |** The report from Guidepost Solutions indicates we have made progress in protecting those in Broadmoor's care, but more work and enduring intentionality are

needed. We are updating our policies and practices and will review them routinely to ensure we are cultivating healthy relationships, taking practical steps to prevent abuse, and are fully prepared to care well for those who have suffered.

**Education and Training |** We recognize that it is not enough to write policies about safety and compassion. Our genuine concern for others must become obvious and our care for the vulnerable among us must permeate our lifestyles and ministries. One of the best ways to care is through learning, understanding, and supporting each other. We are committed to hosting ongoing training and forums to learn from survivors and trained professionals so we can better prevent abuse and respond helpfully when abuse has occurred. This training will be open to our ministry teams and anyone in our family of faith who wants to grow and help.

**Care and Counseling |** In 2024, the Broadmoor family expanded the capacity of our counseling ministry, The Center for Hope and Healing. This investment in our care ministry allows us greater capability to counsel those who have encountered any form of abuse.

**Caring Well Team |** As we learned more about who we were, who we are, and who we need to become, it became clear that preventing similar recurrences requires “all of us” and “some of us”. We believe all followers of Jesus must grow in our responsibility to protect and care for one another. At the same time, we need guides to help us grow in that responsibility. The Caring Well team is responsible for reviewing and implementing policies and procedures for abuse prevention and care for survivors.

We prayerfully believe that diligently addressing the areas mentioned above will make our faith family more aware and responsive and help us grow in our efforts to follow Jesus as He has called us.