

Report of the Independent Investigation

Appendices Volume 2

The Southern Baptist Convention Executive Committee's
Response to Sexual Abuse Allegations and an Audit of the
Procedures and Actions of the Credentials Committee

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Appendix F1

EC Survey Results Screenshots 12.2021 redacted

Southern Baptist Convention Executive Committee Staff Survey – December 2021 Q1

In general terms, what is your role at the Executive Committee?

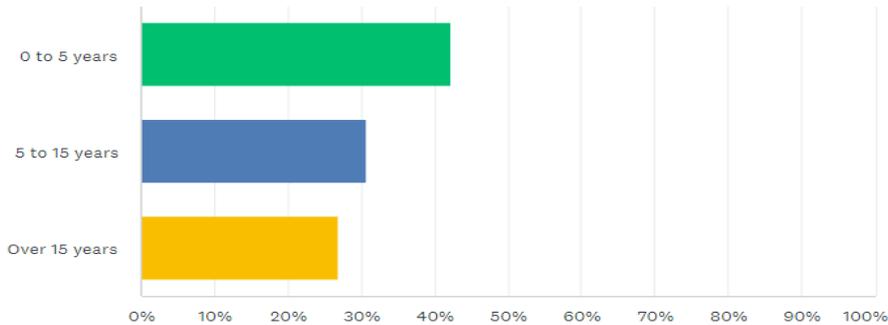
- Answered: 26
- Skipped: 0

Q2



How long have you been on staff at the Executive Committee?

Answered: 26 Skipped: 0



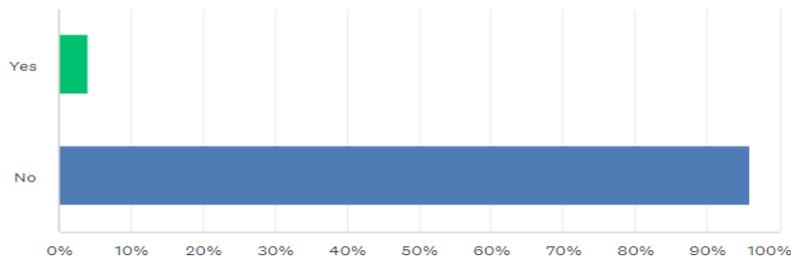
ANSWER CHOICES	RESPONSES
0 to 5 years	42.31% 11
5 to 15 years	30.77% 8
Over 15 years	26.92% 7
TOTAL	26

Q3



Have you completed the Caring Well training?

Answered: 25 Skipped: 1



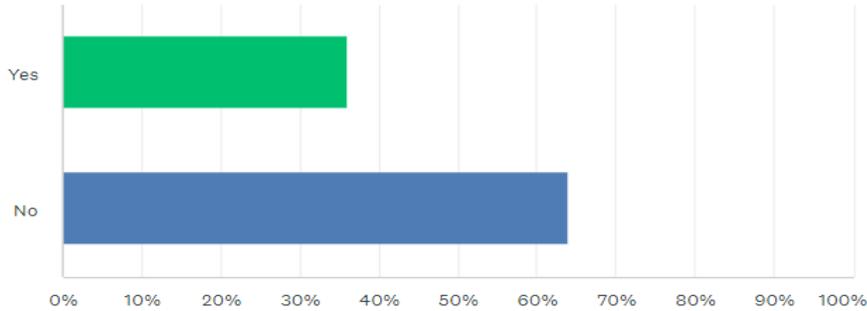
ANSWER CHOICES	RESPONSES
Yes	4.00% 1
No	96.00% 24
TOTAL	25

Q4



Have you participated in other sexual abuse awareness/prevention trainings?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	36.00%	9
No	64.00%	16
TOTAL		25

Q5

If YES, please describe?

- Answered: 9
- Skipped: 17

Prior to being on the EC staff I was on church staff in children's ministry and participated in several trainings regarding prevention and awareness

[Redacted]

I took an online course in order to serve as a chaperone with my church's [Redacted] Kid group.

[Redacted]

Participated in training at a previous employer. The training was classroom lecture and group dialogue combined with video support

[Redacted]

Multiple years of training as part of the annual HR training at [Redacted]

[Redacted]

Not during my time with the EC. I completed a sexual abuse prevention video training series for a summer camp several years ago.

[Redacted]

I completed sexual abuse awareness and prevention training when I served on a church staff prior to joining the EC since we were in proximity to students/youth and had a M-F daycare on campus. But no training here.

[Redacted]

I worked as an educator in the public school system for over 15 years prior to my position here at EC. This role required training and education in the field of abuse (including sexual), reporting, and prevention.

[REDACTED]

At my previous job

[REDACTED]

I was trained in sexual abuse awareness and prevention at the [REDACTED] Convention

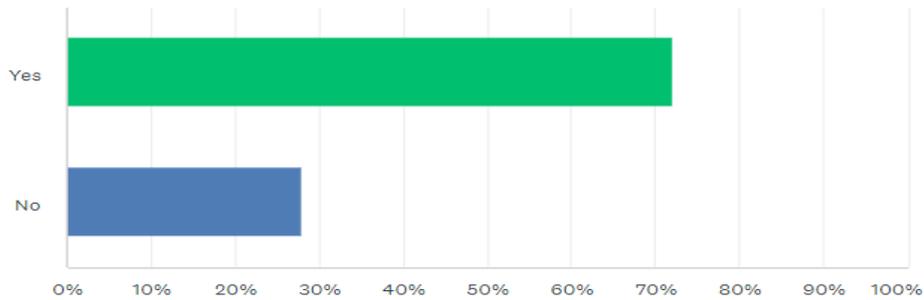
[REDACTED]

Q6



Do you know how to report issues of sexual abuse and harassment within the Executive Committee?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	72.00%	18
No	28.00%	7
TOTAL		25

Q7

If YES, please describe how?

- Answered: 18
- Skipped: 8

Report first to direct supervisor, then to HR.

[REDACTED]

Tell immediate supervisor, president, or executive assistant to the board.

[REDACTED]

Report to [REDACTED] Used to be [REDACTED]

[REDACTED]

As described in the Personnel Policy Manual, reports may be made to immediate supervisors, the president or the executive assistant to the board.

[REDACTED]
The procedure as I understand it is to report it to the executive assistant to the board

[REDACTED]
Personnel policy manual

[REDACTED]
I can either go to my Vice President or the President/CEO - if not comfortable with contacting either of them, I would reach out to the chairman of the Executive Committee.

[REDACTED]
Direct supervisor, President's office, Chairman of Board of Directors in that order.

[REDACTED]
This is not something I have ever had to deal with. But if I received information from a church or individual, I would pass along to

[REDACTED]
Report directly to CEO and Human Resources. If CEO is involved then report directly to Human Resources Manager

[REDACTED]
Inform your supervisor the president or the executive assistant of the board about any situation of abuse that you have experienced or that you have knowledge of someone else experiencing.

[REDACTED]
Contact authorities.

[REDACTED]
I refer to the Personnel Policies of the Executive Committee, pages 11-13, for instruction on reporting issues of sexual abuse and harassment.

[REDACTED]
I would notify my supervisor.

[REDACTED]
HR is handled through the CFO's office, so reporting is done through the CFO. Also, [REDACTED] has served as a staff liaison for women to report any harassment in an attempt to create a caring environment for them.

