



**FINAL REPORT
IN THE INVESTIGATION OF CHILD ABUSE
BY SEND INTERNATIONAL PERSONNEL
(FORMERLY FAR EASTERN GOSPEL CRUSADE)
AT THE CHRISTIAN ACADEMY IN JAPAN
FROM 1950s THROUGH 1970s**

June 27, 2021
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I. GUIDING PRINCIPLES OF INVESTIGATION

Prior to the investigation commencing, the following guiding principles were established for the independent, third-party, SEND International investigation:

- Seek truth with transparency
- Ensure that all survivors are provided an opportunity to be heard and treated with dignity and respect
- Move quickly, yet thoroughly, to bring truth to light
- Reveal those responsible and hold them accountable for their actions
- Prevent future incidents of abuse
- Maintain an independent nature of investigation that is objective and without conflict of interest

II. DEFINITIONS AND ABBREVIATIONS

This report will use the following initials as identifiers: missionary kids and former students at Christian Academy in Japan (CAJ) will be referred to as *MK* and their assigned number. Non-gender-specific pronouns will be used to protect the identity of MKs. The alleged offenders are referred to as *AO* and their assigned number. CAJ faculty members will be referred to as *FM* and their assigned number. Any other person cited in this report will be identified by their title or position and organization.

SEND International is a multicultural and interdenominational organization devoted to sharing Jesus' message of hope. It was launched after World War II by American soldiers moved by the spiritual needs of those in the Philippines and Japan. At that time, the organization was established as the Far Eastern Gospel Crusade (*FEGC*), an international and interdenominational ministry.

SEND US sends missionaries from the United States to share the Gospel with unreached people groups nationwide and overseas. It is responsible for all *SEND US* personnel, including missionaries who were sent to Japan as part of *FEGC*.

Today, *SEND International* is comprised of sending offices and receiving fields around the globe that function as separate but affiliated entities.

III. HISTORICAL INFORMATION

CAJ was founded in 1950 by a group of missionaries to provide for the educational needs of their children and was originally called the Japan Evangelical Christian School. In 1951, the school moved to its current location in Higashikurume and by 1954 it had approximately 115 students and 8 teachers. Also in 1954, the name of the school changed to Christian Academy in Japan. From its inception until 1961, the school was owned and operated by an association of parents.

In 1961, leadership at CAJ was assumed by six mission agencies: *FEGC* (now *SEND International*), Christian Reformed World Mission (now *Resonate Global Missions*), The Evangelical Alliance Mission (*TEAM*), Conservative Baptist Mission (now *WorldVenture*), Evangelical Covenant Church Mission (*ECC*), and Oriental Missionary Society (now *OMS International*). These six mission groups provided the school with leadership, teachers and funding.

In the early 1960's, the school had grown to approximately 223 students and 18 teachers, including the headmaster. There were separate dormitories for male and female students, with a staff of five employees to manage them. During that timeframe, dormitory students were generally five or seven-day boarders.

IV. INDEPENDENT THIRD-PARTY INVESTIGATION

A. INVESTIGATION TEAM ROLES

The SEND International independent, third-party investigation was conducted by highly-experienced professionals who were selected for their professional training, understanding of child sexual abuse, experience in child safety and understanding of the mission world. To maintain the integrity of the investigation, the independent investigators were individuals who were impartial, without bias and had no affiliation with SEND or CAJ

The Lead Investigator is an independent investigative professional with more than 23 years of federal law enforcement experience. He successfully resolved and supervised internal and external criminal investigations, including threats, assaults, and violent crimes. He has extensive interview experience and was a member of a Special Response Team (SRT), which responded to major crimes and critical incidents. He also instructed training in Threat Management and Crime Scene Processing. In his work, he adheres to the investigative policies and procedures established by federal agencies and the investigative standards set forth by the Department of Justice (DOJ). Since retiring from government service, he has dedicated his time to investigating historical allegations of abuse.

The Lead Investigator drafted a *Report of Investigation of FEGC/SEND International Personnel at CAJ* based upon his case knowledge and investigation, and from information obtained by other investigators on the investigation team and from investigators of the CAJ-led investigation. This included personal interviews or attempted interviews, and the reports and analysis of other investigators. Some individuals, including survivors, witnesses and alleged offenders, were not available to investigators due to physical or mental capacity or being deceased.

