

Investigative Team and Personnel Committee Reports

January 28, 2007

Bellevue Baptist Church
2000 Appling Road
Cordova, TN 38016
Final Version

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Investigative Team Report

Findings and Recommendations from the Paul Williams Investigation

Bellevue Baptist Church
2000 Appling Road
Cordova, TN 38016
Final Version

Presented to the Personnel Committee January 20, 2007
Presented to the church January 28, 2007

Report to Bellevue Baptist Church from the Investigative Team

Presented to the Personnel Committee January 20, 2007

Presented to the church January 28, 2007

Introduction

The incident, which was initially described as a “moral failure” by Paul Williams, Bellevue’s Minister of Prayer and Special Projects, became evident to the church Personnel Committee in December 2006. Bryan Miller, Chairman of the Personnel Committee, reported the incident to the church at the conclusion of both morning Worship Services on December 17 and announced Mr. William’s leave of absence which began December 15, 2006. Pastor Gaines commented on the incident and his concern for the Williams family.

The following Wednesday, December 20, Pastor Gaines told the church that an internal investigation would begin and that David Coombs, Administrative Pastor, would lead the Investigative Team. David Coombs further reported to the church that the investigation would be completed within 30 days and that it would have three primary objectives: (1) The recommendation as to the employment status of Paul Williams by Bellevue Baptist Church. (2) The determination of the effects, if any, of the moral failure of Paul Williams on the church family for the past seventeen years of his ministry at Bellevue Baptist Church. (3) To review the procedures of the church to ensure the protection of our church family, especially our children.

The investigation began immediately with the primary Investigative Team of David Coombs, Administrative Pastor and Team Investigation leader; Doyal Long, Minister, Biblical Guidance/Pastoral Care; and Mike Stavropoulos, independent Human Resource Consultant with HR M pact. Attorney Jeff Weintraub, managing partner of Weintraub Stock & Grisham, P.C., has represented Bellevue Baptist Church throughout this investigation. Additional assistance has been utilized from sources inside and outside the church. The primary directives from the Personnel Committee follow:

1. Paul Williams’ Employment Status

Recommend the final disposition of Paul Williams’ employment with Bellevue Baptist Church, as well as any actions that should be taken on behalf of his family and the church family.

2. Victim Support

Investigate the actions of Paul Williams over the past seventeen years as he carried out his responsibilities as a minister.

- a. Determine if there are any consequences of his actions on the health and safety of our members or anyone seeking ministerial assistance from the church.
- b. Identify individuals, if any, who may have been harmed and need help.
- c. Offer assistance to harmed individuals, if desired by the individual. This assistance will be provided by Bellevue’s Biblical Guidance office or outside counseling recommended by the church at the church’s expense. The Personnel Committee will have final approval of outside counseling expenses.

3. Church Policies and Procedures

Review and revise the policies and procedures of the church to give guidance to the Pastor, staff, and laity for the purpose of protecting the health and safety of our members, especially our children. This revision will also include outside expert consulting help as needed. Counsel will ensure that we are in full compliance with the law in any and all areas of human resources and personal safety.

I. Prior Knowledge

In addition to the above objectives, the Team investigated why the retired staff members, current staff members including the Senior Pastor, and church members who knew of the seventeen-year-old issue prior to December 2006 did not deal with the issue at an earlier date. The investigation focused on the knowledge of current administration regarding the event, since this time frame would provide sufficient information to identify any shortcomings in procedures and policies for dealing with any similar problems in the future.

II. Clear Misconduct

The Team started with little question as to the fact of the sexual misconduct of Paul Williams because Paul has openly admitted to having inappropriate sexual behavior with his son seventeen years ago. Due to the years elapsed since the sexual misconduct and the many areas of ministry Paul has participated in, the team had to interview a number of people to determine the harm to the church family.

