

Intentional Cultural Change

- Change in power dynamics. There has been female leadership in place since 2016, creating built in accountability. The Overlake co-leadership model implemented in 2020 has created another layer of shared accountability.
- Family engagement is encouraged. Prior to 2016, the only time families were intentionally engaged was in lieu of camp registration. SM has created an open-door culture for family involvement. This includes parents who are serving on our leadership team.
- Language in student ministries has changed with an emphasis on creating safe spaces.

Documented policy in our SM training guide and family guide:

- **ABUSE POLICY**
As mandated reporters, if a student shares information with you about abuse or harm happening to themselves or others, we must report information to Child Protective Services. You should let a staff know what has been shared, and we can help walk you through the next steps. P. 15

Leadership

- Co-leaders are prioritized for every group
- Required Leader Trainings and weekly huddles are provided for leaders can be equipped and supported.
- Staff are now acting as mandated reporters.
- Every leader must have a background check

Student Empowerment

- Two or more times a year- students are given instructions on how they can ask for help if they are in an abusive or harmful situation. They are encouraged to talk to their leaders or a safe adult, who will then inform staff, who take the proper steps as mandated reporters.