Established practices were followed in accordance with processes utilized by any lead investigator or case agent, tasked with the completion of a final report of a complex investigation. Any investigation is comprised of many assets, and reduced to one final report by one individual, or occasionally a small group of individuals.

SEND International hired an independent, professional agency that was comprised of three individuals whose combined experience primarily focus on the investigation of allegations of abuse within the faith-based and Non-Governmental Organizations (NGO) communities and personnel security backgrounds for the federal government. Clients request the agency's assistance in investigating allegations of emotional, sexual, and physical abuse as well as neglect.

One member of the Investigation Team has more than 25 years of experience in criminal and civil investigation, including expertise investigating sexual assault and child abuse. He began his career in the U.S. Air Force before working on an Organized Crime Drug Enforcement Task Force. For the past decade, he has focused his work on assisting faith-based mission organizations and NGO's in security and risk assessment

and allegations of child abuse. He is a child safety response team member for an international missionary organization not affiliated with SEND International.

Another member of the Investigation Team serves as an independent investigative consultant who conducts inquiries into allegations of current and historic child abuse, primarily within the Christian missionary context. She is trained as a child forensic interviewer and spent years as a federal investigator in the United States Air Force OSI. She has a master's degree in Intercultural Studies.

The third member of the Investigation Team is a licensed professional counselor with extensive experience in interviewing victims both during her time as an attorney and now as a counselor. She has taught continuing education classes addressing child abuse and neglect, developmental psychology, expert witnesses, and forensic mental health. She also lectured on topics, including child investigative interviewing, mandatory reporting, and emotional and cognitive development. Her education includes MS in Clinical Psychology, PhD in Developmental Psychology (in progress), and Juris Doctorate.

B. SCOPE OF INVESTIGATION

In October and November 2018, SEND International received two separate communications from former CAJ students alleging past physical, sexual and emotional abuse that took place approximately 50 or more years earlier. These incidents of alleged abuse involved one female dormitory supervisor and two male teachers at CAJ.

In February 2019, SEND US launched an independent, third-party investigation in accordance with SEND International's comprehensive Child Safety and Protection Policies and Procedures and guiding principles used by the Child Safety and Protection Network to address the allegations related to SEND US.

The ensuing investigation determined two of the three alleged offenders were former FEGC members. One was a dormitory supervisor (Alleged Offender/AO1) and the other was an art teacher (Alleged Offender/AO2) at CAJ. According to initial reports, both AO1 and AO2 may have been responsible for abusing students while they were both on staff at CAJ. It was determined that the third alleged abuser was an independent teacher who was not associated with FEGC or SEND at any time.

The CAJ and four of its founding missions—ECC-Serve Globally, Resonate Global Mission, TEAM and WorldVenture—sponsored a separate independent investigation into all reported cases of alleged abuse at CAJ.

The information set forth in this report is for the limited purpose of determining whether the alleged abuse by FEGC/SEND personnel was more likely than not to have occurred. This report, therefore, will not include all of the information gathered during a separate investigation conducted on behalf of CAJ and its sponsoring ministries, which is expected to detail additional information developed during its broader investigation upon its conclusion.

If any additional allegations involving FEGC/SEND personnel are discovered or reported, they will be investigated to determine their merit and the findings submitted to SEND International in a supplemental report.

Investigators from both independent investigations collaborated on interviewing witnesses and/or sharing information, with the express written permission of the interviewee. This was intended to prevent inflicting further trauma on the survivors of abuse by limiting the number of interviews, while still helping to bring truth to light.

C. PROCESS

When conducting a criminal investigation, the burden of proof is the level of proof required to establish a criminal charge and is higher than the level of proof required in non-criminal/civil cases. In any type of criminal case the evidence must prove that the allegations are true beyond a reasonable doubt. On the other hand, the burden of proof in historical abuse investigations (non-criminal) is very different. Most non-criminal investigations determine whether the evidence proved it is more likely than not that the actions occurred. Using this rationale, one has to be almost 100 percent certain to convict a person of a criminal offense but only 51 percent certain in order to prove a non-criminal/civil case.

