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 Zahari: 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

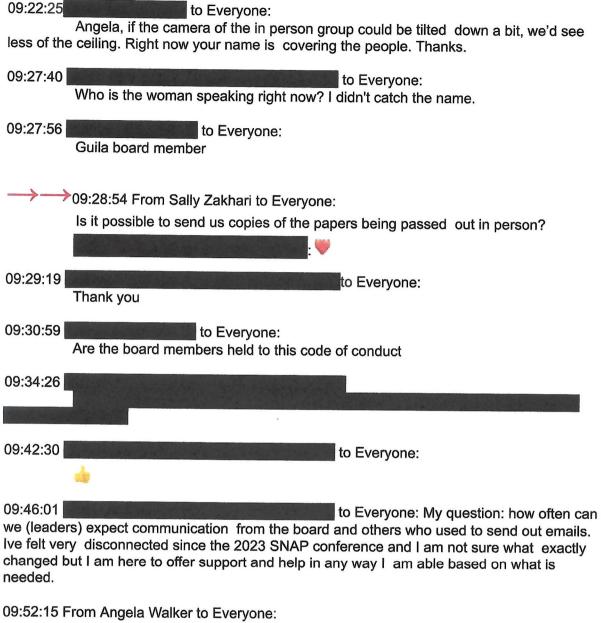
Note

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.



Adding the norms here:

09:53:21 From Angela Walker to Everyone:

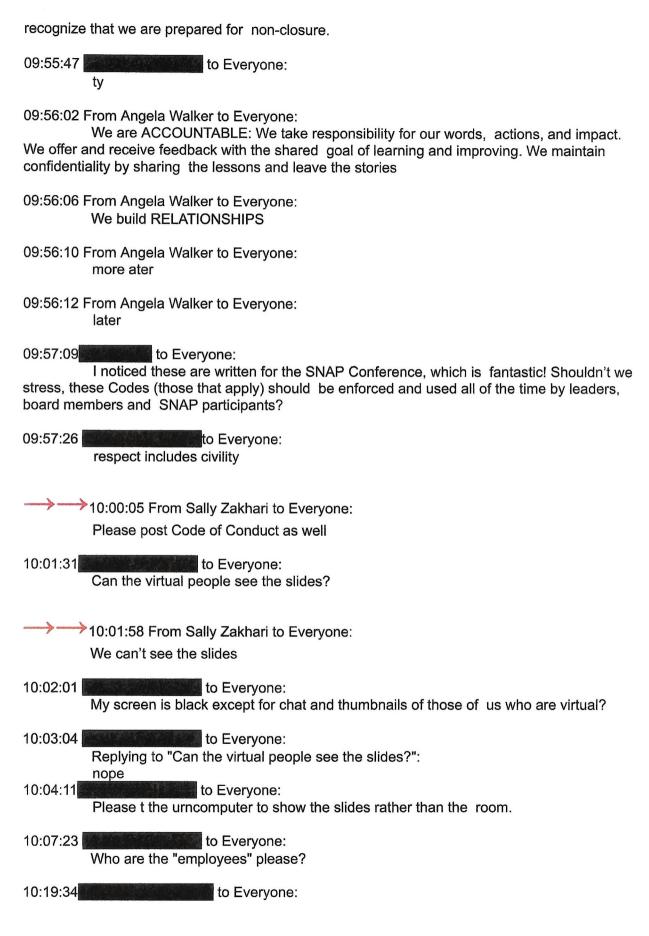
We are CURIOUS: We approach situations and people with openness and curiosity. We seek to understand diverse perspectives and viewpoints to collaborate effectively, think expansively, and solve problems creatively.

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:

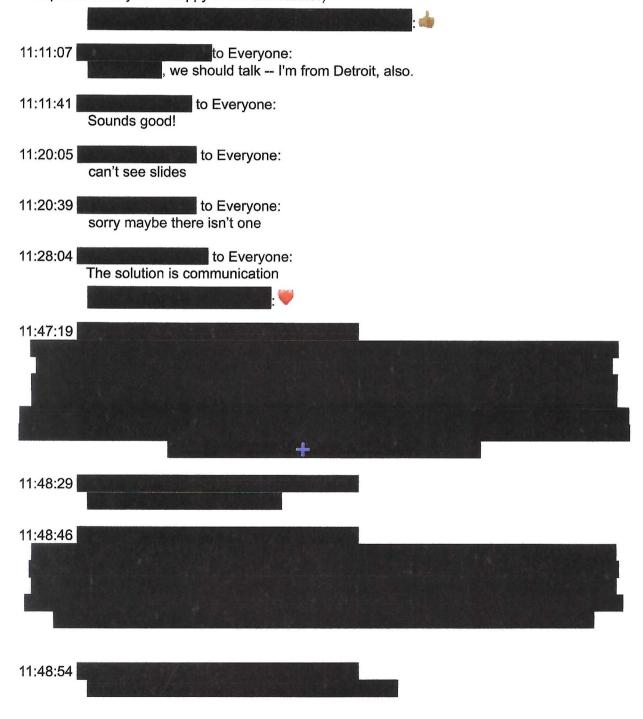
We EMBRACE discomfort: We lean into discomfort as a necessary part of personal and collective growth. We try on new ways of thinking and approaching our work and we