[REDACTED]
Responsible to report any issue of abuse/harassment to [REDACTED], [REDACTED] or directly to my supervisor.

[REDACTED]
Report directly to my department supervisor

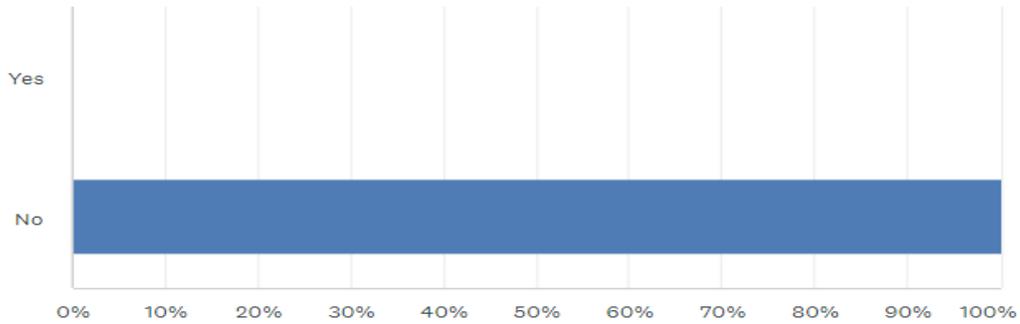
[REDACTED]
They would be reported to [REDACTED] [REDACTED] with [REDACTED] now transitioning into that role

Q8



Have you ever experienced sexual abuse or harassment related to your service with the Southern Baptist Convention?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	25
TOTAL		25

Q9



If YES, did you share it to anyone?

Answered: 0 Skipped: 26

No matching responses.

ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	0.00%	0
TOTAL		0

Q10



If YES, to whom did you report? Select all that apply.

Answered: 0 Skipped: 26

No matching responses.

ANSWER CHOICES	RESPONSES	
Supervisor	0.00%	0
Co-worker	0.00%	0
Executive Committee Officer	0.00%	0
Executive Committee Member	0.00%	0
Family Member	0.00%	0
Friend	0.00%	0
Hotline or Online Portal	0.00%	0
Law Enforcement	0.00%	0
Total Respondents: 0		

Q11



Please provide any other details about your experience you feel comfortable sharing.

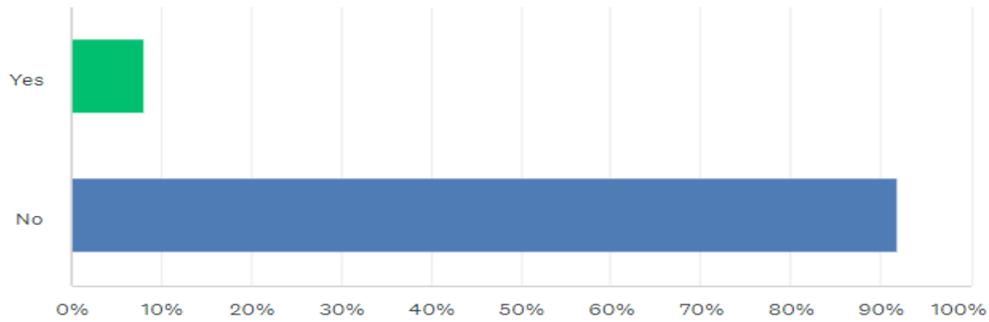
Answered: 0 Skipped: 26

Q12



Have you ever received a report of sexual abuse and/or harassment?

Answered: 25 Skipped: 1



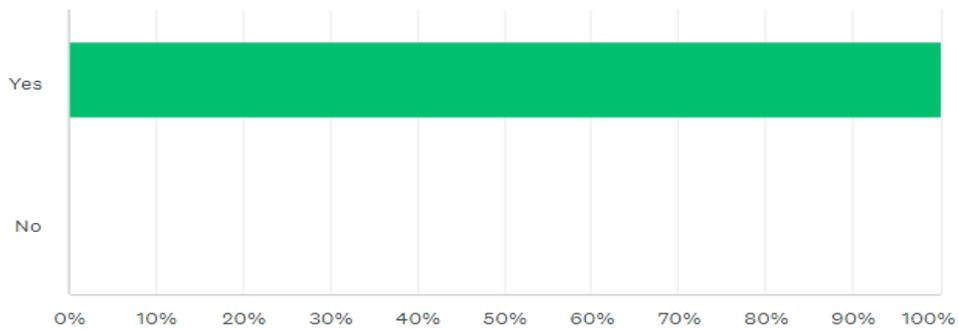
ANSWER CHOICES	RESPONSES	
Yes	8.00%	2
No	92.00%	23
TOTAL		25

Q13



If YES, did you report it to anyone?

Answered: 2 Skipped: 24



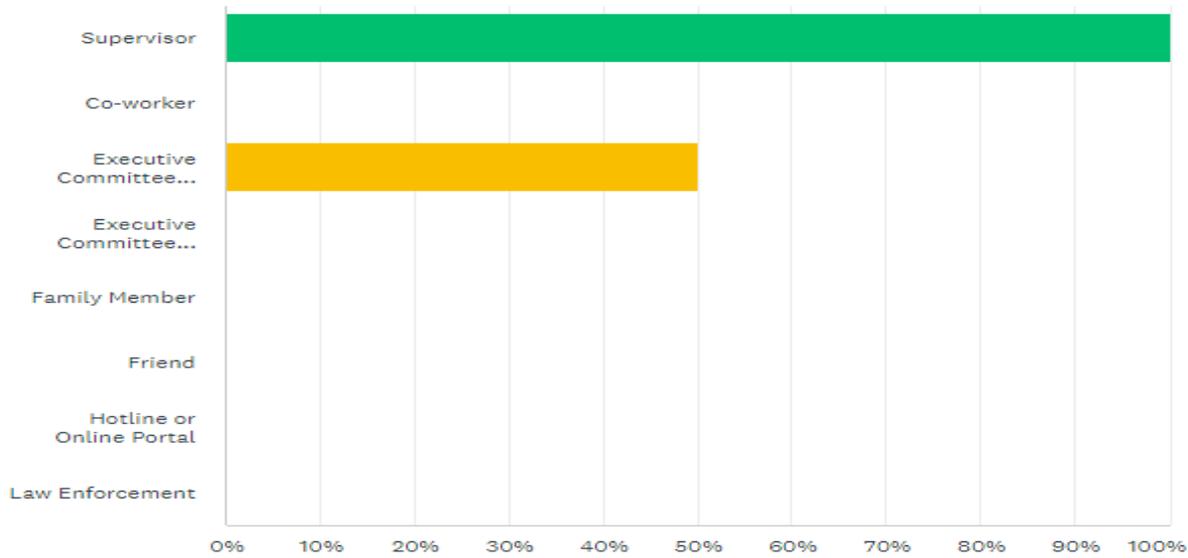
ANSWER CHOICES	RESPONSES	
Yes	100.00%	2
No	0.00%	0
TOTAL		2

Q14



If YES, to whom did you report? Select all that apply.

Answered: 2 Skipped: 24



ANSWER CHOICES	RESPONSES
Supervisor	100.00% 2
Co-worker	0.00% 0
Executive Committee Officer	50.00% 1
Executive Committee Member	0.00% 0
Family Member	0.00% 0
Friend	0.00% 0
Hotline or Online Portal	0.00% 0
Law Enforcement	0.00% 0
Total Respondents: 2	

Q15



Please provide any other details about your experience you feel comfortable sharing.