The determinations of this investigation do not mean some of the CAJ allegations may not have risen to a criminal level; however, they would be extremely difficult to prosecute due to the international location and historical timeline of the alleged abuse.

Numerous former CAJ students, faculty and administration were contacted for interviews during the investigation and many accounts of alleged abuse were obtained. Specifically related to FEGC/SEND personnel, nine interviews were conducted with former students and two interviews with former administrators. In lieu of being interviewed or for their own convenience, five former students also submitted letters regarding the alleged abuse at CAJ.

Anyone who wished to provide information and was willing to be interviewed was interviewed and recorded. All interviews were transcribed for review purposes, and all relevant transcripts were provided to Telios Law PLLC for its independent investigation. This information was only provided with the express written permission from each survivor.

In addition, numerous CAJ and FEGC/SEND records that were available were obtained for review. The records included personnel documents, internal CAJ documents, CAJ council and annual meeting minutes, CAJ year books, and other records obtained regarding FEGC.

D. CONFIDENTIALITY

In order to protect the identity of survivors, SEND International has maintained a position of confidentiality throughout this process. Survivors were only identified in the investigation as Missionary Kids (MK) and their assigned number. Non-gender-specific pronouns were used to protect the identity of MKs. Signed confidentiality statements have been obtained and transcripts of testimony were shared with the CAJ-led investigation only with the express written permission of survivors. Transcripts were provided upon request to survivors and solely included their personal testimony.

V. INDEPENDENT REVIEW PANEL

A. REVIEW PANEL ROLES

The independent Review Panel was comprised of individuals with relevant knowledge and subject matter expertise. Importantly, each panel participant was impartial, without bias, and had no affiliation with SEND or CAJ to maintain the integrity of the investigation. The Review Panel was tasked with reviewing the findings of the *Report of Investigation of FEGC/SEND International Personnel at CAJ* to make a Statement of Findings and recommendations to present to the SEND US Board.

Review Panel Coordinator: Pat Hendrix is the founder and original leader of IHART (Independent Historical Abuse Team) and an originating member of the Child Safety and Protection Network. She holds a Bachelor of Science degree in Business Administration from the University of Alabama-Huntsville and a Master of Divinity degree from the Louisville Presbyterian Theological Seminary.

As Review Panel Coordinator, Hendrix selected the review panel members based upon their relevant expertise and background, and with no affiliation to FEGC/SEND; distributed the *Report of Investigation of FEGC/SEND International Personnel at CAJ* drafted by the Lead Investigator for the panel's review; and coordinated the entire review process with the Review Panel. She also reviewed the SEND US Child Protection Manual (2013), the Child Protection Policy and Procedures Manual that was implemented in 2005 and later revised in 2010 and 2012.

One Review Panel member is an MK from Pennsylvania. Her parents went into missionary training with New Tribes Mission (NTM, aka Ethnos360). She grew up in South America after her family moved to the jungles of Bolivia, and recalls the happiest accounts of Bolivia are the times away from the boarding school. As an adult, she and her husband went back into NTM training, and were sent to Panama, recalled, and later sent to Senegal.

Another Review Panel member has more than 30 years in federal law enforcement. He has experience in criminal trials, affidavit preparation and review, evidence handling, conducting interviews, and writing reports. He has served in a lead investigative role into historical allegations of child abuse in a mission setting.

Another Review Panel member is a Limited License Psychologist for a Christian organization where she works as a mental health therapist. She is passionate about helping people move toward a relationship with Christ, grow in their faith, and invite Christ into their struggles. She worked as a volunteer in youth and young adult ministries for 12 years.

The fourth Review Panel member is a retired law enforcement officer who for more than 10 years has specialized in child abuse investigations regarding MKs in missionary environments in foreign countries. As an investigator, she has obtained supporting documentation, recorded statements from witnesses, victims, and offenders. She is knowledgeable of the International Child Abuse definitions and standards and has attended numerous classes to support her work.

B. REVIEW PANEL PROCESS

The Review Panel met over the course of four months, during which time it closely examined the Report of Investigation drafted by the lead investigator and all corresponding exhibits.

