

G.R.A.C.E.
Report Recommendations

11/9/2023

| TRAINING | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |
|---|---------------------------|-----------------------------|----------------------|---------------------------|
| Basics of Identifying Grooming | In Process | Exec. Team/Elders | 2nd Qtr 2024 | |
| Skill development in the specifics of grooming involving clergy | In Process | Executive Team and Elders | 2nd Qtr 2024 | |
| Trauma 101 | In Process | Exec. Team/Elders | 3rd Qtr 2024 | |
| Bystander Intervention. | In Process | Exec. Team/Elders | 3rd Qtr 2024 | |
| Regular Mandated Reporting training | In Process | Staff/Elders | 1st Qtr 2024 | 3rd Qtr 2022 |
| Dismantling toxic cultures, typical dynamics of disclosure of sexual harassment, assault, and abuse, including the normalization of delayed disclosures | On Going | Executive Team/Staff/Elders | | |
| Regular assessment of entire staff on progress of item above | In Process | Executive Team | 1st Qtr 2024 | |
| MINISTRY PROGRAMMING | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |
| Develop an active child abuse prevention and care ministry; Annual prevention month activities | In Process and Discussion | Team Leads | | |
| Body safety education for parents/caregivers and children/students; Invite survivors to participate in revision of protocols. | In Process | Team Leads | 3rd Qtr 2024 | |
| REPORT RELATED WORK | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |
| Develop a communications plan to respond to this report | In Process | Elders | 11/9/23 | |
| Apologize to victims of sexual assault, sexual abuse, misconduct, and spiritual abuse. And to the survivors of abuse by Bob Moorehead | In Process | Co Leads/Elders | | |
| Hold communal spaces to process historical patterns that compromised trustworthiness and transparency, and pursue communal repentance | In Process | | | |
| Consult with reporting victim regarding communication and logistics relating to this report | Done | Elders | | 10/1/23 |

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| Resources of funding for mental health services for survivors of abuse that occurred on church property or were perpetrated by staff, elders, members, or attenders of Overlake | In Process | Executive Team/Elders | | |
| SYSTEM RELATED | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |
| Connect with peer support groups such as Empower Survivors (CSA) and Restored Voices Collective (adult clergy sexual abuse) to include survivor perspectives and lived experiences in decision-making processes | In Process | Co Leads/Caring Ministry | | |
| Promote equitable accountability to policies, shared values, and decisions regardless of role or association | In Process | Co Leads/Elders | | |
| Forge active partnerships with local and regional churches that can offer prayer support, wise counsel, and encouragement to Overlake. (in process) | In Process | Co Leads/Elders | | |
| Engage in shared decision-making that reflects full participation, mutual understanding, inclusive solutions, and shared responsibility | On Going | Staff/Elders | | |
| Consistently make mandated reports to the appropriate entities for concerns about children/minors and vulnerable adults. | On Going | Staff/Elders | | |
| In partnership with willing survivors, create a process that provides a clear pathway for adult survivors of misconduct to report outside of the leadership structure and supports their choice of healing services | In Process | Elders | | |
| Prioritize inclusion of survivors on care teams, safeguarding teams, and planning teams | In Process | Staff/Elders | | |
| Devotion to accountability at all leadership levels | On Going | Staff/Elders | | |
| Consider coming under the authority of a denomination or other structured oversight body | In Discussion | Elders | | |
| THEOLOGY | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |

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| Consider using the liturgy and principles outlined in A Church Called Tov by Scott McKnight | In Process | Co Leads/Elders | | |
| Explore Matthew 4 with an emphasis on godly use of power and temptation of its misuse | In Process | Co Leads/Elders | | |
| Explore Christ-like processes for receiving criticism and developing a culture of listening. | In Process | Co Leads/Elders | | |
| Incorporate faith-based abuse prevention strategies that focus on the uniqueness of male victimization and dismantling assumptions of purity culture, including how teaching on moral codes may impact vulnerability to abuse and justify silencing survivors | In Process | Co Leads/Elders | | |
| Explore pragmatic actions towards a radical culture shift around the stronghold of sexual misconduct at Overlake | In Process | Co Leads/Elders | | |
| 2021 INVESTIGATION | STATUS | OWNER | PROPOSED DATE | DATE OF COMPLETION |
| Co-lead senior pastors' model leadership for OCC (male/female). | Complete | | | Nov-20 |
| Accountability process and best practices for new co-lead pastors. | Complete | | | Nov-20 |
| Full revision of employee handbook along with sexual harassment policy and "Lifestyle Commitment" distributed to all employees with signature acknowledgement. | Complete | | | Aug-21 |
| OCC engaged with employment law firm for a full review and audit of HR documents, policies, and procedures. | Complete | | | Apr-21 |
| Firm is providing best practice recommendation and guidance for HR department restructure. | Complete | | | Oct-21 |
| Maintain a diverse Elder board with representation from both men and women | Complete | | | May-21 |
| To do away with the Admin Council model or Guiding Team model as it has recently been called. This essentially allows equitable access to information for decision-making to be the same for every elder. | Complete | | | May-21 |

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| OCC is adding additional HR employee to restructure and grow the HR department with depth and segregation of duties to provide appropriate support for employee concerns and needs. | Complete | | | Oct-21 |
| Mental health policy being added to handbook | Complete | | | Aug-21 |
| Establish performance review protocols and increased communication regarding employee performance. | Complete | | | Jan-22 |
| Training on new HR policies and procedures along with on-going training de-escalation practices, mental health policy, sexual harassment, sabbatical policy. | Complete/On Going | | | Sep-21 |
| Establish terms for elders serving on the board. | Complete | | | Aug-21 |
| Regular Sexual Harrassment training for elders and their function in staff management regarding scope and responsibility to ensure these issues do not occur again. | On Going | | | Started Aug 21' |
| Revised and updated elder manual to ensure better training, functionality, and transparency. | In Process | | | |