Answered: 2 Skipped: 24

there is a written report on file detailing the incident and steps taken to address the incident.

12/28/2021 8:33 AM

I was the receptionist, so we would have calls come in from members of SBC churches seeking to report abuse. At the time, the protocol was to tell the person to report the abuse to authorities and then I would transfer the call to either Sing Oldham or Augie Boto's offices. These calls were not common, but this was the protocol when they did come in to my phone

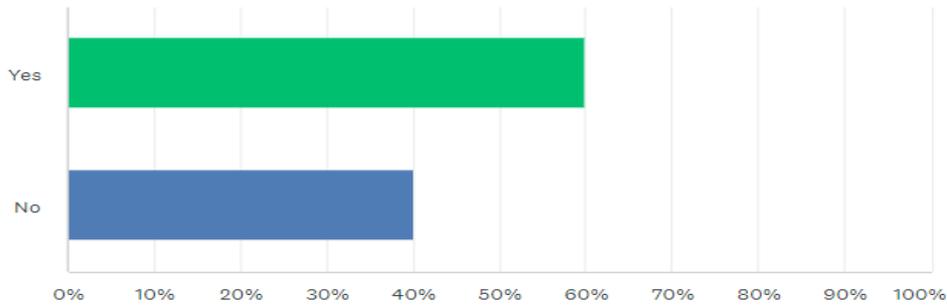
12/22/2021 3:10 PM

Q16



Do you have a clear understanding of the process for reporting sexual abuse and/or harassment within the Southern Baptist Convention?

Answered: 25 Skipped: 1



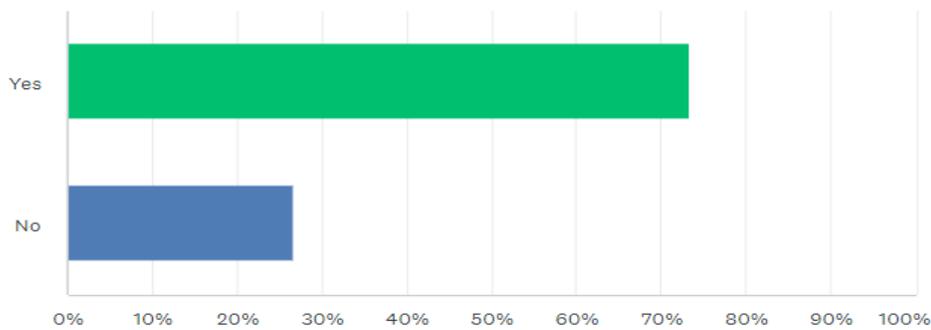
ANSWER CHOICES	RESPONSES	
Yes	60.00%	15
No	40.00%	10
TOTAL		25

Q17



If YES, do you feel the reporting process is well communicated and friendly?

Answered: 15 Skipped: 11



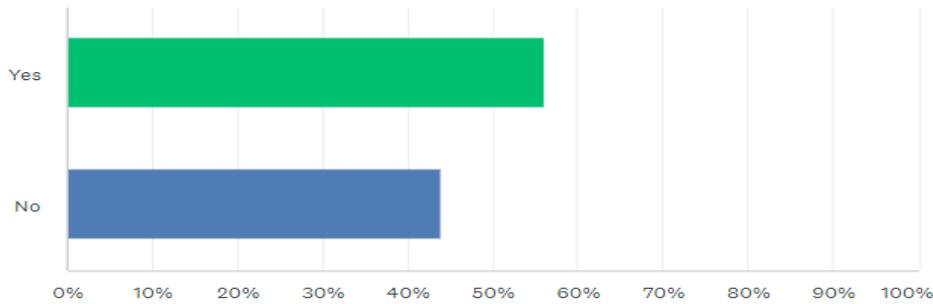
ANSWER CHOICES	RESPONSES	
Yes	73.33%	11
No	26.67%	4
TOTAL		15

Q18



Do you know what happens when a report for sexual abuse and/or harassment comes into the Southern Baptist Convention?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	56.00%	14
No	44.00%	11
TOTAL		25

Q19

Please summarize your understanding of the reporting process.

- Answered: 20
- Skipped: 6

The Credentials Committee considers and handles the report.



Credentials Committee handles all reports.



The SBC Credentials Committee is tasked with receiving reports and with determining if a church has mishandled a report of sexual abuse or has acted in a way that is not consistent with the Convention's beliefs regarding sexual abuse. Initial reports of an abuse are encouraged to be reported to law enforcement and to the leadership of the church. Submitters to the Credentials Committee are encouraged to first and foremost report crimes such as abuse to law enforcement. Reports received by the Credentials Committee involving the sexual abuse of a minor are to be reported to law enforcement with the assistance of SBC legal counsel. The SBC nor the Credentials Committee have any authority over a church or individuals (employees/volunteers) at a church. However, the SBC or its Credentials Committee may determine that a church has acted in a way that is not in friendly cooperation with the Convention. If the Credentials Committee forms that opinion it may recommend to the Executive Committee or the SBC that the church no longer be considered a cooperating church with the Convention. If the EC or SBC adopt the recommendation of the Credentials Committee then the church in question will no longer be considered a cooperating church of the Convention.



The report is received through various methods, then reviewed and investigated by the credentials committee.



1. The report is received 2. A response of receipt is supplied **If the abuse/harassment is currently happening, submitters are encouraged to notify authorities. 3. The report is submitted to the Credentials Committee and the affected church is informed of the inquiry. **Should the church not investigate themselves or offer to look into the matter, the next steps take place: 4. The Credentials Committee reviews report/inquiry and has EC staff member research while committee members review sometimes with various parties (state convention, association, etc.) 5. The Credentials Committee reviews research and discussions and makes a decision to recommend to the EC to disfellowship.

[REDACTED]

It is my understanding that sexual abuse/harassment issues are reported to the entity or church for which the perpetrator is employed. The Southern Baptist Convention does not have the authority or the ability to handle issues that relate to an entity or church. Each church and entity are autonomous and are governed by their own board of trustees. The Executive Committee is one of those autonomous bodies that must handle these situations as they arise.

[REDACTED]

Report received by appointed staff, sent to the Credentials committee

[REDACTED]

I hesitate to say "no" to question 11, because I know there is a process. I just am not very familiar with the process because I've never been involved in it.

[REDACTED]

Not sure that there is an SBC wide blanket reporting process. Churches, State Conventions, and entities have their own processes for reporting sexual abuse and/or harassment

[REDACTED]

The report is submitted to the Credentials Committee for review and recommendation regarding handling

[REDACTED]

The report goes through the Credentials Committee.

[REDACTED]

Best above answer is "I think so." Should I be made aware of a suspected case of abuse, the first thing is to make sure local authorities are notified and to contact the appropriate human resources department.

[REDACTED]

I will follow the instructions in the personnel policies of the Executive Committee when referring to reports that come to the SBC

[REDACTED]

The information would be submitted on the Credentials Committee portal and processed for review by the Credentials Committee.

