

Grievance Regarding Breach of Code of Conduct of SNAP's Executive Director

Filed Against Angela Walker, Executive Director of SNAP (Survivors Network of those Abused by Priests)

Introduction

This document serves as a formal grievance against the Executive Director of SNAP (Survivors Network of those Abused by Priests), concerning actions and remarks that are alleged to constitute a breach of the organization's code of conduct. The grievance specifically addresses denigrating remarks made about the Reform Caucus and one SNAP Leader, Sally Zakhari.

Background

SNAP is an organization dedicated to providing support and advocacy for survivors of clergy sexual abuse. The organization operates with a clear code of conduct designed to foster respect, inclusivity, and a safe environment for all members. The Reform Caucus is a group within SNAP that works to advance thoughtful changes and improvements in the organization's structure, policies, and outreach efforts. Sally Zakhari is a respected member of SNAP who has contributed meaningfully to its mission.

Nature of the Grievance

- **Denigrating Remarks about the Reform Caucus:** It is alleged that the Executive Director made dismissive and disparaging comments concerning the Reform Caucus, undermining its legitimacy and the efforts of its members. Such remarks have reportedly created a climate of division and discomfort, which runs counter to SNAP's values of respect and collaboration.
- **Disparagement of Sally Zakhari:** The Executive Director is further alleged to have made derogatory statements about Sally Zakhari, questioning her motives and actions within the organization. These remarks have not only affected Sally personally but have also had a chilling effect on the willingness of other members to participate openly in SNAP's work.

Specific Actions by the Transgressor

- **Angela Walker's** remarks constituted approximately 5 minutes of a "hot" microphone on Zoom at the end of the 2025 Annual SNAP conference's Saturday presentations.
- **Ms. Walker** was speaking to another SNAP leader who witnessed the remarks.
- **Ms. Walker** did not know that the microphone was on and that she was broadcasting to leaders who were still on the Zoom meeting.

- There is a recording of Ms. Walker's 5-minute "hot mic" comments.
- There are SNAP Leaders who witnessed this breach of the code of conduct.

Statement Regarding the Reform Caucus

- Ms. Walker's comments included a statement about the Reform Caucus in which she said the following:

(2:10-2:28)

Angela Walker: "I know people are unhappy and that's why I'm giving them one more 2-hour session to spew whatever they need to say. They need to do it (inaudible) ? first ?. But that's it. And then we're meeting the whole group. And some people are going to say 'I don't like what I'm hearing' and that's ok. So..."

Statement Regarding a SNAP Leader, Sally Zakhari

- Ms. Walker also commented on SNAP Leader, Sally Zakhari in which she said the following:

(4:40-5:17)

Leader: Well Sally is fantastic for that, Sally- I think we're similar age, Sally might be younger than me, she helps with social media, she's been offering that for a decade and no one has taken her up on it-

Angela Walker: Well I'll be very honest with you. But she was so disrespectful and yelling at that first meeting-

Leader: Which could be why

Angela Walker: ...and I understand that. But to be honest, she is going to have to now change my perspective, and I will tell her that. But (inaudible) I will not agree to use her externally until- that has to change, and some things that were in the chat were not appropriate

Leader: Ya some of the m we could see on the screen but not all of them

Angela: Oh geez I'm sorry (realizes that she is still broadcasting on Zoom)

Code of Conduct

The SNAP code of conduct emphasizes the importance of treating all members with dignity, refraining from personal attacks, and promoting a culture of inclusivity and respect. The remarks described above are inconsistent with these principles. Specifically:

- Earlier the same day, Ms. Walker introduced a revised code of conduct and stressed that this was very important to SNAP's proper governance. Only hours later she is caught on tape breaking the code of conduct she was just demanding of members.
- This breach of the code constitutes personal demeaning of members and causes a serious crisis of confidence in Angela Walker as the Executive Director.
- This has led to feelings of exclusion, triggering, and silencing among affected individuals.
- This undermines the reputation and integrity of SNAP as an organization committed to supporting survivors and fostering constructive dialogue.