The Review Panel also reviewed a three-page report drafted by Panel Coordinator Pat Hendrix, detailing her analysis of the Child Protection Manuals and Hiring Procedures for SEND US. In Hendrix's report, she specifically focused on the SEND US Child Protection Manual (2013), the Child Protection Policy and Procedures Manual (2012) and the Hiring Procedures.

The lead investigator participated in all meetings with the Review Panel and Pat Hendrix by Zoom (due to COVID-19 restrictions) to answer any questions the Review Panel had regarding the report.

After review of the Report of Investigation drafted by the Lead Investigator, the corresponding exhibits and the three-page report drafted by Pat Hendrix, the Review Panel produced a Statement of Findings and recommended actions to the boards of SEND US and SEND International.

VI. STATEMENT OF FINDINGS

See the Review Panel's Statement of Findings below.

**STATEMENT OF FINDINGS OF CHRISTIAN ACADEMY IN JAPAN
INVESTIGATION
Personal and Confidential**

Regarding Allegations of Child Abuse

TO: SEND INTERNATIONAL
DATE: May 30, 2021
FROM: CAJ Investigation Review Panel
RE: Investigation into allegations by MK students (MK4, MK12, MK13, MK14) against AO1 of physical and emotional child abuse and investigation of allegations by MK students (MK6 – age 18 but the grooming process began when he was a minor, MK8 and MK15) against AO2 of sexual and physical abuse. Also noted is MK8 provided limited testimony against AO2 of sexual abuse regarding MK9 and MK10.

Description of Initial Report

The (FECG/SEND) investigation, including of Christian Academy in Japan, was commissioned in response to an allegation made by a (SEND) missionary kid (MK) that the person had been beaten excessively by a dorm mother when attending the CAJ. Rather than just investigating this allegation, SEND commissioned an investigation of the Far Eastern Gospel Crusade (FEGC), including CAJ school and staff, covering a period of 1958 to 1970.

Investigative Teams

For historical abuse investigations, SEND has set up a separate process, utilizing an Independent Investigative Team with a Leader and investigators from outside SEND and strict confidentiality requirements to protect witnesses. The investigative team interviewed alleged victims/survivors (V/S), attempted to contact alleged offenders (AO), and produced an extensive report by December 31, 2020.

Description and Scope of Investigation

The SEND Investigative Team worked from both documents and interviews. The Team collected and reviewed extensive records. They reviewed hundreds of pages in documents—school records, committee notes and personnel records. The Team made over 22 contacts with MKs, MK parents and school staff and leadership teams. The Team conducted eight witness interviews, with as many MKs as could be reached and were willing. The AO's could not be interviewed. AO1 is deceased and AO2 is 95 years old and in poor health. In the case of AOs, lack of an interview did not exclude them from the findings. The team also made leadership culpability findings for those determined to have had knowledge of abuse activity. All findings were made by a preponderance of the evidence, sometimes explained as “more likely than not” true.

pg. 1

Difficulties of historical investigation

Because of the length of time that elapsed, some individual allegations were unable to be definitively established. But investigators were able to draw conclusions about the (CAJ) mission culture of the past through the cumulative information from the testimonies received. Therefore, everyone's testimony, whether or not fully established, contributes to the whole picture of the culture and the safety of children now and in the future.

SEND Mission's Standards of Conduct

The events alleged covered a span from 1958 to 1970. The vast majority of the allegations were from the 1950's until early 1970s. SEND Mission did not have child safety policies or abuse definitions at that time. Instead, the investigative teams considered scriptural standards, and what would have been considered abusive behavior or boundary violations at the time of the alleged incidents. Those interviewed were able to give insight about the standards of the day.

Recommendations Panel Make-up and Purpose

The Recommendations Panel consists of Coordinator, Lead investigator and four other members. The Coordinator is present to provide training on the process and facilitate discussion. The lead investigator is present to provide further information as requested and will not be engaged in decision making.

Panel members may not have any position of bias against SEND or significant doctrinal differences.

The Panel, meeting for deliberations will:

1. Come to a consensus on where certain actions/behaviors fit the definitions;
2. Choose recommendations for SEND based on available options;
3. Address administrative outcomes regarding adult-to-child abuse; regarding leaders negligent in protecting children; and ways to address child-on-child behavior.

