

LMPC Session Response to GRACE Independent Investigation Recommendations

Addressing the Past

1. *GRACE recommends that LMPC provide funding to assist all known reported victims of Paul Warren and Tony Marcano associated with LMPC.*
 - **LMPC response:** We have been and will continue to commit to provide funding for counseling to assist all known reported victims of Paul Warren and Tony Marcano associated with LMPC. We will ask GRACE to inform all known reported victims of our sincere and strong desire to provide assistance in this way.
2. *GRACE recommends that LMPC leadership work with GRACE to develop a plan that demonstrates authentic repentance to the individuals who were sexually victimized by representatives of LMPC, and to all survivors of any form of sexual misconduct who have been negatively affected by this matter.*
 - **LMPC response:** We will arrange a path and time to work with GRACE to develop a plan that demonstrates authentic repentance to the individuals who were sexually victimized by representatives of LMPC as well as all survivors of sexual misconduct who have been negatively affected by this matter. We are committed to authentic repentance in deed as well as in word.
3. *GRACE recommends that LMPC leadership seek professional assistance in providing ways to minister to those within LMPC whose faith and trust have been negatively impacted by the issues raised in this investigation.*
 - **LMPC response:** We will ask GRACE and several local, trusted professional counselors for recommendations for this type of professional assistance. We will then schedule and engage this professional assistance for LMPC pastoral leadership so that they may grow and develop in offering pastoral care for those who have been negatively impacted by the issues raised in this investigation.
4. *GRACE recommends LMPC publicly offer to contact every known survivor of sexual misconduct by an LMPC representative. During this process, the LMPC leadership is encouraged to listen to the experiences of each victim and to acknowledge its responsibility for and repentance of its inadequate responses. GRACE will be willing to communicate this offer directly to the known reported victims.*
 - **LMPC response:** In our January 2021 pastoral letter concerning the investigative findings, we have stated our desire to contact every known survivor of sexual misconduct by an LMPC representative. In addition to this statement, we will ask GRACE to provide this information to all known reported victims and to encourage each of them to contact Brian Salter privately via investigation@lmpc.org or by phone at 423-821-4528.

Addressing the Present

5. *GRACE recommends that LMPC leadership provide a copy of the executive summary to the Chesapeake Presbytery.*
 - **LMPC response:** As we promised in May both to LMPC and to Chesapeake Presbytery representatives, we will send an electronic copy of the executive summary and GRACE recommendations to our designated contact for Chesapeake Presbytery on Thursday, January 7, 2021.

6. *GRACE recommends that LMPC make the executive summary publicly available online.*
 - **LMPC response:** We will make the executive summary publicly available at lmpc.org by day's end on Thursday, January 7*, 2021. We will include a hyperlink to the executive summary in our initial communication and will strongly advise reader discretion due to the graphic nature of the report.

* *Out of wisdom and care, we are postponing public release to Friday, January 8.*

7. *GRACE recommends that LMPC send a letter to all of Paul Warren's known former employers and ministries notifying them of Paul Warren's reported sexual abuse history along with a link to the executive summary so that they can inform individuals in their respective congregations/ministries who may be impacted by these alleged crimes.*
 - **LMPC response:** We will seek to discern Paul Warren's former employers and ministries and promptly notify them of this independent investigation along with a link to the executive summary.

8. *GRACE recommends that LMPC leadership provide the Baltimore City Board of Education and all of Tony Marciano's known former employers a link to the executive summary. This should be accompanied by a cover letter that explains the basis for why this information is being provided to them.*
 - **LMPC response:** We will promptly send information that directs the Baltimore City Board of Education and other discovered former employers to our website where they will find the published executive summary. In our communication, we will make clear why we are providing this information to them. Our hope is to send this communication by day's end Friday, January 8, 2021.