Impact

The effects of these breaches are significant. Members of the Reform Caucus have reported feeling marginalized and devalued. Sally Zakhari experienced distress and reputational harm as a result of the remarks. The overall atmosphere within SNAP has suffered, with some members expressing reluctance to participate in future discussions or organizational activities.

Requested Actions

In light of these concerns, the following actions are respectfully requested:

- An impartial investigation into the alleged remarks and conduct of the Executive Director.
- A formal apology from the Executive Director to both the Reform Caucus and Sally Zakhari.
- Reaffirmation of SNAP's code of conduct and a commitment to fostering respectful and inclusive dialogue.
- Consideration of appropriate corrective or disciplinary measures if the allegations are substantiated.

Conclusion

SNAP's mission is rooted in compassion, advocacy, and mutual support. Upholding the code of conduct is essential to maintaining the trust and engagement of its members. It is hoped that this grievance will be addressed promptly and thoroughly, with due regard for the values and well-being of everyone involved.

Appendix A

Transcript of Chat room of the Zoom Leaders Meeting

July 25, 2025 - Annual SNAP conference in Harrisburg,
Pennsylvania

Note

None of this transcript was verbalized. A chat room is a text only part of the Zoom app.

Messages of Angela Walker and Sally Zakhari have not been redacted. They appear in their totality.

All other names have been redacted but messages designated for “Everyone” remain to provide context.

All direct messages between participants have been completely redacted.

09:22:25 [REDACTED] to Everyone:

Angela, if the camera of the in person group could be tilted down a bit, we'd see less of the ceiling. Right now your name is covering the people. Thanks.

09:27:40 [REDACTED] to Everyone:

Who is the woman speaking right now? I didn't catch the name.

09:27:56 [REDACTED] to Everyone:

Guila board member

→→→ 09:28:54 From Sally Zakhari to Everyone:

Is it possible to send us copies of the papers being passed out in person?

[REDACTED]: ❤️

09:29:19 [REDACTED] to Everyone:

Thank you

09:30:59 [REDACTED] to Everyone:

Are the board members held to this code of conduct

09:34:26 [REDACTED]

09:42:30 [REDACTED] to Everyone:



09:46:01 [REDACTED] to Everyone: My question: how often can we (leaders) expect communication from the board and others who used to send out emails. Ive felt very disconnected since the 2023 SNAP conference and I am not sure what exactly changed but I am here to offer support and help in any way I am able based on what is needed.

09:52:15 From Angela Walker to Everyone:

Adding the norms here:

09:53:21 From Angela Walker to Everyone:

We are CURIOUS: We approach situations and people with openness and curiosity. We seek to understand diverse perspectives and viewpoints to collaborate effectively, think expansively, and solve problems creatively.

09:54:12 From Angela Walker to Everyone:

We LISTEN deeply: We listen actively and learn from everyone. We understand that people often speak in first draft and offer grace to ourselves and others. We suspend judgment and listen for understanding.

09:55:04 From Angela Walker to Everyone:

We EMBRACE discomfort: We lean into discomfort as a necessary part of personal and collective growth. We try on new ways of thinking and approaching our work and we

recognize that we are prepared for non-closure.

09:55:47 [REDACTED] to Everyone:
ty

09:56:02 From Angela Walker to Everyone:

We are ACCOUNTABLE: We take responsibility for our words, actions, and impact. We offer and receive feedback with the shared goal of learning and improving. We maintain confidentiality by sharing the lessons and leave the stories

09:56:06 From Angela Walker to Everyone:
We build RELATIONSHIPS

09:56:10 From Angela Walker to Everyone:
more ater

09:56:12 From Angela Walker to Everyone:
later

09:57:09 [REDACTED] to Everyone:

I noticed these are written for the SNAP Conference, which is fantastic! Shouldn't we stress, these Codes (those that apply) should be enforced and used all of the time by leaders, board members and SNAP participants?