The recommendations are drafted and reviewed for clarity and compliance with all applicable standards.

Statement of Findings

The emotional state as described by students by the threats of paddling, belittling, negative comments and threats of damnation seems more likely than not since the conduct as described appeared punitive. Additionally, the physical and sexual abuse described by students seems more likely than not since the conduct described appeared punitive.

Conclusions by Review Committee:

AO1 could not be interviewed as she had passed away in 2002. The initial allegations against AO1 (female dormitory supervisor) involved the physical and emotional abuse of young female

pg. 2

students in the CAJ dormitory. It was alleged that AO1 spanked or beat these students with a bare hand or rubber hose for punishment, inflicting physical and emotional pain.

Reports of physical and emotional abuse by AO1 involved forcefully spanking young female students with her hand or with a rubber garden hose. These reports were obtained from at least four former students (MK4, MK12, MK13 and MK14). Unsubstantiated accounts of AO1 using a garden hose while administering corporal punishment were also identified. The Review Committee concluded the physical and emotional abuse allegations against AO1 were corroborated by the documented and testimonial preponderance of evidence as more likely than not to have occurred to these MKs.

Reports of sexual abuse by AO2 involved grooming, inappropriate touching, and masturbating with a teen male student. The reports were obtained from at least three former students, listed as MK6, MK8, and MK15. In addition, MK7 corroborated information revealed from MK6, and MK8 provided information regarding MK9 and MK10. The Review Committee concluded sexual and physical abuse allegations against AO2 were corroborated by the documented and testimonial preponderance of evidence as more likely than no to have occurred to these MKs.

There were multiple allegations of abuse involving AO1 and AO2. Firsthand accounts of the abuse were obtained from interviews with former students and faculty at CAJ. Details of the physical, emotional, and sexual abuse experiences that occurred at or near the campus of CAJ came from the accounts. The fact that much of the testimony appeared to be credible and reliable, is a major factor in determining that the abuse was more than likely than not to have occurred.

The culpable leaders (FM1, FM2, and the Personnel Director) became aware of the abuse and did not share that information with other leaders for action and took limited action themselves that continued to put children at risk. The Review Committee concluded three leaders were culpable in the abuse that occurred since they became aware of the activities of AO2 that could have been investigated and corroborated by the documented and testimonial preponderance of evidence, but they failed to take appropriate action to acknowledge the abuse allegation and take the necessary steps to safeguard children in the future.

Patricia A. Hendrix
Coordinator
Independent Review Panel

VII. NAMING OF THE OFFENDERS AND CULPABLE LEADERS

As noted in the Statement of Findings from the Review Panel, it was determined that the physical and emotional abuse allegations against AO1, and the sexual and physical abuse allegations against AO2, respectively, were corroborated by the documented and testimonial preponderance of evidence as more likely than not to have occurred.

The Review Panel also determined that there were culpable leaders who failed to take appropriate action to acknowledge the abuse allegation and take the necessary steps to safeguard children in the future.

In SEND's commitment to transparency and bringing truth to light, below are the names of those individuals.

Offenders:

Mary Fowler, a dorm supervisor at CAJ from approximately 1959 – 1964
Deceased

Clarence "Bud" Young, an art teacher at CAJ from approximately 1958 – 1970
****Updated June 29, 2021:***
Clarence "Bud" Young passed away on June 19, 2021

Culpable Leaders:

Howard Blair, Teacher/Acting Headmaster at CAJ from approximately 1954 – 1981

Martin Essenburg, headmaster at CAJ from approximately 1959 –1973 and 1998 – 2000

Virgil Newbrander, years and titles held at FEGC/SEND unknown

VIII. RECOMMENDATIONS TO SEND US BOARD

See the Review Panel's Recommendations below.

RECOMMENDATION REPORT FOR CAJ INVESTIGATION
Personal and Confidential

TO: SEND INTERNATIONAL
DATE: May 30, 2021
FROM: CAJ Investigation Review Panel
RE: Recommendation Report for CAJ Investigation and Recommendation Report from Analysis of Child Protection Manuals and Hiring Practices.

"It has been stated that the memories of the incidences of sexual and physical abuse that were perpetrated upon children of missionaries is a deep collective pain among us as either the direct victims, the siblings of, or the closest friends of the victims.

