

# RECOMMENDATIONS

FOR THE IHOPKC BOARD OF DIRECTORS

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AT THE REQUEST OF  
**TIKKUN IHOPKC INVESTIGATION  
COORDINATION TEAM**

PREPARED BY  
**PASTORAL RECOMMENDATION TEAM**

IN LIGHT OF  
**THE FIREFLY INVESTIGATION OF  
MIKE BICKLE & IHOPKC**

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**03/03/2025**

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## 1.0 THE PASTORAL RECOMMENDATION TEAM

At the request of **The Tikkun IHOPKC Investigation Coordination Team** a **Pastoral Recommendation Team** (PRT) was convened by Dr. Dan Juster of Tikkun Ministries and consists of the following members:

**Jerry Dirmann:** Leads The Rock multi-site church, Solid Lives Network, and the Jesus Disciple system. A leader in The Foursquare Church (denomination).

**Mark and Nicki Pfeifer:** Co-conveners of International Coalition of Apostolic Leaders which connects thousands of leaders world-wide. Built a solid congregation community in Ohio that grew to several congregations.

**Steve Prokopchak:** MHS, Senior member of DOVE International Network and Apostolic Team. A marriage and family counselor and provides oversight for a network of ministries.

**Rich Nichol:** Rabbi Emeritus of Ruach Yisrael in the Boston Area. Over 40 years of pastoral ministry. Former President of the Union of Messianic Jewish Congregations. President of Messianic Jewish Theological Institute.

### **Our Psychological Experts.**

**Monica Mouer:** MS, Licensed Clinical Mental Health Counselor Supervisor, EMDR Certified Trauma Therapist, Certified Sex Addiction Therapist-Supervisor with specific training/experience in the treatment of Developmental Trauma, Dissociative Disorders, and Complex Trauma including Sexual Abuse.

**Wanda K. Morgan**, Ph.D. Retired licensed clinical psychologist with over 30 years of experience. In depth experience with emotional and sexual abuse of women.

**Kim Vastine**, Chaplain, Minister, Biblical Counselor for Inner Healing of Sexual, Spiritual and Emotional Trauma and Abuse.

This team consists of a balance of church leaders and professional therapists who have all dealt with similar situations as those detailed in the FIREFLY Investigation. It is our sincere hope and prayer that this team can provide the necessary recommendations that will bring healing and restoration to the victims, the IHOPKC community, its present leadership and the perpetrators.

The following are practical recommendations determined by the PRT.

## **2.0 STATEMENT OF POSITION**

The PRT team was assigned to review the Firefly Investigation Report thoroughly and to make recommendations to the current leadership of IHOPKC both for discipline and restoration for the violators and restoration for those who were violated.

The scope of the PRT's assignment does not include assessing or commenting on the validity or impact of Mike Bickle's calling or ministry, nor of the other IHOPKC leaders mentioned in the Firefly Report, nor of the current IHOPKC Board members and leaders, nor the overall ministry of IHOPKC. Though everyone on the team has acknowledged their awareness of the positive, global impact of the ministry of IHOPKC—especially with respect to prayer, prophecy, and support for Israel—and know many people whose lives have been changed, we determined to stay true to our assignment and focus solely on the allegations and investigation results provided in the Firefly Report.

Further, though deep and sincere compassion overwhelms us for all of the victims and their families, though we are deeply grieved by the behavior expressed in the report, though we have a desire to praise the many victims who bravely came forward, and though we understand the weight of responsibility that now rests on the current leadership of IHOPKC, we determined that our recommendations would not be made from these feelings, nor our own personal experiences, but that they must rather be objective, biblical, and proportionate to the information provided in the Firefly report.

## **3.0 SINS IDENTIFIED IN FIREFLY REPORT**

Our document makes tentative recommendations for the accused based on the information provided by the FIREFLY Report. It cited seventeen (17) Interviewed Survivors who were victims of either sexual abuse or sexually abusive misconduct by Mike Bickle, spanning from mid-1970 to 2023. Three (3) of the Survivors were identified by name with abuse dating from Mid-1970 to 1999. The remaining fourteen (14) Interviewed Survivors reported their abuse occurring between 2002 and 2023. FIREFLY received 224 intakes of

information through various channels, interviewed two hundred ten (210) witnesses, conducted twenty-eight (28) reinterviews, analyzed over 6,000 documents directly related to this case, and identified thirty-two (32) Survivors.