[REDACTED]

I answered NO to the question #11 as well as #10 because they are not applicable in our polity. Reports of sexual harassment or sexual abuse are not reported to the Executive Committee as the EC does not have authority over any Southern Baptist church or entity. We are not a centralized governing body for the Convention. That does not exist in Baptist polity. Any reports would need to be made to the appropriate church (if a pastor or staff member or leader) or to the entity the employee works for. However, in all instances, abuse should be reported to local authorities. If abuse or harassment involves an EC employee, this report would immediately be directed to the appropriate person at the EC to address it. From time to time, we are contacted by individuals with reports of abuse or harassment in local churches, and we always direct them to local authorities and if they desire, they can report to the Credentials Committee if it involves a church mishandling sex abuse.

[REDACTED]

I'm not familiar with the entire process. But as I understand it, allegations against churches have in the past been handled by the Credentials Committee. As far as individual allegations/reports of abuse, I am unfamiliar with how the reporting process works.

[REDACTED]

It is reviewed by the Credentials Committee

[REDACTED]

I know of no blanket process for reporting such harassment. Anyone may report a church to the Credentials Committee, but individual entities likely have different processes. If harassed, I would report it to the immediate supervisor of the person in question, but have no written assurance that such is proper. We don't have an HR department per se, and I'm not certain it's covered in personnel policies.

[REDACTED]

A report is submitted to the SBC Credentials Committee. Once the report is received, the Credentials Committee will then reach out to the one who submitted the report as well as the church that was named in the report. Once the findings are complete the Credentials Committee then makes a recommendation to the Executive Committee on whether or not to disfellowship the church in question. The Credentials Committee strongly encourages the submitter to first reach out to law enforcement regarding the nature of the incident so as not to potentially hinder an official investigation.

[REDACTED]

I understand the reporting process from my point of view as the [REDACTED] but have no idea how the reports were handled once I transferred the calls.

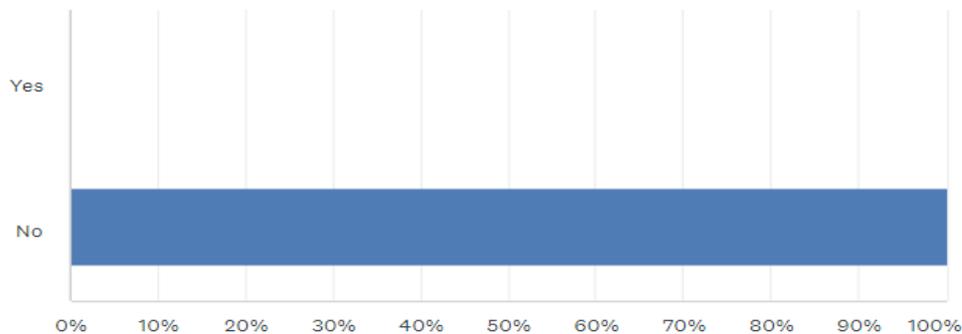
[REDACTED]

Q20



Have you experienced retaliation for reporting a concern related to sexual abuse and/or harassment?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	25
TOTAL		25

Q21



If YES, did you report it to anyone?

Answered: 0 Skipped: 26

No matching responses.

ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	0.00%	0
TOTAL		0

Q22



If YES, where did you report the retaliation? Select all that apply.

Answered: 0 Skipped: 26

No matching responses.

ANSWER CHOICES	RESPONSES	
Supervisor	0.00%	0
Co-worker	0.00%	0
Executive Committee Officer	0.00%	0
Executive Committee Member	0.00%	0
Family Member	0.00%	0
Friend	0.00%	0
Hotline or Online Portal	0.00%	0
Law Enforcement	0.00%	0
Total Respondents: 0		

Q23



Please provide any other details about your experience you feel comfortable sharing.

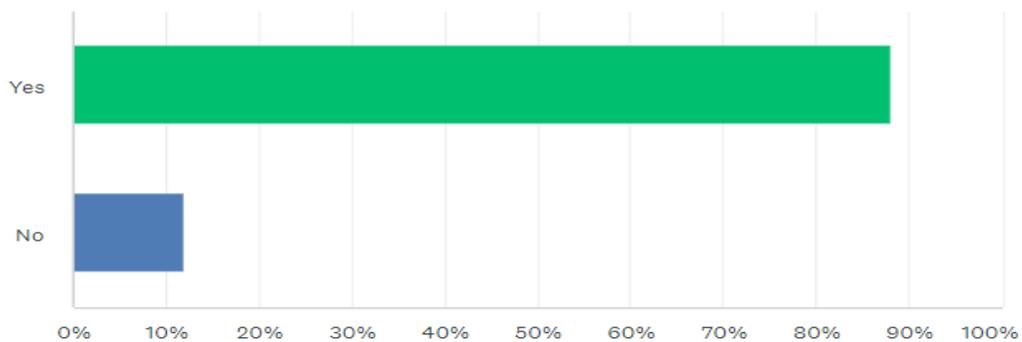
Answered: 0 Skipped: 26

Q24



Does the Executive Committee overall foster a culture that makes you feel comfortable reporting a concern related to sexual abuse and/or harassment?

Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	88.00%	22
No	12.00%	3
TOTAL		25

Q25

If I had concerns related to sexual abuse and/or harassment, I would feel comfortable bringing those concerns to:

- Answered: 25
- Skipped: 1

Direct supervisor or HR rep

[REDACTED]

Supervisor

[REDACTED]

[REDACTED]

[REDACTED]

law enforcement, legal counsel, Executive Committee leadership staff ,the EC chair and/or SBC president.

[REDACTED]

my supervisor or the executive assistant to the board.

[REDACTED]

[REDACTED]

[REDACTED]

Either the Vice President I report to or the President/CEO (when there is one in office)

[REDACTED]

My current supervisor or the president's office

[REDACTED]

[REDACTED] anyone

[REDACTED]

CEO and Human Resource Office

[REDACTED]

[REDACTED] and any of the EC officers, any of the Executive leadership team, leadership team or executive assistant to the board.

[REDACTED]

My boss.

[REDACTED]

executive leadership.

[REDACTED]

my immediate supervisor

[REDACTED]

Absolutely

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] or [REDACTED] (now [REDACTED] since [REDACTED] has retired.)

[REDACTED]

Any of the Vice Presidents or Executive leadership team.

[REDACTED]

I would not hesitate one second to bring any concern to my supervisor.

[REDACTED]

During my years at EC, I have always felt comfortable reporting or discussing any concerns with the appointed staff member [REDACTED] [REDACTED]. [REDACTED], I would feel comfortable reporting to our CFO, [REDACTED]

[REDACTED]

[REDACTED] and/or [REDACTED]

[REDACTED]

I would report them to the immediate supervisor of the accused, but have no certainty that it would be well received. I would appreciate a stated process, but actually perceive that those in authority hold themselves above reproach.

[REDACTED]

My female coworkers.