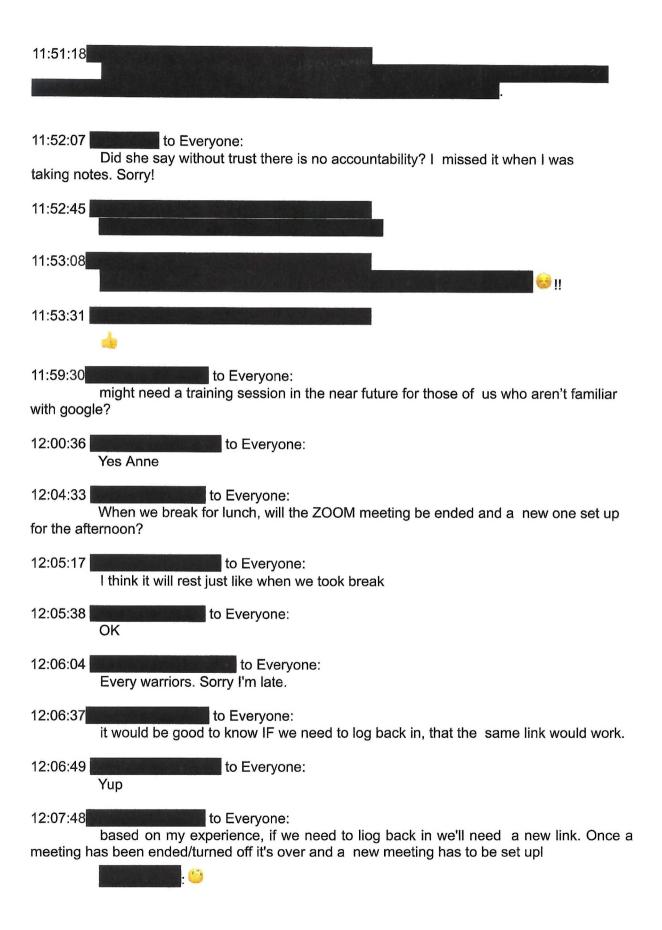


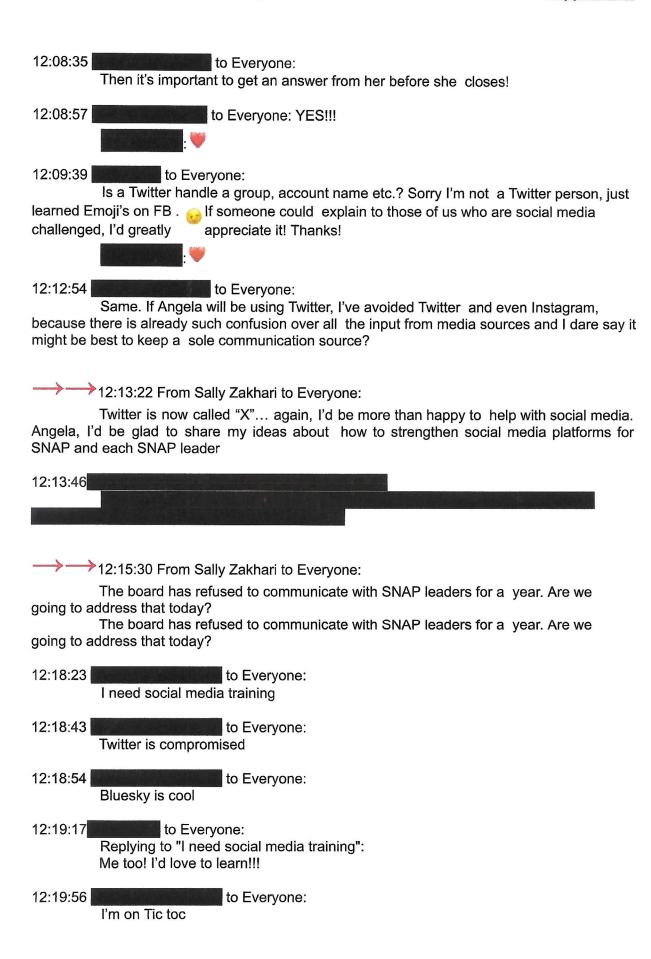
This presentation is interesting, and we have to start somewhere. I notice, however, that it's all about process. What is your vision, angela, for what SNAP can be? Not just how it can operate, but what it will accomplish?