Our recommendations are based upon accepting these allegations as true. We are not a court and recognize that some recommendations may be questioned. Though the report left some questions unanswered, the PRT felt there was more than sufficient evidence to make recommendations. We also recognize that the accused did not choose to testify. **So, in the manner of due process, our recommendations are all qualified by this statement: “If these allegations are true, then we recommend that...”**

We are not a court and recognize that some allegations may be questioned. Though the Report left some questions unanswered, the PRT felt there was more than sufficient evidence to make these recommendations.

**3.1 SEXUAL ABUSE AND MISCONDUCT.** The Firefly Report revealed Mike Bickle’s sexually abusive misconduct included but not limited to the following behaviors:

- Unwanted kissing on the face, the forehead, cheeks, and neck areas even in public/in front of others in the prayer room
- Unwanted hugs
- Unwanted back rubs/touching the lower back
- Running his hands through, caressing, playing with, and ruffling women’s hair
- Unwanted leg/thigh touching, including running his hand up a woman's bare thigh while she was wearing a dress and making an inappropriate comment about her legs feeling “freshly shaved.”
- One Witness reported that his wife spent hours alone with Mike Bickle in his office, carried on secret communication with him, and provided him with essential oil massages.
- The Report also said Mike Bickle forcefully grabbed women by the neck, placing them in chokeholds, the last reported incident being in 2023, where he grabbed a woman by her neck and then moved his hands from her neck down to her shoulders, caressing both shoulders with his face close to hers.
- Two witnesses reported occasions where they saw an adult female with her hands inside Mike Bickle’s pants in Mike’s office.

- Three Survivors reported incidents where they saw Mike Bickle naked with an erection. Two of these encounters happened when the women were minors, and it is reported that the encounter appeared to be “deliberate and targeted toward the girls.”
- Sexual advances and abuse including with a 15-year-old student where the grooming resulted in sexual assault when he “kissed her on the lips and fondled her breasts.”
- Mike Bickle’s behaviors toward a young adult woman and a minor both named in the report qualify as sexual assault and deviate sexual intercourse, as defined by current Missouri statute 566.010, Chapter 566, and Chapter 568 according to the Firefly report.

These reported sexually abusive behaviors by Mike Bickle toward 17 women (including two minors) span a wide range of individuals over a wide range of years starting in 1970 with the last reported incident being in 2023. The women reported experiencing discomfort, feelings of vulnerability, powerlessness and confusion in regard to their relationship with Mike Bickle and why his public behavior was being overlooked by other IHOPKC leaders.

Mike Bickle’s sexually inappropriate behaviors and cover ups appear to have opened the door to the creation and sustainability of a “long-standing culture of systemic sexual misconduct and cover-ups that have thrived since IHOPKC's inception in 1999, it is evident that leadership often took it upon themselves to investigate sexual misconduct claims, interrogate victims, and discourage them from reporting to the police.

Furthermore, the systemic nature of this misconduct cannot be overlooked. Patterns of behavior that shielded perpetrators and minimized victims' experiences were embedded within the organizational structures. In many cases, leadership employed tactics such as victim-blaming, gaslighting, and coercion to suppress allegations. Moreover, the lack of external oversight and accountability allowed these practices to continue unabated” according to the Report.

According to the report, the sexual misconduct from other IHOPKC staff members included but is not limited to the following incidents:

- Sexual assault and rape of a minor female (14 yrs old) by an adult male before his time at IHOPKC (the situation was known by the IHOPKC hiring staff, yet minimized according to the Report)
- Sexual assault and rape of a minor male (16 yrs old) by an adult male (the situation was known by IHOPKC leadership, yet minimized according to the Report)

- Physical and sexual assault of an adult female (18 yrs old) by an adult male (the situation was known by IHOPKC leadership, yet minimized and survivor was spiritually manipulated according to the Report)
- Various other sexual assaults, rapes and sexual abuse testimonies are listed in the Report; all of these incidents were minimized, covered up and spiritually manipulated by IHOPKC leadership according to the Report

**3.2 SEXUAL GROOMING.** The Report included many actions and behaviors of Mike Bickle that qualify as sexually grooming including but not limited to the following behaviors:

- Giving young ladies gifts and money
- Developing close relationships with the families of young ladies he later sexually abused
- Orchestrating family get-togethers with the families of young ladies he later sexually abused
- Leaving surprise gifts in a school locker of a minor who he later sexually abused
- Providing an apartment for young ladies to live in and repeatedly visiting, coming and going as he pleased, limiting interactions with others
- Complimenting young ladies' appearances
- Providing alcoholic beverages to women he was pursuing, including, by implication of the FIREFLY Report, a minor who was 14 years old at the time.
- Making comments such as, "You know how much I love you," "You're mine forever," and "Hey, good looking."
- Using prophecy, spiritual disciplines (such as prayer and fasting) and scripture as well as his pastoral leadership position to create the following experiences between him and the women he pursued:
  - Emotional connection and dependency.
  - Emotional control.
  - Focus of the blame for the sexual incidents on the woman and/or a sense of shared responsibility over the sexual behaviors even though he was the obvious authority figure in each situation.