III. Scope of Interviews

The following categories of people were interviewed who may have knowledge of any negative consequences or other victims resulting from Paul's actions over the past seventeen years:

- Paul Williams and those family members who were directly and indirectly affected by Paul's actions
- Individuals who have voluntarily come forward on their own as a result of a request from the pulpit to come forward or as a result of the request for information made in the reports to the church on December 17 and 20, 2006
- Review of church files for any reference to Paul Williams engaging in Biblical Guidance
- Review of church records for any direct involvement by Paul Williams in the follow-up of Lay Ministry Applications
- Review of church records for any direct involvement by Paul Williams in the approval process of Lay Ministry Applications when applicants had indicated they had been sexually abused previously, as well as any investigation of injuries on church property and the investigation of any suspected child abuse
- Interviews with church staff members who may have knowledge of any activity or incident that would be inappropriate for a Bellevue minister
- Individuals that were in a supervisory role over Paul Williams who may have had knowledge of inappropriate actions

IV. Investigative Purpose

The first purpose of the investigation was to determine if there were any inappropriate actions made and if any corrective actions need to be taken. The Team also determined if any individual has suffered or is currently suffering from Paul's activities as a staff member and decided how the church could be of help. The second purpose of the interviews was to identify the working knowledge of the church staff on policies and procedures currently in place and determine

policies and procedures that need to be developed and implemented. The interviews will continue after this report as long as affected individuals and inappropriate actions are discovered.

The Investigative Team also reviewed personnel files of Paul Williams and other church procedural manuals and policies that dealt with the subject of the investigation. At the beginning of the investigation, the Investigative Team secured Paul's office and home computers. An outside expert was engaged to examine the hard drives and email activities that could reveal inappropriate actions and be helpful to the investigation, but no overtly suspicious files or emails were found on the computers. The Investigative Team also reviewed information that came from various sources that would aid in the investigation.

V. Investigation Procedures

Bellevue Baptist Church initiated the current investigation, instructing the team to "leave no stone unturned" to reach the truth and to conduct the investigation in an independent, unbiased manner. Toward that end, outside counsel and an outside Human Resources consultant were retained, and the Investigative Team was created. David Coombs, who was asked to lead the team, was a longtime member of Bellevue Baptist Church, but previously had held no staff position with the church.

Initially, Bryan Miller, representing the Personnel Committee, and Mark Dougharty, Associate Pastor, were to be on the Investigative Team. However, Early on (prior to commencing witness interviews), it became evident that Bryan Miller and Mark Dougharty were witnesses. Although their involvement in the underlying facts was not particularly significant, it was deemed that the independence of the Team required these two individuals to be excluded from the investigation. Neither of these individuals participated in the investigation, nor did they view any witness statements (including their own).

The Team was given complete access to all church records.

The Team members and legal counsel communicated among themselves through their personal email addresses, not Bellevue email addresses, to ensure that no emails resided on Bellevue's server.

The Team also specifically excluded Dr. Gaines from participation in the investigation (Dr. Gaines never asked to participate), except for taking his statement. Interviews were not shared with him.

Witnesses were not given access to the statements of other witnesses.

Everyone who contacted a Team member to give an interview was allowed to do so.

It should be noted that several witnesses, for reasons that were not entirely clear to the Team, declined to be interviewed. One witness would not agree to be interviewed except in a group setting. Ultimately, the Team felt that asking the questions it wished to ask could not be done properly and confidentially in such a group setting, and therefore, the Team decided not to interview this individual. Although the individual was a significant witness, the Team felt that the information this witness might have offered basically was corroborative of what other witnesses had stated. The absence of this interview was not a problem for the investigation.

Some witnesses were interviewed more than once. Mr. Williams was interviewed in person three times.

VI. Investigation Facts

The Investigative Team collected a great deal of information during the four weeks of investigation. Our charge was to “leave no stone unturned,” and as a result we collected information that contributed to our investigation along with some that did not. The following summary of facts relates to the objectives given to the Investigative Team.