Abuse literature speaks of 'primary and secondary victims'. Primary victims are those who directly experience abuse. Secondary victims are those – particularly parents, siblings, spouses, and children – who live with or love the primary victims. They suffer losses too. In a mission sending community, secondary victims include those who have committed their lives to the missions of the organization, especially those who have trusted the perpetrator." (see note 1)

In light of the deep pain and extensive impact of abuse on its victims/survivors, the following recommendations have been developed. These recommendations expand child protection efforts to include concerns regarding the wellbeing and development of the mission's children and the families beyond child abuse prevention.

GENERAL RECOMMENDATIONS:

1. We recommend that SEND request an impact letter from the survivors to be sent to SEND leadership relating the impact of the abuse on their lives then and now.
2. We recommend that SEND issue a sincere apology to the survivors and families. In any correspondence with survivors use the perpetrators names.
3. We recommend that SEND consider a retreat for survivors and SEND leadership. In selecting leadership to attend – be careful who is picked. Survivors can tell who genuinely cares.

RATIONALE:

The above recommendations (1-3) give the administration and board the opportunity to provide a measure of healing and acknowledges culpability of both the leaders and perpetrators. Some survivors requested these measures.

4. We recommend SEND expand vetting of applicants to include mental health evaluations as needed. Applicant children should be included in the process (in an age appropriate way) their needs, development, expectations and understanding of hardships/challenges are important.
5. We recommend that SEND background checks include appropriate financial, law enforcement, and medical records releases.
6. We recommend that SEND give careful consideration in the hiring of “in country staff” and staff from other agencies and schools, if they are likely to have contact or access to children or responsibility for some aspect of childcare.
7. We recommend that SEND include the definition and signs, of grooming behaviors in the annual orientation with children and staff, Child Protection manuals, and Child Protection training.
8. We recommend SEND update this material for all in the mission, (including children with an age-appropriate content.) Proof of required training should be documented in personnel records.
9. We recommend that SEND establish and set aside a fund for counseling and member care resulting from child abuse regardless of the source, if SEND is the reason for exposure (mission service) to abuse.
10. We recommend that SEND develop a position for a designated and safe adult advocate (counselor) at school/dorm/base for students and parents to approach with issues of concern and receive counseling help. The advocate should not be related to any staff, dorm parent, or teacher.

RATIONALE (9, 10)

A respected and independent advocate demonstrates a clear commitment by SEND to missionary children safety and creates an effective means to prevent and respond to harm.

11. From (2013 Manual) – We recommend SEND utilize online training, testing and recording of participants regarding Child protection; allowing updates.
12. We recommend SEND child protection training be annually for everyone, without exception, and especially with individuals working with children.

13. We recommend that there should be only one Child Protection Training across the board for anyone working with children within SEND.
14. We recommend SEND develop an accountable way to use the SEND short term department to train and obtain background checks.
15. We recommend the Report Abuse form be presented at training and a simulation example be conducted at training.
16. We recommend SEND develop a separate Investigative Manual for use in the US and overseas investigations so procedures for independent investigations are consistent and complete across the board regardless of geographic location.
17. We recommend SEND add the definition of child-on-child abuse to the updated Child Protection Manual.

SPECIFIC RECOMMENDATIONS FOR THE CHILD PROTECTON MANUAL (PAGES 8-10, 2012) AND SEND US CHILD PROTECTIO MANUAL (PAGES 2-3, 2013):

1. Physical abuse – definition does not specify stabbing, choking, & hitting – both documents do not include.
2. Sexual abuse – SEND US (2013) does not include “indecent exposure”
3. Neglect – (2012) specify “abandonment and psychological development”; (2013) include abandonment, lack of supervision, education, emotional needs.
4. Psychological abuse – (2012 and 2013) fail to specify psychological harm, humiliating/abandoning or alleging to do so to people/things the child cares about, coercing to self-harm, excessive discipline that doesn’t qualify as physical abuse. Also include favoritism in psychological abuse (the favoring of one person over others while others fall by the wayside – feel abandoned). The environment would be fair and more consistent across the board.
5. Bullying – include in 2012 and 2013 manuals definition, how to recognize, etc. expectations when abuse allegations involve SEND personnel as alleged abusers, alleged victims, or witnesses.

