

Dear Hope and Home Board Members,

My husband and I were foster parents at Hope and Home from 2016 to 2020. During that time we forged many life-long friendships with the foster families and support group leaders. It truly was one of the best decisions we made to answer God's calling to help protect and support children in foster care in Colorado Springs.

When we were first recruited, many of the employees we were working with were leaving the organization. That was very concerning to us because we had just left a very toxic work environment in [REDACTED] and knew that multiple employees leaving at once was a sign of a poorly ran organization. However, after meeting other foster families and hearing the positive reputation of Hope and Home, we decided to finish our certification. We were told countless times how supportive the organization was towards foster families and that we would love it.

During our time at Hope and Home, I, [REDACTED] experienced three separate uncomfortable encounters with Ross Wright. In the first week of January 2016, we toured the Hope and Home facility with my mother-in-law as prospective foster parents. Ross happened to be there when we came and offered to walk with us during our tour. As my husband and mother-in-law went inside the prayer room on the main floor to look around, I stayed outside in the hallway and chatted with Ross. Verbally, he was incredibly polite and poised, but almost the entire time we were alone he stared at my breasts. I remember waiting until my husband came out of the room and Ross turned to him so that I could look down at my shirt and see if I had something on it that caused his eyes to linger there for so long. I did not.

On April 22nd, 2016 we participated in the first day of the foster family launch conference (for new foster families). We only made it through the first night of that conference because our niece was born the following day. During a break, Ross came over to greet my husband and I. Once again, Ross's eyes dropped to my breasts and stayed there throughout our conversation. I remember thinking that he must not be aware of his actions and I didn't want to embarrass him by calling attention to it. I was wearing the Hope and Home launch t-shirt. It completely covered my breasts and there was no obvious reason why his eyes should have stayed on my chest for so long.

Then, in 2018, I saw Ross again at a Tuesday night support group meeting. My husband and I had been sharing with the group about the difficult medical issues we were dealing with concerning a child in our care. Ross approached me (in the support group room) after the meeting was over. He proceeded to tell me that he had made many phone calls on our behalf to medical facilities throughout the Springs to try to help us with our placement. This struck me as odd, because he had not spoken to us since April of 2016, nor could he recall our names. Not only did that make my husband and I feel like we weren't an important part of the organization, but it also lacked the extreme care and support we were promised when we signed on. And again, during this conversation in the support group meeting room, Ross kept his eyes on my chest as he spoke to me. We spoke for over five minutes. That is a long time to suffer under the gaze of a man in a position of authority who should know better. Moreover, I was wearing a sweater and did nothing to "deserve" that kind of attention on my private parts.

When these things happened, I was in my mid-twenties. I brushed off these three encounters because I didn't want to make waves or offend Ross for calling him out on his actions. And now I wonder why I felt that way. Was it because he continually talked about all the state level leaders he knew? Was it because he was a published author and also released training articles once a month that we were asked to read? If I had addressed his actions boldly to his face, maybe it would have caused him to think on his actions so that some of these other young

women that were hired to work at Hope and Home wouldn't have had to suffer his uncomfortable advances and behaviors.

Lastly, we find it absolutely horrendous that Hope and Home does not have an Human Resources department separate from Ross and Jacquelyn. They are married and in a position to protect each other instead of looking at cases objectively that are brought up by employees or foster families. They also use their dual power to bully foster families. We watched a family from our support group go through a difficult time with their placement and instead of supporting the foster family, Jacque and Ross both told this family that "they were not on the same page with Hope and Home" and should probably close out their license.

When this happened, our support group was incredibly angry, confused, and jaded. The only time I have ever spoken to Jacque was at the following support group meeting (and it was only my 2nd time ever seeing her on campus) after our friends had closed out their license. Jacque asked people in our support group meeting to identify those of us that were close to the family that left. Jacque started writing our names down on a piece of paper and jotting down notes next to our names. She then proceeded to interrupt our meeting and tell us that she understood we were upset, but this was the way Hope and Home was run and if we did not like it, we could leave. She reminded us that if we left it could impact the placements in our care or possible adoption avenues foster families were already navigating. We didn't want to lose our child and many other families didn't want to lose their capability of adoption, so we remained silent.

As board members, is that really how you want Hope and Home to be run? Do you even know what goes on there? Do you even care enough to meet with families or employees and assure them that they can safely bring forth their concerns to you? Or do you just brush them under the rug and hope they go away with continued manipulation from Ross and Jacque? Are you aware that foster families talk amongst themselves and that one of the rumors that terrifies families is that Ross continually boasts that it is his job to control the board? They do not feel safe bringing up their concerns because they think it will go unaddressed.

Hope and Home is a Christian organization, which means that you are either a Christian or a person with a strong moral compass. Can you look at yourself in the mirror each day and honestly claim that you set aside your relationship with Jacque and Ross and examined the facts/stories/experiences of employees and foster families logically and without bias? If you chose to serve on the board then you are called to serve the community and the children in your care. Not Ross. Not Jacque. And if you are being "controlled" by Ross, ask yourself why or how that situation came about. In the end of days, whether you like it or not, believe in God or not, you will be called forth to account for your wisdom, discernment, and if you sought justice for those that could not.

We ask that the Hope and Home Board Members take the following steps:

1. Release Jacque and Ross from their job positions at Hope and Home.
2. Create a Human Resource Department that does not answer to the clinical direction or director of operations.
3. Create rules and regulations that do not allow the hiring of family members of current employees in order to avoid favoritism.
4. Make it easier to contact the board members and bring concerns forward.
5. Become more visible with the Hope and Home foster families.

Please do your due diligence in investigating the claims brought forth by all these individuals. Pray for the Lord's guidance and for His truth to shine through in the information that you

gather. Pray for the ability to have Godly discernment. We will be covering you all in prayer for this as well.

Sincerely,

A solid black rectangular box redacting the signature of the sender.