The actions of Paul Williams seventeen years ago relate to the sexual misconduct with his son and subsequent disclosures and lack of disclosure. Paul Williams engaged in egregious, perverse, sexual activity with his adolescent son over a period of twelve to eighteen months. Paul became convicted of his actions and he stopped. He asked for forgiveness from his son and never touched him inappropriately again. At that time Paul told no one else.

Three years later, Paul told his wife and then sought counsel from a *retired* Bellevue staff member. There is no information to suggest that this retired staff member told anyone else, nor did Paul tell anyone else at that time. Paul felt that if he had gone to anyone else on the staff, he would have put his position at Bellevue in jeopardy.

Paul Williams never sought counsel for himself or his son until recently, and then only after that counseling was initiated by his son. Paul said he checked every year or so to make sure all was right between him and his son.

Paul felt everything was fine between them until November 2005, when his son approached him saying that not everything had been resolved and the son and his family were going to take a separation in their relationship with Paul and his wife for a period of time. At that point, the circle of knowledge about Paul’s sexual activities with his son started to grow. His son and daughter-in-law had sought counseling from a non-Bellevue psychologist. After November 2005, Paul and his wife, along with his son and daughter-in-law, were counseled as a family.

Throughout 2006, other people gained knowledge of the seventeen-year-old issue, beginning with another retired Bellevue staff member, Jamie Fish of the Biblical Guidance office, Pastor Steve Gaines, Webb Williams, and others within the church family.

At least ten people, including Paul and his wife, had knowledge prior to December 7, 2006, when Paul’s son and two friends came to the Pastor about the seventeen-year-old issue and about Paul’s position on staff at Bellevue. Paul was out of town at that time. After he returned to the city, he was placed on a leave of absence December 15, 2006, pending the outcome of the current investigation. The announcement of that leave of absence was made to the congregation December 17.

VII. Investigation Conclusions

When looking at the sequence of events over the seventeen-year period based on interviews with all witnesses, one glaring fact stands out. Starting with Paul, there appears to have been no serious consideration given by anyone to the health and safety of the Bellevue family. On Paul’s part, there appears to never have been any time in seventeen years that any consideration was

given to the effect that having a child molester on the ministerial staff of Bellevue Baptist Church would have on the church. His only consideration appears to have been to keep his job and, in the Team's opinion, to stay out of jail. If he had considered the welfare of the church family, he would have resigned. The molestation of a child is bad enough, but to continue on in a ministerial capacity with responsibility for sensitive areas of our church life is without excuse.

VIII. Disclosure Rationale

Even as others learned of the issue in 2005 and 2006, there appears to have been no serious consideration of the consequences on our church and church family with regard to Paul's responsibility on the church staff. The following are some possible explanations for that lack of concern. These explanations are an attempt to understand what may have led to the uncertainty and failure to report as needed. Note that the inclusion of any item on this list does *not* indicate that the Team agreed with the particular item. Regardless of these past mistakes, the church must put in place procedures and policies to eliminate any delay in responding to a staff member that has had a moral failure, and to eliminate any threat to the health and safety of church members, especially our children.

- Some witnesses felt that, because the molestation happened seventeen years ago, there had apparently been no reoccurrence over that time frame, and Paul's employment record had been outstanding, there was no threat.
- Some witnesses felt that, since Paul had confessed and asked forgiveness of his son, his wife, and the Lord, so it was "under the blood," and there was no need to deal further with the issue.
- Some witnesses noted that no one currently on staff had ever had to deal with this type of problem before.
- While some of the staff interviewed had some knowledge of procedures to deal with this type of issue, there was a lack of knowledge by many staff members. It was noted that the staff over the children's areas has a very good knowledge of policies and procedures for screening workers in the children's area and has policies and procedures currently in place to protect our children. Also, the staff over the children's area has a good working knowledge of the legal requirements under which the church is to operate.
- There was a reliance on others that had knowledge of Paul's history and the assumption that, if some action was needed, they would have taken corrective action.
- There is a lack of policies, procedures, and training in dealing with issues of this type.
- There was always a desire to keep the circle of knowledge as tight as possible to protect the family of the individual.