09:57:26 [REDACTED] to Everyone:
respect includes civility

→ → 10:00:05 From Sally Zakhari to Everyone:
Please post Code of Conduct as well

10:01:31 [REDACTED] to Everyone:
Can the virtual people see the slides?

→ → 10:01:58 From Sally Zakhari to Everyone:
We can't see the slides

10:02:01 [REDACTED] to Everyone:
My screen is black except for chat and thumbnails of those of us who are virtual?

10:03:04 [REDACTED] to Everyone:
Replying to "Can the virtual people see the slides?":
nope

10:04:11 [REDACTED] to Everyone:
Please t the urncomputer to show the slides rather than the room.

10:07:23 [REDACTED] to Everyone:
Who are the "employees" please?

10:19:34 [REDACTED] to Everyone:

This presentation is interesting, and we have to start somewhere. I notice, however, that it's all about process. What is your vision, Angela, for what SNAP can be? Not just how it can operate, but what it will accomplish?

→→ 10:38:59 From Sally Zakhari to Everyone:

YES!! We need a SOL reform team please!! And plan Hill Days for all Leaders to participate and represent each state! I would 100% join this team/effort, as well as organizing our Social Media platforms (I have many ideas regarding social media that I've been offering to implement for years- happy to discuss further)

11:11:07 [REDACTED] to Everyone:

[REDACTED], we should talk -- I'm from Detroit, also.

11:11:41 [REDACTED] to Everyone:

Sounds good!

11:20:05 [REDACTED] to Everyone:

can't see slides

11:20:39 [REDACTED] to Everyone:

sorry maybe there isn't one

11:28:04 [REDACTED] to Everyone:

The solution is communication

11:47:19

+

11:48:29

11:48:46

[REDACTED]

11:48:54

11:51:18 [REDACTED]
[REDACTED]

11:52:07 [REDACTED] to Everyone:
Did she say without trust there is no accountability? I missed it when I was taking notes. Sorry!

11:52:45 [REDACTED]
[REDACTED]

11:53:08 [REDACTED] 😊 !!

11:53:31 [REDACTED]
👍

11:59:30 [REDACTED] to Everyone:
might need a training session in the near future for those of us who aren't familiar with google?

12:00:36 [REDACTED] to Everyone:
Yes Anne

12:04:33 [REDACTED] to Everyone:
When we break for lunch, will the ZOOM meeting be ended and a new one set up for the afternoon?

12:05:17 [REDACTED] to Everyone:
I think it will rest just like when we took break

12:05:38 [REDACTED] to Everyone:
OK

12:06:04 [REDACTED] to Everyone:
Every warriors. Sorry I'm late.

12:06:37 [REDACTED] to Everyone:
it would be good to know IF we need to log back in, that the same link would work.

12:06:49 [REDACTED] to Everyone:
Yup

12:07:48 [REDACTED] to Everyone:
based on my experience, if we need to log back in we'll need a new link. Once a meeting has been ended/turned off it's over and a new meeting has to be set up

[REDACTED]: 😊

12:08:35 [REDACTED] to Everyone:

Then it's important to get an answer from her before she closes!

12:08:57 [REDACTED] to Everyone: YES!!!

[REDACTED]: ❤️

12:09:39 [REDACTED] to Everyone:

Is a Twitter handle a group, account name etc.? Sorry I'm not a Twitter person, just learned Emoji's on FB . 🤔 If someone could explain to those of us who are social media challenged, I'd greatly appreciate it! Thanks!

[REDACTED]: ❤️

12:12:54 [REDACTED] to Everyone:

Same. If Angela will be using Twitter, I've avoided Twitter and even Instagram, because there is already such confusion over all the input from media sources and I dare say it might be best to keep a sole communication source?

→ → 12:13:22 From Sally Zakhari to Everyone:

Twitter is now called "X"... again, I'd be more than happy to help with social media. Angela, I'd be glad to share my ideas about how to strengthen social media platforms for SNAP and each SNAP leader

12:13:46 [REDACTED]

→ → 12:15:30 From Sally Zakhari to Everyone:

The board has refused to communicate with SNAP leaders for a year. Are we going to address that today?

