



Joel and Jen,

I want to begin by thanking you again for acting swiftly as soon as you were made aware of probable indiscretions. I believe the board has walked a horrific journey with integrity and careful consideration.

During the time of my original interview, I was prepared to protect Reggie at all cost because I was laboring under years of the belief that protecting Reggie was the only way to protect Orange. I chose the words "inappropriate relationship" when characterizing what I believed needed to be disclosed. My intent at the time was to maintain a humble posture and shoulder the burden of responsibility.

In the past week, I have had time (for the first time ever) to seek professional counsel, experts in abuse, and listen to the stories of other survivors. I now realize I am experiencing a high level activated trauma - not just from the past weeks, but also compounded trauma from many years of emotional and psychological abuse. Part of that realization has been to recognize that in my disclosure to Orange, I was still living within the mental frameworks I had been coerced to believe which led me to request an inappropriate level of responsibility for this situation.

While I sought to have the responsibility placed on me in an attempt to protect the leaders who work for Orange from what I knew would be a devastating revelation, the impact of my request is that the public has received a mischaracterization of what occurred. I believe this mischaracterization is likely to make it more difficult for other victims to safely share their story and receive the care and healing they deserve. I also realize that Orange can never truly be free of what has been lurking in the shadows if we continue to leave unnamed what has happened here. I am beginning to face the difficult reality that it is for everyone's best interest (including Reggie's) that we cease to protect abuse in the name of protecting Orange, and begin to walk in the light of truth. I am willing for this process to start with me and an amendment to my previous statement.

I believe you were able to see - even before I was able to name it - that the nature of the relationship between Reggie and myself was not truly capable of having meaningful consent. What I said was true, that the relationship between Reggie and myself was inappropriate, but I am now aware that this is not the best framing for understanding the nature of what took place. The truth is that Reggie has repeatedly abused his power and used it to gain access to vulnerable, often very young women, slowly crossing boundaries, isolating them, and eventually coercing them into agreeing to the abuse.

The very nature of these relationships is to confuse a victim into believing what is happening is consensual, and it can take years of separation from the abuser for the victim to recognize the

abuse. I have been separated from Reggie for less than a week, but I am aware that these patterns are abusive and not consensual.

There are many aspects of my story that I am not ready to share except in a small and safe environment. But some core truths make the nature of this relationship clear:

- When the relationship was sexualized, I was a “director” and he was the CEO
- There was/is a twenty-year age difference between us.
- I tried to resign multiple times in order to get out of the situation, but I could only submit that resignation to Reggie and he refused to accept it
- Both my husband’s and my income was at risk if I were to speak openly
- Reggie frequently told me that speaking about this with a counselor, friend, family member, or anyone else would risk “the security of the company”, “the employment of my friends,” and would “devastate” people I cared most about

I apologize to the board for misrepresenting the nature of the relationship in my original interviews. As I begin to process what has been my lived reality for well over a decade, I see that my response was a trauma response that is common for someone escaping an abusive relationship.

I’m grateful for the way the board has listened to me and others in this process. As I begin to take healing steps for myself, I’m aware that it may be healing for other victims to have this abuse named for what it was: clergy sexual abuse.

I already gave testimony in my original interview that there is evidence I’m not the only one. And it is for their sake that I request now for the board to publicly amend their statement, launch a credentialed investigation (independent, trauma-informed and forensic) and begin to make a safe path for others to come forward.

I realize you cannot state as fact what needs to be determined through an investigation, but perhaps something along the lines of "In the process of further inquiries since our original statement, an alarming set of factors has emerged that indicates a need for a broader and more thorough investigation. By the nature of Reggie's position and influence, we feel responsible to recognize the potential for harmful power dynamics and that perhaps there are others who need a safe place to disclose." While this doesn't state the full truth of what eventually needs to be known, this does at least open the door for future light-bringing statements and begins to correct the narrative that our initial statement left open. I offer this as an idea of the types of things that might be said, but I REQUEST that whatever statement you make tonight at the conference opening closes the door of misunderstanding and mischaracterization that "inappropriate relationship" implies.

I do not wish to say more at this time. But I do feel that this positioning will better allow anyone who has been impacted to be able to find words that will help them better understand their own story.

Thank you for listening, and for your diligence in walking through this difficult process.