[REDACTED]

my supervisor

[REDACTED]

[REDACTED]

[REDACTED]

Q6

Based on your experience as staff of the Executive Committee, please respond to the following statements concerning the Executive Committee’s overall approach to sexual abuse and harassment:

	STRONGLY AGREE	TEND TO AGREE	HARD TO DECIDE	TEND TO DISAGREE	STRONGLY DISAGREE	TOTAL
The Executive Committee provides Staff with sufficient training on how to prevent, recognize and report sexual abuse and harassment.	0.00% 0	8.00% 2	32.00% 8	48.00% 12	12.00% 3	25
The Executive Committee provides the SBC community with sufficient education about how to prevent, recognize and report sexual abuse and harassment.	4.00% 1	24.00% 6	44.00% 11	28.00% 7	0.00% 0	25
The Executive Committee fosters a culture that encourages Staff to report concerns of suspected sexual abuse and harassment.	24.00% 6	24.00% 6	44.00% 11	4.00% 1	4.00% 1	25
If I raised a concern about sexual abuse and harassment, I am confident the Executive Committee would take the appropriate actions.	36.00% 9	40.00% 10	24.00% 6	0.00% 0	0.00% 0	25

	STRONGLY AGREE	TEND TO AGREE	HARD TO DECIDE	TEND TO DISAGREE	STRONGLY DISAGREE	TOTAL
The Executive Committee takes reports of sexual abuse and harassment seriously.	32.00% 8	44.00% 11	24.00% 6	0.00% 0	0.00% 0	25
The Executive Committee handles reports of sexual abuse and harassment with integrity.	24.00% 6	32.00% 8	44.00% 11	0.00% 0	0.00% 0	25
The Executive Committee handles reports of sexual abuse and harassment with respect.	24.00% 6	28.00% 7	48.00% 12	0.00% 0	0.00% 0	25
The Executive Committee handles reports of sexual abuse and harassment with sensitivity towards trauma.	20.00% 5	20.00% 5	52.00% 13	8.00% 2	0.00% 0	25
The Executive Committee protects individuals who report sexual abuse and harassment from retaliation.	24.00% 6	24.00% 6	40.00% 10	8.00% 2	4.00% 1	25
The Executive Committee responds timely to communications from survivors of sexual abuse and harassment.	24.00% 6	24.00% 6	52.00% 13	0.00% 0	0.00% 0	25
The Executive Committee takes steps to ensure the safety of survivors and others within SBC churches.	16.00% 4	16.00% 4	64.00% 16	0.00% 0	4.00% 1	25
The Executive Committee has cared well for survivors of sexual abuse and harassment within the SBC.	16.00% 4	0.00% 0	56.00% 14	24.00% 6	4.00% 1	25
The Executive Committee provides survivors of sexual abuse and harassment with adequate assistance.	16.00% 4	4.00% 1	68.00% 17	8.00% 2	4.00% 1	25
The Executive Committee provides survivors of sexual abuse and harassment with adequate support.	12.00% 3	12.00% 3	68.00% 17	4.00% 1	4.00% 1	25
I can report concerns about sexual abuse and harassment at the Executive Committee to leadership without fear of negative consequences.	44.00% 11	40.00% 10	12.00% 3	0.00% 0	4.00% 1	25
If I raised a concern about sexual abuse and harassment, I am confident the Executive Committee would take the appropriate actions.	44.00% 11	40.00% 10	12.00% 3	0.00% 0	4.00% 1	25
I believe there are more instances of sexual abuse and harassment in the SBC than have been reported.	28.00% 7	28.00% 7	40.00% 10	0.00% 0	4.00% 1	25

	STRONGLY AGREE	TEND TO AGREE	HARD TO DECIDE	TEND TO DISAGREE	STRONGLY DISAGREE	TOTAL
I believe the Executive Committee has done an adequate job of responding to reports of sexual abuse and harassment.	20.00% 5	4.00% 1	68.00% 17	4.00% 1	4.00% 1	25

Q27

Do you have any recommendations for the Executive Committee, in terms of responding to reports of sexual abuse and harassment and/or the culture related to sexual abuse initiatives?

- Answered: 20
- Skipped: 6

The Executive Committee does not respond to reports of sexual abuse within the SBC. It's my understanding that is precisely what the Credentials Committee was designed to do, on behalf of the entire SBC. For this reason, I chose "hard to decide" on the questions in #17.

[REDACTED]

Staff needs to be educated

[REDACTED]

No

[REDACTED]

In regards to internal reports within the EC staff, I have no recommendations. With regard to external reports received by the EC or EC members that may come from churches or individuals not on staff, such reports should be directed to the Credentials Committee. The SBC has tasked the Credentials Committee with considering such reports. Unless the report involves an instance of abuse within the EC staff it would be inappropriate for the EC to respond to a report regarding a church as this is the assignment given to the Credentials Committee and not the Executive Committee. Reports of sexual abuse or the mishandling of a report of sexual abuse within a cooperating church should be directed to the SBC Credentials Committee. If/When the Credentials Committee forms an opinion that a church is acting in a way that is not in friendly cooperation with the Convention, then the CC reports to the EC its opinion. The EC is tasked with responding to the recommendation of the Credentials Committee as directed in the Conventions Constitution and Bylaws. As of June 2019, a response by the Executive Committee to a report of abuse, other than one involving a staff member, would be a violation of the Convention's governing documents and clearly outside the scope of the EC's assignment.

[REDACTED]

Yes. If this is something that the EC will facilitate from here on out, it is imperative someone be hired to exclusively deal with the reporting of abuse as well as the Credentials Committee, preferably someone educated in the subject matter. Previous leadership placed ALL of this on one person in addition to what the person was already over (which is also labor-intensive and vital to the running of the SBC). This person was also given no training or support.

[REDACTED]

Some of these questions seem to be about sexual abuse/harassment within the Executive Committee and some seem to be regarding those outside the Executive Committee. I have answered as best I can in reading the questions. I am not sure it is the Executive Committee's responsibility to handle these issues on behalf of entities and churches.

[REDACTED]

No

[REDACTED]

We need to find a way focus on the abused as a person Christ died for and find a way to help versus repeatedly referring to the limitations in our polity and bylaws, even if we need to change our polity and bylaws.

[REDACTED]

We need to communicate how this is something that has been needed all along, and its absence for decades fostered the consequences being felt today. This is not an example of modern-day "cancel culture."

[REDACTED]

no, the personnel policies are adequate

[REDACTED]

No

[REDACTED]

Be sure there are checks and balances within the office of the President/CEO and staff and Chairman of the EC and its officers so that reporting goes to more than one person.

[REDACTED]

It is important to note the role of the SBC Executive Committee in the larger context of the Convention when considering this question. The EC has a very narrow scope in what it should do and how it should respond to reports of sexual abuse as well as any other local church issues. While we must always care for and advocate for abuse victims, the EC is quite limited in the actual actions available to it when abuse is made known. We cannot instruct churches or individuals on how to respond. We can educate and encourage churches to take certain actions, but cannot force them or demand of them to do so—not because we don't want to, but because that's how Baptist polity works. That's why the Credentials Committee is important in our system. If churches refuse to provide necessary care and systems of prevention, we can decide to no longer be in fellowship with them. All that said, since the launch of the Caring Well initiative, the EC has been sluggish to commit to promoting it as an entity. When I came into my role in late 2019, I sought to change that. Through Baptist Press, we've covered stories of churches who have implemented the curriculum, have promoted it through video and the SBC This Week podcast, and through email blasts to churches and church leaders. While the previous leaders (Boto, Floyd, and Addison, mainly) seemed to see the sexual abuse conversation as a little more than a checkbox to mark off as having completed, our current leaders and many on our board see this as an ongoing need for leadership in our convention. The tone of the EC has changed since Floyd left his post. It may not be obvious publicly, but internally there is much less resistance to reporting than before and an openness to discuss needs for improvement. As for recommendations, I've long thought we should complete the Caring Well study as a team at the EC. I was actually a bit surprised when I came on staff and it was not even mentioned or considered. With no interim in place, it's hard to get that established at this time, but is on my list to discuss with whomever is named interim (if it's not me). Were I to be named interim president, one of the first things I would do would be to lead our team through this training. But alas, no decision yet.