While all of the above reasons may have seemed right at the time, they still do not excuse the fact that common sense would say that Paul should not have been involved in sensitive responsibilities on the church staff or on the staff at all. Also, the decision to address an issue such as Paul's should have been made with multiple counsel.

The Investigative Team interviewed a number of people that Paul Williams dealt with while carrying out staff responsibilities. The team also reviewed files dealing with activities that Paul engaged in with the administration of his staff responsibilities. The people interviewed fell into several categories, some of which could require additional professional follow-up, if desired by the individual. The individuals fell into the following groups:

- Individuals who had no problem with the way they were dealt with by Paul and asked for no additional follow-up.
- Individuals who felt that they had been violated in the way that they were dealt with, including Paul's asking some inappropriate questions, and wanted to express them to the Investigative Team. These individuals will be offered counseling if desired.
- Individuals who may not have had a problem with how they were dealt with by Paul at the time, but now feel violated after they have learned of Paul's molestation of his son. These individuals may also request counseling if desired.
- Individuals who are very upset at the fact of a child molester being allowed on our staff and did not want to speak to the Team.

IX. Investigative Team Recommendations to the Bellevue Baptist Church Personnel Committee

A. Paul Williams' Employment Status

We recommend that Paul Williams be immediately discharged from employment at Bellevue Baptist Church. The question of his ordination will be up to the Personnel Committee. Paul Williams must bear the primary responsibility for putting the health and safety of the church at risk for seventeen years by not stepping down from employment at the church when the incident occurred. Furthermore, by accepting duties and responsibilities in areas of the church where he would deal with sexually abused adult victims, he placed himself in a position to cause them additional harm.

B. Victim Support

The team has interviewed several individuals who were involved with Paul over the last several years of his ministry. Several interviewees were in full support of Paul and had no problem with the way he had handled his duties at Bellevue Baptist Church. Many others expressed concern over how they had been treated, and others had been deeply hurt. Some feel they have been further victimized by the fact that a child molester was on the staff of Bellevue Baptist Church. The Investigative Team recommends that counseling be offered to individuals who feel they have been harmed by Paul's actions or feel they have been hurt by the church's action of not dealing with Paul earlier. The Investigative Team recommends that those individuals who desire assistance be given the option of utilizing Bellevue's Biblical Guidance office or an outside Christian counselor at Bellevue's expense.

C. Church Policies and Procedures

It became evident that the level of knowledge to handle a problem such as the one with Paul Williams was not equal across the church staff. Some staff had very complete knowledge of how to handle child abuse cases, but not the same level of knowledge to handle a sexual misconduct on the part of a staff member, especially dealing with an event that happened seventeen years ago. Bellevue was ill-prepared on several fronts for handling the Paul Williams matter. Policies, procedures and protocols were and are inadequate.

A complete review of the Biblical Guidance office, as well as implementation of policies, procedures, and protocols, must be put in place as soon as it is practical. Background checks should be performed for all employees, including ministers and everyone who works with

children or abuse victims. The church has had the Department of Children's Services provide training for the church staff in the past, and the Investigative Team recommends that they return to help in further training and developing protocol and procedures. In addition to the above, Bellevue should establish a process of regularly auditing these procedures and protocols to ensure compliance. A more formal process should be in place providing orientation to all new ministers, including the position of Senior Pastor.

Bellevue needs to review and update the interview process for Lay Ministry volunteers. First, anyone who interviews those who have indicated abuse on the Lay Ministry Application must be formally trained on how to conduct the appropriate line of questions. Specific information about the actual abuse acts should not be asked. Females should interview females and males should interview males. If a female or male wishes to be interviewed by a member of the opposite sex, a third person should be present in the room.