6. Establish a line of communication for notifying other sending agencies if alleged survivor/abuser is involved – beginning with initial allegation stage and following through to findings/results.
7. Consider the use of an independent investigator from outside the organization.

RATIONALE (#13)

We see that SEND has made every effort to be thorough in the two SEND documents. The addition of these recommendations will make both manuals more in line with each other and convey the same message.

ADDITIONAL COMMENTS/CONCERNS REGARDING ANALYSIS OF CHILD PROTECTION MANUALS AND HIRING PROCEDURES (EXHIBIT 1)

SEND US CHILD PROTECTION MANUAL (2013) –

1. Recognizing child abuse – there was not a list of indicators included in the manual.
2. There was not a list of those who are considered mandatory reporters.
3. Question – who gets a copy of the final report? Who has the responsibility for the Action Plan? Do shareholders have input? Who facilitates the action plan and what does it look like?
4. With the Action Plan, what criteria does the Area Director use in holding parents' accountable? Does the Area Director receive training for this?
5. Youth events – adequate number of adults (male and female), depending on the make-up of the youth group.
6. Minor children requiring interview; parents should be present or observe the interview (unless the parent is reason for interview). (page 12). SEND should consider using a person trained in interviewing children.
7. Report Abuse Form – questions as to how long the preliminary report takes before deciding to proceed or dismiss allegations as not credible.

SEND Child Protection Policy and Procedures Manual (2012) –

1. Orientation on child abuse policies/reporting in countries outside the US.
2. Bold the following –
 - a. Page 17 – Right to Confront Accusers – **However, SEND does not allow victims to be confronted by the alleged abuser at any time during the investigative process.**
 - b. Page 19 – last paragraph in blue box – bold it.
 - c. Page 22 – Internal Investigation Process (1st paragraph) Bold – **Confidentiality is paramount in order to protect the alleged victim, the alleged offender, and to prevent gossip.**
 - d. Pages 23 and 24 – bold sentences in yellow.
3. Section VI – Appendix – I assume these are included in orientation.

HIRING PROCESS:

I do believe that the process is lengthy and thorough. It is a long process where references are contacted and a thorough background check is executed.

TRAINING:

It seems that training is offered "regularly" as soon as individuals are appointed, hired, or volunteer, and then retrained "no less than 5 years thereafter". Recommendations are listed as to how often training should be done and that the training should be consistent across the board for anyone working with children within SEND.

Of concern is volunteers who go directly to the field to serve with teams they support from churches. If not vetted by SEND's Short-Term department, they do not receive training and sometimes do not have background checks. (See Recommendation #14)

INTERNAL INVESTIGATION PROCESS (SEND US CHILD PROTECTION MANUAL, 2013 – pgs. 6-10)

1. Page 6 – B – last line in paragraph - The Investigative Team should include independent investigators from outside SEND,
2. Page 7 – Conclusion of investigation – who gets a copy of the report? Who administers the Action Plan and what does it look like?

3. After some research, the definition of child-child abuse is acceptable.
4. A separate **Investigative Procedure Manual** is needed to ensure that procedures for internal investigations are consistent and complete across the board. Procedures, goals and SEND policies should all be in sync. (see Recommendation #16)

Patricia A. Hendrix
Coordinator,
Independent Review Panel

Note 1 - Final Report of the Independent Committee of Inquiry of the Presbyterian Church (U.S.A.), Page 80, 9/2002.

IX. RESPONSE TO RECOMMENDATIONS AND COMMITMENT TO THE FUTURE

The SEND US Board accepted all recommendations from the independent Review Panel, which included:

- Updating the SEND International Child Safety and Protection Policies and Procedures
- Enhancing hiring and training processes
- Creating a new position at SEND International of a designated and safe adult advocate who children and parents can approach with issues of concern, and receive counseling help

The SEND US CEO and SEND International's Director of Corporate Security were tasked with implementing those recommendations and adopting additional measures as needed.