[REDACTED]

I believe that more transparency, clarity and care are needed regarding these issues. I would encourage the Executive Committee and the entire SBC to not let our church polity and beliefs regarding the autonomy of the local church to be a stumbling block for caring for sexual abuse survivors. People inside of local churches are more important than the doctrine about the local church. I would challenge us to examine the best ways to handle issues of abuse with an open mind.

[REDACTED]

To GUIDEPOST - There is disappointment in this survey. The wording in many of the questions appears to assume "Executive Committee" consists of only staff members. This survey also assumes the Executive Committee has authority over the SBC and can determine training, reporting, and more over all of the SBC. It does not. Therefore, with all due respect, these facts render the results of this survey weak and subjective.

[REDACTED]

Train staff on what to do if get a call or report about sexual abuse.

[REDACTED]

I would encourage the EC to treat everyone who submits a report with care and compassion. I do not know the number of reports that are submitted or how they are ultimately handled, but I pray that survivors are given the support they need, are treated with respect and dignity, and are assured of their safety as a result of submitting reports through the EC. I answered many of the statements above with "Hard to Decide" because I don't know how these incidents are handled.

[REDACTED]

A key point is in the structure of the SBC and its cooperating churches. As such, the EC does not have the authority to respond to situations in individual churches beyond disfellowshipping. That said, I believe the SBC could begin in its educational institutions in grooming young men and women to respect one another and recognize physical boundaries. Our men are passionate about gender roles; they should be just as passionate about respecting women as equal individuals in the priesthood of believers. Changes can be made to the culture that will resound moving forward, but the past continues to impact now.

[REDACTED]

I just think they could make it clearer exactly how these reports are responded to so that the staff is more knowledgeable

[REDACTED]

Clear policies that are made available in writing and regularly shared publicly with the EC staff

[REDACTED]

Q28

What would you like to see happen at the Executive Committee as a result of this survey and the cultural assessment?

- Answered: 21
- Skipped: 5

I'm not aware of any sexual abuse happening within the Executive Committee. So I have no basis or history of how the EC has handled sexual abuse or harassment.

[REDACTED]

Staff needs to be educated

[REDACTED]

Nothing

[REDACTED]

Education and Training. Education regarding the EC's role in the process of handling reports of abuse and Training specifically for staff who support the Credentials Committee.

[REDACTED]

additional training on sexual abuse awareness and recognition

[REDACTED]

Training for all staff and complimentary counseling services with trained counselors in this area (that does not come out of pocket or employee's FSA) for those who deal with the reporting of sexual abuse/Credentials Committee.

[REDACTED]

I would like to see the Executive Committee be affirmed for their attempt to handle these reports even though they are outside of the Executive Committee's ministry assignment.

[REDACTED]

A more specific process for handling sexual abuse claims that empowers local churches and pastors to protect and help victims and deal with abusers.

[REDACTED]

High levels of education among the SBC Community on the role of the Executive Committee in responding to Sexual Abuse among the wider SBC. Develop a clear process for SBC Staff to recognize and respond to sexual abuse and harassment among the 28 employees that work for the SBC Executive Committee

[REDACTED]

I believe we need to be more intentional and extensive with our training. Similar to what I experienced at [REDACTED].

[REDACTED]

An overall acknowledgment that abuse prevention is a gospel issue.

[REDACTED]

I would like to see the Executive Committee continue to do what they can to prevent sexual harassment and continue to support survivors of sexual harassment. I would like to see them welcome any recommendations, as I am sure they will.

[REDACTED]

I would like to see the process for reporting sexual abuse/harassment made a part of new employee orientation for EC staff and EC members.

[REDACTED]

I would like to see more internal training on these matters. If Southern Baptists are committed to the Caring Well initiative, then we should lead the way on that. And as I mentioned in my answer to question 17, it's something I want to address as soon as we have a leader named. Since there is no other place for general feedback in this survey, I'm giving it here. We want to work with you, please show the same toward posture us. I realize the utter disregard for Guidepost and the Task Force that was shown by Floyd and Addison. But they're gone. Thankfully. Please do not place the burden of their terrible leadership on those of us who remain and want to work positively with Guidepost. We are not them, and we do not share their sentiment toward this investigation. We are diligently working to cooperate with Guidepost, but the way this survey was written and sent to staff three days before Christmas while most were on vacation does not appear to show the same level of cooperation coming from Guidepost toward the EC. Sit down with the VPs. Talk to us. There is a real sense among the staff that we are being treated as criminals by Guidepost when 90% of the staff have had ZERO exposure to anything being investigated. And those who do have had a limited involvement or came on staff after much that is in question had happened. We are not Ronnie Floyd or Greg Addison. And we surely aren't [REDACTED]

[REDACTED] Finally, I would like to see a better understanding of Southern Baptist polity from Guidepost as well as an understanding of the EC's role in the Convention and how it operates. There has not been adequate time spent on understanding these nuances and the survey shows that. As I've noted before, question 10 & 11 are not the most applicable in our structure. Question 16 is fraught with misunderstanding and misapplication of our polity as well as the EC's role in the Convention. There are several statements in Q16 that do not apply or are impossible to answer definitively because reports have not been made about staff. For example, I don't know how the EC responds to or handles reports of abuse and harassment because neither has been reported. I have no hesitation thinking we would handle it well because we are compassionate and professional in our work, but you've asked us to answer questions about things that have never happened. Several other questions are situational due to the leadership change. How I answer is related to if I'm thinking about the EC now, during Dr. Floyd's leadership, or how I saw the EC before I came. I honestly could answer some questions three different ways depending on the timeframe you're asking about.

[REDACTED]

I would like to see us apologize for any wrongdoing, whether intentional or unintentional. I would like for us to adopt recommendations about how to report and handle abuse allegations in the future.

[REDACTED]

Clarity in what the role of the Executive Committee (staff members) have in relation to the whole of the Southern Baptist Convention and the churches who make up the Convention. Clearer and concise communication, as well as training and education for the staff.

[REDACTED]

I would like Guidepost to write questions for EC staff that actually make sense for the role and responsibility of the Executive Committee. This survey is poorly written and does not match or overlap well with the structure of the EC and SBC.

[REDACTED]

I would like to see more focused attention on providing EC staff with sufficient training on recognizing, preventing, and reporting of sexual abuse and harassment (See #1 above).

