

Call to Action #7 - Every voice should be heard - Input for SNAP leaders meeting

A letter from Shaun Dougherty, president of SNAP, included the following:

- Ahead of the facilitated session, all leaders will have the opportunity to submit questions or concerns about SNAP's operations, governance, and direction. We see great value in having this discussion in full view of all leaders so that everyone's voice can be heard.

I wish my voice to be heard. I submit the following questions, concerns, and/or comments to be discussed at the leaders meeting at the SNAP conference. I wish to receive the Zoom invitation link to the facilitated session. Morale of SNAP leaders and members is slipping. I believe whether we are leaders or members that this facilitated session should be open to all. True transparency demands it.

Complete letter from Shaun Dougherty to SNAP leaders July 3, 2025

First and last name as your signature

Susan Vance

Email address

susan8324@gmail.com

Questions, concerns, and/or comments. (NOTE: This area expands as you type. Just start typing and it will allow you room to complete whatever you wish to say.)

Why has the SNAP Board of Directors been so afraid of the "Group of 12?" Five Leaders asked for a conversation at the last annual conference in Houston. You backed out twice and they left Houston confused by this noncommunicative stance. So we solicited leaders with similar concerns and the "Group of 12" was born. You were too afraid to have a Zoom meeting with us. You allowed the Board treasurer to barrage us with vitriolic emails and then the Board president could not understand our outrage at this.

Although we asked for a conversation with you, the Board has step-by-step turned it into a controversy. Is this how you interpret "Every voice can be heard?"

You asked for an agenda and rejected it each time we told you that our agenda was the September 19, 2024 letter from us to the Board. You set up mediation at SNAP's expense for two 4-hour sessions on March 1st and March 8th. We waited 3-1/2 hours in a Zoom waiting room while the four out of six Board Members who attended talked to mediators and could not agree to begin the mediation. One-half hour before the end of that first session, you told the mediators that you would only talk to 4 out of the 12 of us because 8 of us were not "vetted" leaders. We were horrified by your disrespect

We, nevertheless, sent in our "agenda" for the next mediation session only to have it rebuffed yet again. It was then clear to us that every obstruction that could be put up in our way would be done by this Board of Directors. Hence, we have moved forward with making constructive Calls to Action and agendas to help SNAP be the best we can be.

Do not underestimate the lessons we have learned over the years while fighting corrupt institutions on behalf of victims of sexual abuse. Sadly, the Board of Directors has behaved shamefully towards an ever-growing number of us whose intentions are nothing but honorable. We have withstood vitriolic rhetoric, false accusations, and being totally ignored before. We will do it again with this Board of Directors.

Your "mediated session" is an excellent idea. It does not, however, take the place of the meeting we have requested. We will follow the Bylaws of SNAP as found in Call to Action #3

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Please refrain from invoking the "every voice will be heard" mantra unless you truly mean it. So far leaders and members alike find that language suspect coming from a Board of Directors whose six members have steadfastly denied us a voice for nearly a year and counting.

Question: Why are you so afraid of your leaders and members of SNAP?

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