Further actions taken by SEND US include:

- SEND US made available mental health counseling support to survivors who experienced abuse at the hands of FEGC/SEND personnel at the CAJ. We will continue to offer this support to survivors who request assistance.
- SEND US publicly named the offenders and the culpable leaders who failed to take action as part of its commitment to transparency and bringing truth to light.
- SEND US symbolically terminated Clarence "Bud" Young, an action that should have been done decades ago.
- SEND US reported the outcomes of this investigation to the Children's Protective Services at the Michigan Department of Health & Human Services, and to Diplomatic Security, the law enforcement arm of the U.S. Department of State.
- SEND US has made public the "internal and confidential" Review Panel's Statement of Findings and Recommendations to the US Board by publishing them on the organization's website. This information was made public as part of SEND'S ongoing commitment to transparency.

Members of the SEND US Board include:

- David Gregory, Chairman of the Board
- Dan Severn, Vice Chairman
- Michelle Atwell, Ex-Officio, SEND US CEO
- John Baird
- Dr. Sabrina Black
- Warren Janzen, Ex-Officio, SEND International Director
- Isabel Lee
- Dr. Eric Moore
- Rand Moore

X. APOLOGY

OPEN LETTER OF APOLOGY TO CHRISTIAN ACADEMY IN JAPAN MISSIONARY KIDS AND THEIR FAMILIES FROM SEND INTERNATIONAL



June 27, 2021

To: The Christian Academy in Japan MKs and their Families,

We cannot begin to imagine the devastating and profound anguish the survivors of abuse experienced as vulnerable and isolated children at the Christian Academy in Japan (CAJ) and have carried with them for so many decades.

SEND International leadership has heard the survivors' personal and painful testimonies of abuse and want to assure them that we believe every word they have courageously shared.

It is with deep remorse that we come forward with our hearts in hand to acknowledge the abuses that were perpetrated upon these innocent children and the lasting pain caused. Through God's grace and mercy, we are acknowledging past wrongs, providing support to the survivors, and taking decisive action to prevent future abuse so that healing can begin.

From the time when we received correspondence about abuse that occurred at CAJ, our guiding principles have been to bring truth to light, maintain full transparency, and ensure the dignity and worth of each survivor.

We were entrusted to provide care, love, spiritual guidance and a healthy, family-like environment while the survivors' parents faithfully served to advance the Gospel. SEND bears responsibility for failing to protect children from adults who violated them and used physical punishment, coercion, manipulation and shame to satisfy the evil in their hearts.

We now know when the survivors came forward as children and shared details of abuse with missionary leaders, those wrongdoings were ignored or dismissed with little regard for their painful experiences or the potential impact on other children at CAJ who remained vulnerable. We are so very sorry for the ways in which this must have multiplied and prolonged each survivor's pain and made them feel unworthy, silenced and unseen.

In addition to acknowledging the unbearable pain and suffering the survivors experienced, we must solemnly confess our failures as individuals and as an organization.

We did not have the policies in place to safeguard and protect children.

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We did not believe the words of children when they spoke up.
We did not take decisive, swift and appropriate action when allegations were brought to our attention.
We employed personnel who used their positions of authority to abuse the very children in our care.
We did not immediately remove the perpetrators from their roles at FEGC/SEND.
We betrayed the trust of our missionary kids and their families.
We destroyed the innocence of children.

We are heartbroken that the survivors' experiences at CAJ were ones of hurt, fear, sorrow, embarrassment and shame, and express our deep regrets for the wounds they bear and have carried with them for all these years. We humbly ask for their forgiveness.

On this side of eternity, we know that we cannot undo the abuse that occurred or the generational pain that the survivors bravely carry. We offer our deepest, heartfelt apologies and weep with them for all that has been broken, lost, stolen and unfulfilled.

We thank the survivors for courageously sharing their testimonies and allowing us into the sacred spaces in which they have suffered for so many years. To the survivors, we say: You are worthy. You are loved. And today, you are seen, heard and believed by everyone at SEND who promises to uphold our individual and collective responsibilities to provide children under our protection with the compassion, love, support and care they undoubtedly deserve.

A handwritten signature in cursive script that reads "Michelle Atwell".

Michelle Atwell
CEO
SEND US

A handwritten signature in cursive script that reads "Warren Janzen".

Warren Janzen
International Director
SEND International