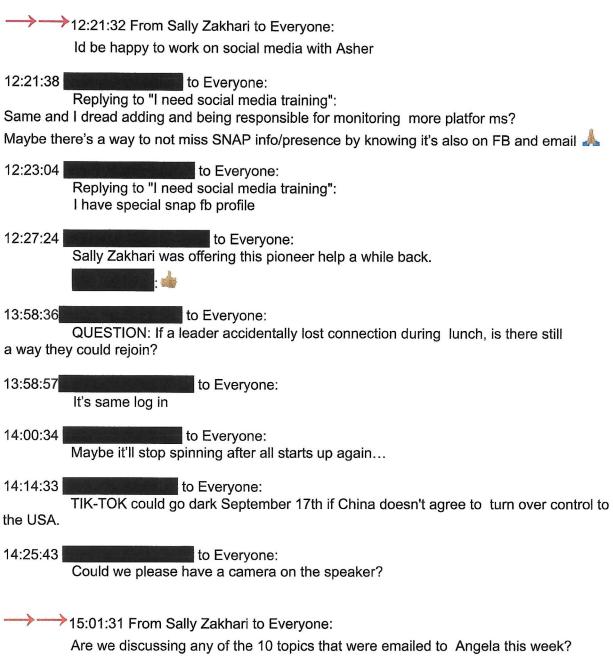
10:38:59 From Sally Zakhari to Everyone:

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)



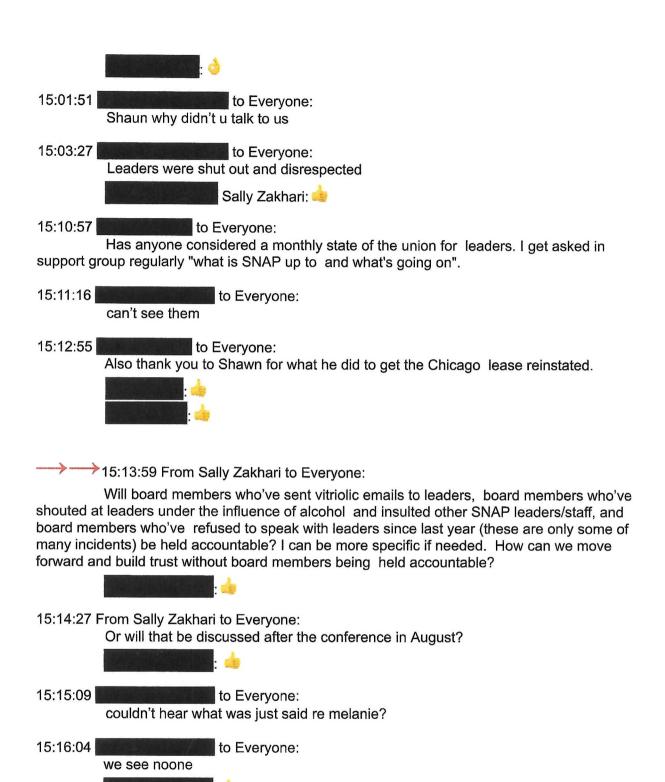






Moments before this comment, Angela Walker read Sally Zakhari's question out loud-(sent 15:01:31 "Are we discussing any of the 10 topics that were emailed to Angela this week"). Angela's verbal response was that she had already covered the top 10 topics and asked Sally "Could you be more specific"?

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.



15:17:31 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.



15:20:24 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 to Everyone:

Can we update the SNAP Ground Rules?

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 to Everyone:
Is Dan in the ball cap?

15:32:01 to Everyone:
Yes

15:32:08 to Everyone: Who is talking

.

15:32:18 to Everyone:

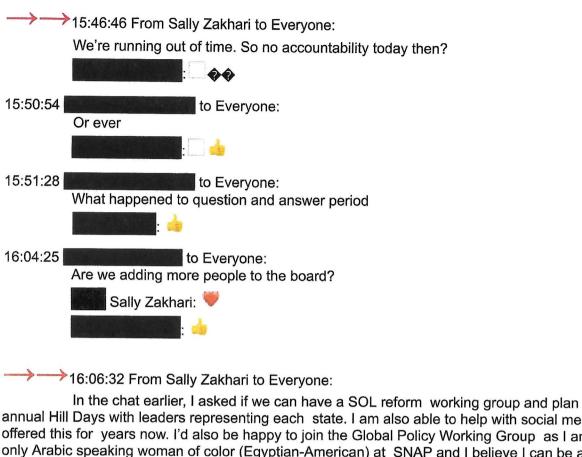
15:32:27 to Everyone: Yea

15:34:37 to Everyone: What about our questions ??????

15:38:35 to Everyone:
Bigger board to spread the workload?
Sally Zakhari:

15:38:49 to Everyone:

Do we have a fundraising committee?



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.



16:14:41 to Everyone:

We also need a resource for survivors and a way to find reptuable 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?



16:16:05 to Evervone: Sorry I have to leave. I need to be able to pay the mortgage. thanks,

16:16:21

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