[REDACTED]

I would like to see women respected on social media and at seminaries. If our young seminary students actually saw female professors, they would likely have more respect for women. Then again, they do have mothers

[REDACTED]

Make the staff and board members more knowledgeable on the processes that the EC takes in cases of sexual abuse and harassment and how we can directly assist those who have experiences abuse or harassment within an SBC church

[REDACTED]

Clear policies that are made available in writing and regularly shared publicly with the EC staff

[REDACTED]

Appendix F2
EC Survey Results Screenshots 4.2022

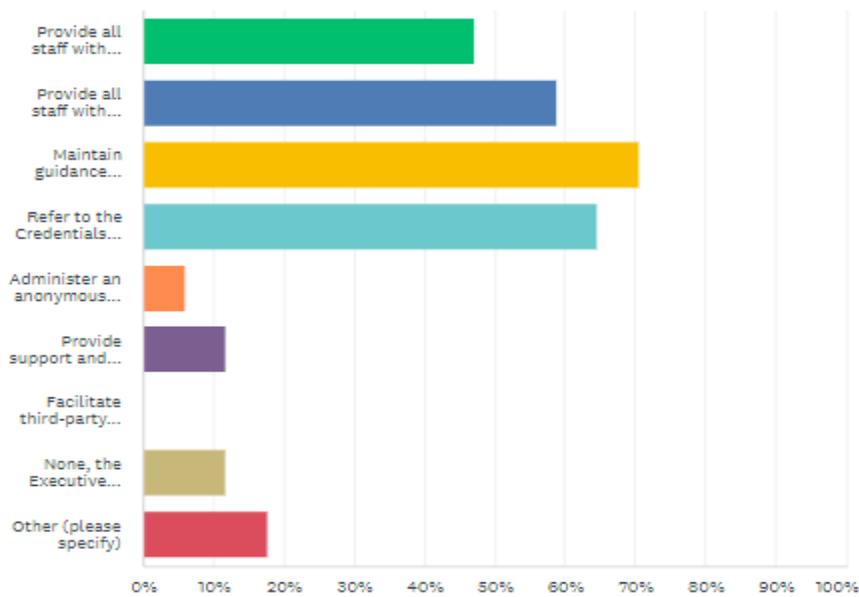
Southern Baptist Convention Executive Committee Staff Follow-up Survey – April 2022

Q1



Looking forward, what measures should the SBC Executive Committee consider implementing or improving to ensure reports of sexual abuse made to the Executive Committee (originating in an SBC entity, association, or church) are handled with care? Check all that apply.

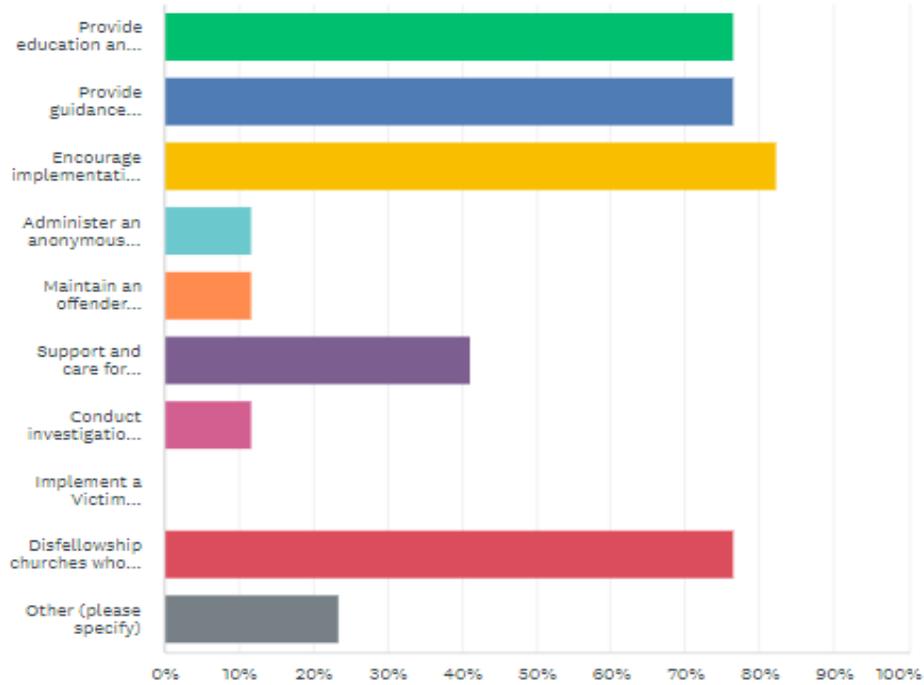
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES
Provide all staff with trauma-informed training on how to initially respond to a report of abuse	47.06% 8
Provide all staff with training on mandated reporting	58.82% 10
Maintain guidance policies and procedures for reporting and response	70.59% 12
Refer to the Credentials Committee if a local church is involved	64.71% 11
Administer an anonymous hotline and/or online reporting channel	5.88% 1
Provide support and care for the survivor	11.76% 2
Facilitate third-party independent investigations	0.00% 0
None, the Executive Committee does not bear the responsibility to address these reports	11.76% 2
Other (please specify)	Responses 17.65% 3
Total Respondents: 17	1

What are the most important things that Southern Baptists should consider implementing at various levels to address sexual abuse? Check all that apply.

Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES
Provide education and training resources	76.47% 13
Provide guidance policies and procedures for prevention and response for use by entities, conventions, associations, and churches	76.47% 13
Encourage implementation of background checks and hiring procedures	82.35% 14
Administer an anonymous hotline and/or online reporting channel	11.76% 2
Maintain an offender database	11.76% 2
Support and care for survivors	41.18% 7
Conduct investigations of sexual abuse allegations or mishandlings of sexual abuse incidents, if it does not fall under the purview of local law enforcement	11.76% 2
Implement a Victim Compensation Program	0.00% 0
Disfellowship churches who are not in friendly cooperation	76.47% 13
Other (please specify)	Responses 23.53% 4
Total Respondents: 17	1

Q3

Do you have any additional recommendations (not previously discussed during your interview) for the way that the Executive Committee should address sexual abuse and related misconduct and/or the culture related to sexual abuse initiatives?

- Answered: 5
- Skipped: 12

Provide opportunities for sexual abuse survivors to address the EC and churches, entities and/or the convention itself on how abuse impacted their relationship with God and the church as well as others. Reinforce the importance of diligence in training and reporting.

4/8/2022 10:39 AM

n/a

4/5/2022 4:25 PM

I believe it is up to the victim to place a police report and report such actions to the church if a staff member is involved.

4/4/2022 6:03 PM

I believe that the EC should develop to better train its staff and trustees in how to respond to abuse situations. And I believe the EC should help encourage and promote abuse training services such as the caring well initiative from ERLC. But the responsibility to care directly and immediately to survivors should fall into the local church and law enforcement. Later evaluation of local church actions regarding abuse situations should be referred to the credentials committee or some similar body for evaluation. That committee should be made up of trauma informed members. Those would be my thoughts and suggestions.

4/4/2022 5:25 PM

No additional recommendations to share.

4/4/2022 5:05 PM

Q4

Is there any other information that you would like to share with the Guidepost team?