Moving Forward

9. *GRACE recommends that LMPC implement necessary changes to its safeguarding policies and response protocols as previously discussed with GRACE Director of Safeguarding Initiative.*
 - **LMPC response:** As we informed LMPC in May, GRACE reviewed our current child protection policy at our request. We have already begun making improvements based upon their review, and we are fully committed to implementing all necessary changes to our safeguarding protocols and response protocols. In addition to this, we will continue to annually review and update our current Child Protection Policy that has been in place for over 20 years. We will report back to the congregation when all the changes recommended by the GRACE Director of Safeguarding Initiative have been implemented.

10. **GRACE recommends that LMPC develop a Safeguarding Team that will**
 - *Include at least one survivor of sexual abuse.*
 - *Facilitate a support ministry for survivors of sexual abuse.*
 - *Work with child protection experts in developing safeguarding policies and response protocols for the church that satisfy best practice standards.*
 - *Conduct annual audits of the safeguarding policies and response protocols, and revise as needed.*
 - *Facilitate ongoing safety training for children and adults.*
 - *Play a central role in responding to reported safeguarding policy violations.*
 - *Develop relationships with community partners who work in the field of addressing issues related to adult and child maltreatment.*
 - *Work with child protection experts to identify and address all known sex offenders in the LMPC community.*
 - **LMPC response:** We currently have a team made up of members and staff who review, implement, and train our congregation in our Child Protection Policy. We will strengthen and broaden this effort by creating an enhanced Safeguarding Team and will implement all of the above recommendations. Once the new Safeguarding Team is fully formed, we will report to the congregation and announce who is serving on this team.

11. *GRACE recommends that LMPC conduct a comprehensive screening of every individual who has regular or routine contact with minors.*
 - **LMPC response:** While we believe that our current screening requirements meet most of GRACE's requirements, we will review to ensure that our screening meets GRACE's standards for a comprehensive screening system.

12. *GRACE recommends that LMPC staff and Session receive annual training on how to understand, identify, and respond to issues related to abuse, perpetrators, and victimization.*
 - **LMPC response:** We currently have an annual training requirement for our staff and leadership. We will ask our Safeguarding Team to review the schedule for training so that they are indeed happening annually. We will also ask the team to review our training plan

and make any necessary adjustments to ensure that it is both comprehensive and current in its content.

13. *GRACE recommends that the greater LMPC community receive ongoing education and training on issues related to abuse protection, identification, and response.*
 - **LMPC response:** We will ask the Safeguarding Team to pursue and plan opportunities to increase training and to educate the greater LMPC community on issues related to abuse protection, identification, and response.
14. *GRACE recommends that the students at LMPC receive training on how to identify and report all forms of sexual misconduct.*
 - **LMPC response:** We will instruct and guide our youth ministry team to develop and execute a plan for training students at LMPC concerning identifying and reporting forms of sexual misconduct.
15. *GRACE recommends that all LMPC pastors complete a seminary course on child sexual abuse.*
 - **LMPC response:** All LMPC pastors and staff will complete a training seminar/course on sexual abuse, paid for by LMPC. We will seek GRACE's recommendation for the training.
16. *GRACE recommends that LMPC leadership articulate ways the LMPC community can have more transparent and healthy conversations that address all forms of abuse, including sexual abuse, family violence, non-physical/verbal abuse and its effects. This should include, but not be limited to, informed sermons on abuse-related issues and inviting abuse experts to present and educate church members on all forms of abuse.*
 - **LMPC response:** We will begin these transparent and healthy conversations addressing all forms of abuse on January 24, 2021 in the sanctuary and January 31, 2021 in the Fellowship Hall with a sermon on Ephesians 5:8-14, "Living in the Light and Exposing the Darkness." The service will also include prayers of lament and repentance for the wounds that we have caused as well as prayers of petition for all those who have been negatively impacted and damaged by these recent findings.
17. *GRACE recommends that LMPC review the resources on the LMPC campus to be sure that resources exist for families impacted by all forms of abuse. This should include books and links to appropriate counseling in which a licensed clinician is able to provide evidence-based therapy and, within that setting, to also address the spiritual impact of all forms of abuse and misconduct.*
 - **LMPC response:** The Safeguarding Team will commend to our library specific resources for families impacted by all forms of abuse. We will notify the congregation of these resources and also include these recommended resources and links on our website.