

Dear SNAP Board of Directors:

We are SNAP, We are survivors and advocates. We are leaders who run support groups, advocate for just laws and fight battles with church and other institutional leaders. We are the heart and soul of Survivors Network of those Abused by Priests.

You are SNAP's Board of Directors. As such, you are one of us except with a title and a position of service to the organization. You hold power over SNAP. Unfortunately, we are a body of people who have experienced abuse of power, the signs of such abuse being well-known and well-recognized by us.

Eight months ago, a group of twelve leaders in SNAP asked for a meeting with the Board. Their one and only goal was to help this organization that they love. They were inexplicably denied the conversation among equals that they requested. As a leader in SNAP, I am requesting answers to some of the troubling issues I have recently heard.

1. **Irregularities at the Annual SNAP conference:** We are broken people fighting many life-changing demons. Can we be assured of the following? No events held in a bar or any other alcohol-related venue. Prompt and complete attention to allegations of sexual harassment or sexual abuse reported or observed at the conference. Return of all previous support groups and other tools to aid survivors which have been fixtures of annual conferences prior to 2024. Return of the use of evaluation forms for each session both in large groups and break-out sessions.
2. **Vetting of leaders:** Am I a vetted or ratified leader? What constitutes vetting of leaders? Many of us have been identified as leaders on the SNAP website and at numerous annual conferences. We lead support groups or present ourselves as leaders when contacted by survivors. This issue of vetting is a very troubling revelation to us as it was to 8 leaders whom the board excluded from recent mediation.
3. **Antagonistic emails from the Board:** I am aware of the vitriolic emails the group of SNAP leaders were subjected to while waiting for the Board to have a conversation about issues. There is no excuse for this action by the Board. When requesting a collegial conversation rather than filing a formal grievance, will this behavior by the Board be repeated against other leaders of SNAP?

I hope this request will be received in the spirit of support for the organization that we all love. Many lives have been saved by SNAP and many more will be so in the future. Let us reinforce the collegial spirit that has always marked SNAP and work together for a better organization for everyone.

Sincerely,

(Signed by a SNAP leader who attended or heard about our group meeting)