X. Question of Timely Action

The question of timely response and action to Paul Williams' molestation of his son seventeen years ago has become an issue of concern for many people, especially as it relates to the Senior Pastor. The investigation revealed that a number of people knew about Paul's situation in 2006. Early in 2006, two people, a trained psychologist and a former church staff member, learned of the issue and could have contacted the Department of Child Services or other authorities about the presence of a child molester on the staff of Bellevue. The psychologist said that between March and May 2006 he insisted that Paul Williams follow through with the Biblical principle of being under authority and go to his pastor and confess his actions of 17 years ago. The family encouraged Paul to do this as well. Jamie Fish, of the Biblical Guidance office, and Webb Williams had knowledge and should have expressed concern. Some of these individuals, based on their training and experience, would have been in a position to express concern for the effects on the welfare of the church and any legal ramifications.

The first to come forward with any concerns about Paul Williams being allowed to work on the staff at Bellevue Baptist Church was Paul's son and two of his son's friends who came to Pastor Gaines on December 7, 2006. They asked Pastor Gaines for an explanation, in light of scriptural qualifications for ministers, as to why Paul should be allowed to continue as a minister on the church staff. After that meeting, the Pastor contacted the Mark Dougharty, Associate Pastor, David Coombs, Administrative Pastor, Wayne Vander Steeg, Chairman, Personnel Committee, and Bryan Miller, Chairman of the Deacons, and began the process in which we have been involved up to this day.

Jamie Fish contacted the Pastor about Paul in the fall of 2006, with questions and concerns about Paul and his family, but there was no focus on Paul's responsibilities. The Team feels there should have been concern on the part of all individuals with knowledge as to the effect on the church and church family. *Although there is no excuse*, there is an explanation which leads to the recommendation noted above. The Pastor stated that he had never dealt with an incident of this type before. Further, there were no policies and procedures in place that he had been trained to follow. In the past, the circle of information on any problems of a sensitive nature in the church was kept very tight to protect the families of the individuals and to protect the church from embarrassment. There has been a feeling that policy and procedures of this type were more suitable for the world than for the church. This feeling is not only found in Bellevue Baptist Church, but also is prevalent across churches in general. The events relating to the Paul Williams issue have vividly brought to light the need for change.

With these events causing such an upheaval of emotions in our church and community, we can easily lose sight of the victims of child abuse—all the victims. The first victims are Paul’s son and daughter-in-law. The rest of Paul’s family was likewise affected as a result of Paul’s abuse of his son. Paul Williams was sexually abused as a child, then he sexually abused his son. Paul is a victim, as is his son and the rest of the family. Our laws require any individual to notify legal authority when they have knowledge of active abuse of a child. One could argue that this would leave no place for an individual to seek help. The safety and health of a child should be our primary concern, but we as a church need to be able to minister to all people. God’s Word says, “*If we confess our sins, He is faithful and just to forgive our sins, and to cleanse us from all unrighteousness*” (1 John 1:9).

The Investigative Team recommends that all staff members directly involved with knowledge of the Paul Williams issue receive *individual* counseling and training in the procedures and processes that should have been followed in the matter and in future issues of this type.

XI. Questions and Answers

There have been some specific questions that we have heard during our investigation that were not part of our investigation objectives.

Q. Did Dr. Adrian Rogers know about Paul Williams’ child molestation?

A. It was not really a task of the Investigative Team to answer this question, but no evidence whatsoever was found suggesting that Dr. Rogers knew. Mr. Williams stated, without contradiction by any witness, that he had not told Dr. Rogers.

Q. As to those individuals on Bellevue Baptist Church’s staff who knew, should they have come forward to church administration?

A. A retired Associate Pastor (deceased)—Mr. Williams stated that, approximately three to four years after the incident, he admitted the matter to this Associate Pastor. At the indicated time, however, this Associate Pastor was retired, *no longer on staff at Bellevue Baptist Church*. This Associate Pastor is now deceased—he cannot confirm or deny Mr. Williams’ statement. Therefore, it was deemed inappropriate for the team to draw conclusions as to what the Associate Pastor did or did not know and whether he should have taken the matter further.