- Answered: 5
- Skipped: 12

I believed at the time and still do that Baptist Press should not have run the original story on Jennifer Lyell's case. But since the decision was made to publish, this is what I believe about it: Baptist Press cannot call someone a survivor of abuse without also calling someone else an abuser. When the circumstances are murky and there is no outside confirmation (police report, civil action, third party [public] testimony, etc.), it is journalistic malpractice to accuse a person of criminal behavior. With regards to the investigation, I have no way of knowing what sorts of findings will be revealed by the Guidepost investigation. In my 18 years on the Executive Committee staff, I've never had to deal with sexual abuse of any kind. The few occasions I've heard of an abuser contacting someone on the EC staff directly, they were told to contact law enforcement and/or their local church. I will be surprised if the investigation reveals any egregious coverups. It is hard for me to imagine what the investigators expect to find. Perhaps I will be shocked. I hope not. It appears that a dismissive tone from a handful of EC members and staff over the years is what has led to all of this. Make no mistake, tone is important. Treating one another with respect and kindness is mandatory for a follower of Christ. It grieves me to know that

survivors have been treated poorly, if indeed they have been. However, there is very little the Executive Committee staff or members can do to prevent or deal with sexual abuse in a local church. After the fact, the EC can recommend a church be disfellowshipped for mishandling an abuse case. But that's about it. And truly, it is better for everyone if that is the case. Local law enforcement, a loving local church and local counselors are by far the best parties to deal with the perpetrators and victims of sexual abuse. Tone is important, but so is the truth. And the truth is that the EC is not tasked with handling crimes or local church government, nor should we want it to be. I DO hope churches will always strive to do better. There ARE too many instances of abusers moving from church to church. Even one instance is too many. Churches must be ever more diligent about whom they hire and recruit and about the policies they have in place to protect innocent people. They should be quick to get law enforcement and expert counselors involved. The Executive Committee can and should urge churches to follow best practices (e.g. implement Caring Well procedures), and EC members and staff should lead by example in their own churches. If it takes this \$4 million, years-long investigation to achieve these ends, it will have been worth it.

4/8/2022 1:18 PM

No

4/8/2022 10:39 AM

n/a

4/5/2022 4:25 PM

None

4/4/2022 5:25 PM

Nothing more to share.

4/4/2022 5:05 PM

Appendix G
Background Checks

Background Checks

A multilayered approach to background checks will help reduce the likelihood of missing vital information and is critical to an informed hiring decision.

1.Court Checks: Civil background checks are vital for employees with financial or management responsibilities and can provide insight into a history of sexual harassment cases.

2.Credit background check: Credit history provides insight into integrity and responsibility and can be used to cross-reference with the candidate's resume.

3.Background Check: A comprehensive criminal background check can mitigate risk and protect a church's reputation.

4.DMV motor vehicle records check: When employees, volunteers, or contractors operate motor vehicles for work purposes this provides insight into safety and previous issues with drugs or alcohol.

5.Employment History Verification: Confirms if information provided by a candidate is true; if work experience is sufficient to meet the position's requirements; and past titles, achievements, or responsibilities are valid.

6.Education Verification Check: This search confirms a candidate's education, degree, training, or certification and identifies potential discrepancies before hiring.

7.Identify Verification: Verifies the identity of the applicant.

8.State and the National Sex Offender Public Website (NSOPW) and OIS Search: Searches public state, territorial and tribal sex offender registries for qualifying sex offender convictions. Search the OIS for offenses not listed on the State or the NSOPW.

9.Volunteer History Verification (or Ministry Service Verification): Verifies volunteer/ministry service history information; identifies past complaints and relevancy of prior positions.

10.Reference Check: Identify current and past employment personal references to allow for honest and forthright discussion with the references.

Appendix H
Ways to Enhance Entity Awareness of Sexual Abuse

Appendix H– Ways to Enhance Entity Awareness of Sexual Abuse

H	Enhance Entity Awareness of Sexual Abuse.
H-1	<p><u>Coordinated Liaison Team</u>: All the entities named in Bylaw 14, auxiliaries and state conventions should consider identifying a member of their staff to serve as Abuse Prevention and Response Administrator (Administrator) for their respective entity.</p> <p>Administrators should engage in a collaborative discussion and coordinate ongoing progress on sexual abuse prevention within their respective entity or convention. Administrators should engage in a strategic discussion on how each entity is addressing sexual abuse prevention and be empowered by their entity leaders to devise a strategic plan to effectively cooperate to promote comprehensive and coordinated work of the SBC organization on sexual abuse prevention.</p>
H-2	<p><u>NAMB</u>:</p> <ul style="list-style-type: none"> ○ Voluntarily create a designated Abuse Prevention and Response Administrator to oversee training, policy creation/review, response, and survivor care. ○ As part of their church planting process, include training on sexual abuse prevention and response. ○ For church planters receiving support from NAMB in the church planting process, as a condition of accepting the funds the church plant must implement training. ○ Continued regular review of sexual abuse prevention and response policies and training.
H-3	<p><u>IMB</u>:</p> <ul style="list-style-type: none"> ○ Continue in work and plan already implemented with Abuse Prevention and Response Administrator. ○ Share with other entities about work that has been implemented. ○ For church planters or professionals setting up a pathway for ministry, as a condition of support for the church plant, ministry or professional venture, must, within six months of being planted or start-up: <ul style="list-style-type: none"> ▪ Establish guidelines or best practices for the prevention of sexual abuse; ▪ Establish sexual abuse training programs; and ▪ Employ hiring procedures and volunteer and family screening as recommended. (see Recommendation EC-5). ○ Continued regular review of sexual abuse prevention and response policies and trainings.
H-4	<p><u>ERLC</u>:</p> <ul style="list-style-type: none"> ○ Continue to lead in the area of sexual abuse reforms through collection and analysis of data collection during the audit and assessment related to the 2021 Benkert motion. ○ Voluntarily assist in efforts to promote laws that make it easier for non-profit organizations to report/notify other entities about potential offenders without liability. ○ Continue to assist in development of guidance resources for churches. ○ Continuing promoting and maintaining Caring Well curriculum.

H-5	<p><u>Lifeway:</u></p> <ul style="list-style-type: none"> ○ In collaboration with seminaries and the New Administrative Entity (if created), consider creating materials regarding Southern Baptist beliefs and theology on ordination and church guidance on ordination. Consult with seminaries on ordination and revocation. ○ In collaboration with New Administrative Entity (if created) and Guidestone, consider ways to partner in resources for Self-Certification in Self Space Abuse Prevention for churches. ○ Partner with SBC EC to facilitate thorough background checks and vetting for all nominees to entity boards and committees of SBC. ○ Develop resources in coordination with other entities.
H-6	<p><u>Guidestone:</u></p> <ul style="list-style-type: none"> ○ In collaboration with new Administrative Entity (if created) and Lifeway, consider ways to partner in resources for Self-Certification in Self Space Abuse Prevention for churches. ○ Continue to sponsor training and policy reviews for churches.
H-7	<p><u>Seminaries:</u></p> <ul style="list-style-type: none"> ○ Continue to equip campus as stated in Seminary Statement of Principles on Abuse through awareness, dedicated personnel, and training in abuse prevention and care for survivors. ○ In collaboration with Lifeway and new Administrative Entity (if created), consider creating materials regarding Southern Baptist beliefs and theology on ordination and church guidance on ordination. ○ Consult the 2019 Resolution and assist the new Administrative Entity in establishing new written criteria/requirements for ordination and revocation of ordination of persons who have been credibly accused or had substantiated allegations of sexual abuse or have confessed to or been convicted of sexual abuse and make these available in the Resource Toolbox.
H-8	<p><u>State Conventions:</u></p> <ul style="list-style-type: none"> ○ Consider commencing or continuing to equip churches through reviewing state convention policy and practice to set an example for the local church, raising awareness, creating and sharing resources, training staff and training churches. ○ Consider feasibility of review boards.
H-9	<p><u>Local Conventions:</u></p> <p>In collaboration with the state convention, consider commencing or continuing to equip churches through reviewing state convention policy and practice to set an example for the local church, raising awareness, creating and sharing resources, training staff and training churches.</p>

○