The board has refused to communicate with SNAP leaders for a year. Are we going to address that today?

12:18:23 [REDACTED] to Everyone:

I need social media training

12:18:43 [REDACTED] to Everyone:

Twitter is compromised

12:18:54 [REDACTED] to Everyone:

Bluesky is cool

12:19:17 [REDACTED] to Everyone:

Replying to "I need social media training":
Me too! I'd love to learn!!!

12:19:56 [REDACTED] to Everyone:

I'm on Tic toc

→→→ 12:21:32 From Sally Zakhari to Everyone:

Id be happy to work on social media with Asher

12:21:38 [REDACTED] to Everyone:

Replying to "I need social media training":

Same and I dread adding and being responsible for monitoring more platfor ms?

Maybe there's a way to not miss SNAP info/presence by knowing it's also on FB and email 🙏

12:23:04 [REDACTED] to Everyone:

Replying to "I need social media training":

I have special snap fb profile

12:27:24 [REDACTED] to Everyone:

Sally Zakhari was offering this pioneer help a while back.

[REDACTED]: 👍

13:58:36 [REDACTED] to Everyone:

QUESTION: If a leader accidentally lost connection during lunch, is there still a way they could rejoin?

13:58:57 [REDACTED] to Everyone:

It's same log in

14:00:34 [REDACTED] to Everyone:

Maybe it'll stop spinning after all starts up again...

14:14:33 [REDACTED] to Everyone:

TIK-TOK could go dark September 17th if China doesn't agree to turn over control to the USA.

14:25:43 [REDACTED] to Everyone:

Could we please have a camera on the speaker?

→→→ 15:01:31 From Sally Zakhari to Everyone:

Are we discussing any of the 10 topics that were emailed to Angela this week?

Moments before this comment, Angela Walker read Sally Zakhari's question out loud- (sent 15:01:31 "Are we discussing any of the 10 topics that were emailed to Angela this week"). Angela's verbal response was that she had already covered the top 10 topics and asked Sally "Could you be more specific"?

Sally specified. (see specifics at 15:13:59) And then Angela weaponized that against her, accusing her of writing inappropriate things in the chat. (See transcription of audio "hot mic" conversation between Angela and Leader which is contained in the Grievance.

[REDACTED]: 🙌

15:01:51 [REDACTED] to Everyone:
Shaun why didn't u talk to us

15:03:27 [REDACTED] to Everyone:
Leaders were shut out and disrespected
[REDACTED] Sally Zakhari: 👍

15:10:57 [REDACTED] to Everyone:
Has anyone considered a monthly state of the union for leaders. I get asked in support group regularly "what is SNAP up to and what's going on".

15:11:16 [REDACTED] to Everyone:
can't see them

15:12:55 [REDACTED] to Everyone:
Also thank you to Shawn for what he did to get the Chicago lease reinstated.
[REDACTED]: 👍
[REDACTED]: 👍

→ → 15:13:59 From Sally Zakhari to Everyone:

Will board members who've sent vitriolic emails to leaders, board members who've shouted at leaders under the influence of alcohol and insulted other SNAP leaders/staff, and board members who've refused to speak with leaders since last year (these are only some of many incidents) be held accountable? I can be more specific if needed. How can we move forward and build trust without board members being held accountable?

[REDACTED]: 👍

15:14:27 From Sally Zakhari to Everyone:
Or will that be discussed after the conference in August?

[REDACTED]: 👍

15:15:09 [REDACTED] to Everyone:
couldn't hear what was just said re melanie?

15:16:04 [REDACTED] to Everyone:
we see noone

[REDACTED]: 👍

15:17:31 [REDACTED] to Everyone:
Thank you for the Zoom invite, I appreciate it! It was nice to be apart of this today. We were asked to submit questions for today by Shaun. At what point will those be discussed with the leaders and the board present. It would be nice to be able to have a conversation together to get clarification on both sides. Often times, there's a miscommunication or lack of

understanding, it would be nice to hear where people are coming from.