Jamie Fish, Minister of Biblical Guidance—In May 2006, Mr. Williams informed Jamie Fish, Minister of Biblical Guidance of the incident, and that he had been advised by an outside Christian counselor not to tell the Pastor. Jamie Fish states that he did not agree with that counsel but told Williams to pray about telling Dr. Gaines and to do whatever the Lord led him to do. Jamie Fish did not come forward himself to Dr. Gaines or to administration. Mr. Fish was aware that Mr. Williams’ job duties included interviewing adults who had indicated on a Lay Ministry Application that they had suffered sexual abuse. Mr. Fish erred in keeping this matter to himself. Jamie states that he was not aware of Paul having any responsibility requiring direct contact with children. He further states that Paul would not have been alone with any child at any time. According to Mr. Fish, Mr. Williams told him that an outside counselor/psychologist had told him not to share any information and to “keep the circle tight.” Mr. Fish relied on this comment to reinforce his decision not to take the matter further, since even this psychologist, who Mr. Fish felt had an even “higher reporting standard,” had supposedly reached this same conclusion.

Dr. Gaines—In June 2006, Mr. Williams, with his wife present, told Dr. Gaines about the incident. He also told Dr. Gaines that he had repented, confessed all to his family, asked for forgiveness, been forgiven, that there had been no further sexual misconduct in the ensuing seventeen years, and that he was receiving counseling. Dr. Gaines had only passing knowledge of what Mr. Williams' job duties were. Based on his beliefs that Mr. Williams was telling the full truth and that the children of Bellevue Baptist Church were not exposed to any danger or threat, Dr. Gaines did not seek counsel in the matter. This was a mistake, one to which Dr. Gaines has admitted, in hindsight. At minimum, Dr. Gaines should have taken steps to learn exactly what Mr. Williams' duties included, so he could ensure that there would be no harm to others. In fact, Dr. Gaines could have started investigating by asking Mr. Williams himself about his job duties, to ensure no unsafe exposure to children. In addition, he could have temporarily relieved Mr. Williams of his duties and put him on leave. He could have simply taken the matter to other ministers on staff with more experience in the matter than himself.

Q. As to the above individuals on Bellevue Baptist Church's staff who knew, should they have reported the information to the authorities (police, Attorney General's office, Department of Child Services, or related agencies)?

(Answer provided by Counsel)

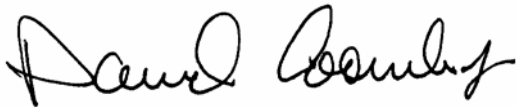
A. It was essential to the Team that it determine whether any other children had been put at risk while Mr. Williams was actively ministering at Bellevue Baptist Church. First, pursuant to Mr. Williams' job description and the statements of uncontradicted witnesses, Mr. Williams had no specific authority or responsibilities over any children's area in the church. Because he was a certified First Responder, Mr. Williams was called upon if the Children's Ministry staff observed something like bruising on a child's body that might indicate abuse. Mr. Williams was called upon because he is a certified First Responder. Mr. Williams would then call the First Aid room and request a doctor or other medical professional to come and examine the child. Mr. Williams and others would be present during the examination, but only as observers. Regardless, pursuant to existing Bellevue Baptist Church policy, no child can be examined by an adult unless other adults are present, and several witnesses have stated that Mr. Williams was never alone with a child in such circumstances—in every case, other adults were present.

The Team also had to consider whether Mr. Williams' own grandchildren were at risk, since he sometimes picked them up from the children's area after Sunday morning Worship Services. Although Williams cannot state conclusively that there was never a time when he was alone with one of his grandchildren in the church, witnesses stated that Mr. Williams never picked up the children by himself—his wife was always present with him at such times. Further, Mr. Williams' children and his wife knew of the restrictions that he had put on himself to not be alone with his grandchildren. In 2005, further restrictions were placed on him by his son and daughter-in-law.

Based on the foregoing, the Team concludes that, from the times in 2006 when Bellevue Baptist Church ministers were made aware of Mr. Williams' past sexual misconduct, he did not pose a danger or risk to children at the church.

