
Important Updates to the SNAP Community

1 message

SNAP Board of Directors <snap@snapnetwork.org>
To: Susan Vance <susan8324@gmail.com>

Thu, Apr 10, 2025 at 9:00 AM

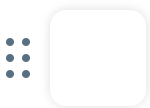


Dear SNAP Leaders --

We want to share an important update regarding ongoing efforts to strengthen communication and transparency within our community.

The SNAP Board has engaged the **Center for Conflict Resolution (CCR)** in Chicago to serve as an independent facilitator for mediation and dialogue between the Board and the leaders who recently wrote a community letter expressing concerns about SNAP. The Board and these leaders agreed to mediation earlier this year in order to better understand and address these concerns in an objective format that will allow the board to make informed decisions about the matters raised.

Our first session with CCR took place on **March 1st**, with participation from both board members and the leaders referenced. We worked during and after this session to clarify an agreed-upon agenda for our next discussion, and we are confident with good faith that we can finalize this agenda before our second session, expected to take place in **May**. These conversations reflect our continued commitment to open, respectful communication in alignment with our bylaws and values.



We would also like to clarify that **there have been no changes to the bylaws regarding the appointment of leaders**. Per our governing documents, leadership appointments are to be made by the Board. However, recent internal reviews have revealed instances in which leaders were brought on through

processes that did not align with our bylaws. We recognize these as organizational oversights and are actively working to address and correct them.

Appointing leaders outside of the formal process can raise legitimate concerns related to safety, accountability, and potential conflicts of interest. We understand that this clarification may come as a surprise to those affected, and we sincerely apologize for any confusion or hurt caused. This review is part of a broader effort to strengthen SNAP's structures and ensure alignment with our mission and values.

As part of this process, **leaders who were brought on after 2020 will be contacted individually by a member of the Board** to help clarify their status within SNAP and give the Board a chance to hear from them.

The Board remains committed to hearing from those interested in becoming leaders or in recommending others. We look forward to engaging in collective decision-making through our **Leaders Onboarding Process**, which we will be sharing in the near future.

We are encouraged by the ongoing dialogue among leaders and invite you to reach out directly to the Board with any questions or concerns.

In solidarity,

Shaun Dougherty

Judy Klapperich-Larson

Paul Petersen

Dan McNevin

Guila Benchimol

SNAP Board of Directors



SNAP

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