→ → [REDACTED] Sally Zakhari, [REDACTED]: 👍

15:20:24 [REDACTED] to Everyone:

Can we have a backup leaders list? For instance, if leaders need to cancel their meetings, there is a pool of leaders they can call on to see if they could possibly sub in for them?

15:21:33 F [REDACTED] to Everyone:

Can we update the SNAP Ground Rules?

[REDACTED]: 👍

→ → 15:27:33 From Sally Zakhari to Everyone:

Replying to "Will board members who've sent vitriolic emails to...":

(Vitriolic harassing emails from Dan McNevin. Eduardo shouting at me in the bar at last year's conference and insulting other leaders/staff. Shaun refusing to speak with leaders and removing me from the leaders email list without explanation)

15:31:25 [REDACTED] to Everyone:

Is Dan in the ball cap?

15:32:01 [REDACTED] to Everyone:

Yes

15:32:08 [REDACTED] to Everyone:

Who is talking

[REDACTED]: 👍

15:32:18 [REDACTED] to Everyone:

peter?

15:32:27 [REDACTED] to Everyone:

Yea

15:34:37 [REDACTED] to Everyone:

What about our questions ??????

15:38:35 [REDACTED] to Everyone:

Bigger board to spread the workload?

Sally Zakhari: ❤️

15:38:49 [REDACTED] to Everyone:

Do we have a fundraising committee?

→ → 15:46:46 From Sally Zakhari to Everyone:

We're running out of time. So no accountability today then?

[REDACTED]: [REDACTED] 🤔🤔

15:50:54 [REDACTED] to Everyone:

Or ever

[REDACTED]: [REDACTED] 👍

15:51:28 [REDACTED] to Everyone:

What happened to question and answer period

[REDACTED]: 👍

16:04:25 [REDACTED] to Everyone:

Are we adding more people to the board?

[REDACTED] Sally Zakhari: ❤️

[REDACTED]: 👍

→ → 16:06:32 From Sally Zakhari to Everyone:

In the chat earlier, I asked if we can have a SOL reform working group and plan annual Hill Days with leaders representing each state. I am also able to help with social media, offered this for years now. I'd also be happy to join the Global Policy Working Group as I am the only Arabic speaking woman of color (Egyptian-American) at SNAP and I believe I can be a great connection to the Middle East and Arabic speakers in diaspora through my global advocacy work and networks.

[REDACTED]: ❤️

16:14:41 [REDACTED] to Everyone:

We also need a resource for survivors and a way to find reputable therapists who deal with trauma and high controlled religions. I made a list of questions for my meeting as some starter questions for people to use to interview therapists. I'd be more than happy to share it with other leaders. Can we have a database or something?

[REDACTED]: ❤️

[REDACTED]: 👍

[REDACTED]: 👍

16:16:05 [REDACTED] to Everyone:

Sorry I have to leave. I need to be able to pay the mortgage. thanks,

16:16:21 [REDACTED]

Appendix B

Letter of termination of Sally Zakhari as a SNAP leader sent by Angela Walker on August 13, 2025.

Notice of removal as a SNAP Leader

On August 13, 2025, Angela Walker, Executive Director of SNAP, sent an email terminating Sally Zakhari as a leader in SNAP. This was done by email two days after a meeting by Zoom with many other SNAP eaders as witnesses.

From: **Angela Walker** <awalker@snapnetwork.org>

Date: Wed, Aug 13, 2025 at 2:05 PM

Subject: Removal as SNAP Leader

To: Sally Zakhari <copticsurvivor@gmail.com>

CC: Shaun Dougherty <sdougherty@snapnetwork.org>

Effective immediately, I am removing you as a SNAP leader for harassing and inappropriate behavior on three separate occasions that violate our norms.

Regards, Angela

Angela Walker

Executive Director, SNAP Survivors' Network



[Website](#) [LinkedIn](#) [Facebook](#)

Email screenshot on cell phone app