The reporting question is a difficult one, and it is not appropriate for the Investigative Team to second-guess the views of the Department of Child Services or the other above-indicated authorities. However, there are general observations that can be made. First, the statute in question is, in the opinion of some attorneys who practice in the criminal arena, somewhat vague and difficult to parse. Most seem to believe that the legislative intent for the pertinent statute is to protect children. Here, the only known child-victim of Mr. Williams was his son, who, at the time the seventeen-year-old incident was made known to church leadership, was no longer a child, but a married adult. Further, since the date that church leadership learned of Mr. Williams' misconduct, no evidence has surfaced that other children were endangered by Mr. Williams' ministry at Bellevue Baptist Church. One can argue, therefore, that the pertinent statute would not require reporting. On the other hand, another attorney stated in the media, that the statute should be reported even though the victim is now an adult. It is not within the province of the Team to determine which view is correct—those are decisions for the authorities and ultimately for the courts and the legislature.

The bottom line, however, is this: if there was a question as to whether the matter was reportable, a simple solution would have been to go ahead and report it. In fact, the Investigative Team had concluded that it would report the matter and was deciding what should be reported to which agencies, when several outside sources made it clear that the various authorities had already been notified. The Team, through its legal counsel, contacted the Department of Child Services and expressed the church's willingness to cooperate fully with that agency and to share pertinent information (which process presently is ongoing).



David Coombs,
Administrative Pastor

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Personnel Committee Report

Actions from the Paul Williams Investigation
Recommendations for Future Church Policy

Bellevue Baptist Church
2000 Appling Road
Cordova, TN 38016

Presented to the church January 28, 2007

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**Bellevue Baptist Church
Personnel Committee**

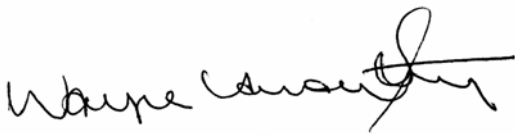
January 21, 2007

After much discussion and prayer, the Personnel Committee moves to approve and accept the Investigative Team Report as presented to the Committee on January 20, along with the recommendations that the Investigative Team submitted.

The Personnel Committee, in conjunction with the Office of the Pastor, put the following actions into place:

1. Paul Williams' termination of employment with Bellevue Baptist Church was effective January 22, 2007. This termination was given without any severance considerations.
2. The Ordination Counsel will convene for the purpose of taking appropriate action regarding Paul Williams' ordination at Bellevue Baptist Church.
3. The Personnel Committee agrees with the Investigative Team's recommendation to offer counseling from Bellevue's Biblical Guidance Department or approved outside counselors for individuals who have had interaction with Paul Williams throughout the course of his ministerial duties at Bellevue.
4. The Personnel Committee instructs Bellevue's Human Resources Department and the Investigative Team to create a proposal regarding policies and procedures that need to be implemented, and to develop an ongoing training schedule for our current staff and incoming staff.
5. The Personnel Committee instructs the Human Resources Department of Bellevue Baptist Church to begin immediate training and counseling for the ministers and the Senior Pastor who were involved with the Paul Williams incident, regarding the proper way to handle such a situation. This training must commence at the earliest date possible and professional assistance should be engaged by the Human Resources Department to carry out this training.

The Personnel Committee will meet on a scheduled monthly basis with Bellevue's Human Resources Department and the Investigative Team to supervise the progress in the areas that have been noted in this report.



Wayne Vander Steeg,
Chairman,
Personnel Committee

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Counseling Provided

Individuals who have had interaction with Paul Williams during the course of his ministerial duties at Bellevue and feel they need help are asked to call the counselors listed below directly. The counselor will make financial arrangements by contacting the church.

Kathy Harrison
Licensed Professional Counselor
Mental Health Service Provider
311 West Poplar View
Collierville, TN 38017
901-853-2743

Update: January 30, 2007

The second counselor's name was removed at the request of his organization. Please contact the church for the names of approved outside counselors.