

GRACE CFC Assessment Process

IMPORTANT UPDATE REGARDING GRACE'S INDEPENDENT ASSESSMENT OF COVENANT FELLOWSHIP CHURCH

In August of 2021, GRACE began an independent assessment of Covenant Fellowship Church (CFC). This assessment is nearly complete, with a minimal number of interviews remaining, primarily with leadership from CFC.

Unfortunately, GRACE has been informed by CFC that they are terminating the assessment. Though the assessment is nearly complete, the termination by CFC effectively halts our work at this time. We know this may cause pain for many people, and we deeply regret that CFC has chosen this path. We have encouraged them to see this important work through to completion. We pray that CFC reconsiders this course of action and chooses to re-engage with GRACE for completion of this independent assessment.

In August 2021, GRACE started a cultural assessment of Covenant Fellowship Church (CFC) following concerns expressed through media reports and social media postings. To facilitate a prompt, thorough, and impartial assessment, GRACE would like to connect with all current and former CFC community members who have information to share for the assessment. To that end, here is GRACE's summary of our assessment process to ensure transparency in accord with [SAMHSA's Six Key Principles](#).

GRACE Assessment Team:

[Laura L. Dunn, Esq., of the L.L. Dunn Law Firm, PLLC](#) (independent contractor)

[Robert Peters, Esq., of Zero Abuse Project](#) (GRACE investigator)

[James Luttrull, JD, GRACE Director of Institutional Response](#)

As GRACE's assessment process evolves, we will keep this information current for reference throughout the currently anticipated 9-month process. We are open to any and all feedback, questions, and concerns from the community at Jessa@netgrace.org.

(1) Document Review (Estimated timeline: August 2021-February 2022)

GRACE's assessment team is working to obtain essential documentation from CFC, KCP, media outlets, social media, other online posts, and all other sources about issues arising within the CFC community. This first step in the assessment process ensures that GRACE's team can get a sense

of the history and dynamics present within the CFC community before speaking to current or former community members and leadership.

At any time, documentation about CFC can be provided to GRACE via jessa@netgrace.org. We appreciate individuals submitting documents as early as possible in the process. When you submit documentation, please indicate whether you want this information to be “on the record,” “on background only,” or “off the record.”

- **“Off the record”** means GRACE will not use any information shared with us in the final report but the information will be used to inform our ongoing assessment.
- **“On background only”** means GRACE may generally use the information in the final report, but will not specifically identify the source of the information or use any quotes.
- **“On the record”** means GRACE may quote the information in the final report, but will not identify the source of the information without [written consent](#). GRACE’s default is to keep all sources of information anonymous.

(2) Community and Leadership Survey (Estimated timeline: December 2021-February 2022)

GRACE’s assessment team has developed a survey for current and former CFC community members to gauge areas of concern and to obtain key information needed to perform the cultural assessment. Please access and fill out the survey [here](#). GRACE has also developed a separate leadership survey to help the assessment team understand the background, training, and experience of current and former church leaders. If you have not received the leadership survey but should have, please reach out to Jessa@netgrace.org.

Both surveys are conducted online. No names or emails will be associated with the survey results to ensure anonymity. Please feel free to share the [community survey link](#) with the relevant parties, and reach out to Jessa@netgrace.org for the leadership survey link. Both surveys will be kept up online until the end of February 2022.

(3) Listening Circles (Estimated timeline: February-April 2022)

GRACE is launching listening circles for current and former CFC members to speak directly with the assessment team in groups of no more than eight (8). Listening Circles will start on Saturday, February 19, 2022. During listening circles, GRACE’s assessment team will introduce themselves, explain the assessment process, and listen to all the information provided by the members of each listening circle. Please fill out this [form](#). GRACE will try to accommodate Listening Circle participants' preferences noted in the form. GRACE is also inviting current and

former members to self-organize Listening Circles by emailing [Jessa@ netgrace.org](mailto:Jessa@netgrace.org) with the contact information for their group.

Listening circles will be “on background only” as a default, but members may request that the information they specifically provide be kept “off the record” or put “on the record” at any time.

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(4) One-on-One Interviews (Estimated timeline: February-April 2022)

GRACE’s assessment team will be conducting selective one-on-one interviews with current or former CFC leadership, those who self-identify as survivors, and key sources of information. You are able to nominate yourself or someone else for such an interview [here](#). Interviews will be scheduled for Tuesday and Wednesday evenings to accommodate the GRACE assessment team. If you need another time or do not feel comfortable nominating yourself or someone else using the [online form](#) for any reason, please reach out to [Jessa@ netgrace.org](mailto:Jessa@netgrace.org).

Interviews will be “on background only” as a default, but members may request that information they specifically provide be kept “off the record” or put “on the record” at any time.

- **“Off the record”** means GRACE will not use any information shared with us in the final report but the information will be used to inform our ongoing assessment.
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(5) Final Assessment Report (Estimated timeline: April or May 2022)

GRACE’s assessment team will develop a final report draft based on their knowledge, skill, and experience as attorneys whose legal practices focus on eradicating sexual violence and advancing victim rights. GRACE will provide feedback and work to finalize the assessment before providing it to CFC leadership. CFC will then decide whether to publish some or all of the final assessment report to the community, which GRACE will encourage CFC to do.

The final report will include an executive summary, background information, methodology section, findings section, an assessment section, and end with recommendations.

- “Executive summary” is a succinct summary of the entire report for ease of reference.
- “Background information” will summarize the situation at CFC that led to the cultural assessment conducted by CFC.
- “Methodology section” will break down the ways we obtained information and provide general data about the amount of information reviewed and any documents provided to the assessment team “on the record.”
- “Findings section” will summarize what the assessment team found important from all the information gathered about CFC for the cultural assessment.
- “Assessment section” will honor the theology of CFC while identifying the church’s strengths, weaknesses, opportunities for growth, and potential threats to the community if there is a failure to grow and learn from the cultural assessment.
- “Recommendations” will provide various options recommended by the assessment team and GRACE to address past concerns arising within the CFC community, and to prevent such concerns from arising in the future, or in the alternative, to ensure a response to such concerns aligned with best practices.