- Mike Bickle separately told three young ladies (one a minor at the time of the incident) that God had shown him that his wife, Diane, was going to die and that he would marry the young lady after this occurred.
- According to the Report, Mike would go out of his way to be alone with young ladies. This included, but is not limited to the following:
  - Renting a hotel room for a 19-year-old female while on a ministry trip, taking a shower in her hotel room, and exposing his naked body to her.
  - Visiting a young adult (who he had sexually abused as a teenager) at her college(s) on multiple occasions and spending romantic time together where he discussed the idea of them being married in the future. The report states that Mike Bickle and this young woman had a sexual encounter at her condo.
  - On one such occasion, a ministry trip was planned that included Mike Bickle's family along with the family of one of his victims, a 14-year-old. After privately convincing her to stay home, he himself backed out at the last minute, too. With both of their families out of town, he took her to an outdoor plaza with lights and music, walked around with her, put his arm around her, held her hand, took her to dinner, and ordered two glasses of wine. The young lady said, "It felt like my first date."
  - The Report shows that a number of these activities led to sexual advances and abuse by Mike Bickle, including with a 15-year-old student where the grooming resulted in sexual assault when he "kissed her on the lips and fondled her breasts."

**3.3 TOXIC LEADERSHIP.** The investigative evidence has revealed that several toxic aspects of Mike Bickle's leadership were shared by certain leaders within the leadership team. These aspects contributed to numerous occasions when leaders were narcissistic, predatory, perverse and manipulating, and/or controlling of people for their own pleasure and/or benefit.

**3.4 DEFICIENT ACCOUNTABILITY.** Accountability structures that existed around Mike Bickle and other staff members were not followed. These include a lack of clear procedures for reporting any immoral or criminal conduct to the proper authorities. There was also no accountability for failing to report such conduct to the proper authorities.

**3.5 SPIRITUAL ABUSE.** What has been uncovered is not only sexual misconduct but overt spiritual abuse. This includes, but is not limited to, emotional and psychological exploitation that uses religious or spiritual language to control, scare, or hurt vulnerable people.

**3.6 MISAPPLICATION OF SCRIPTURE.** There was significant misapplication of scripture, including the repeated misapplication of Matthew 18. Victims were either forced to or

blindsided into meetings with their perpetrators in person which resulted in undermining and/or minimizing their accusations and sometimes accusing the victims who reported the offenses of being the offender.

**3.7 MISUSE OF PROPHECY.** The report included numerous occasions where “prophecy” was misused to coerce and generally manipulate people into engaging in romantic conversations and/or repeated sexual sin.

## **4.0 THE NEED FOR AN INDEPENDENT COUNCIL OF PRESBYTERS**

In order to carry out the following recommendations, as it pertains to the healing process of the victims and the restoration process for perpetrators, the PRT suggests that the present IHOPKC Board of Directors, using the recommendations from the PRT, should appoint an Independent Counsel of Presbyters (ICP) to help execute these processes. This Council should consist of seasoned pastoral figures and clinical therapists numbering between five (5) and ten (10) people who are not presently engaged in any capacity at IHOPKC.

We also suggested that the ICP (acting under the authority of the present leaders of IHOPKC) would be the ones to contact Mike Bickle and make every effort to address him personally. Hopefully Mike Bickle would agree to work together with this team to plan and facilitate the needed treatment and healing process for his recovery. See Section 6 for details.

## **5.0 THE DEFINITION OF RESTORE**

Using **Galatians 6:1** as a guide, “*Brethren, if a man is overtaken in any trespass, you who are spiritual restore such a one in a spirit of gentleness, considering yourself lest you also be tempted* (NKJV).” The PRT worked from an assumption that God wants to restore Christian brothers and sisters. The primary goal was to facilitate and enable every person involved, both perpetrators and victims, to be all the persons God intended them to be. While this restoration may not include a restoration back into the same position, at the same location or among the same people harmed by their sin, we believe it certainly does include a restoration back to healthy spiritual fellowship within the Body of Christ elsewhere.

## **6.0 RECOMMENDATIONS FOR MIKE BICKLE**

The FIREFLY Report provided evidence indicating that Mike Bickle is a long-term and chronic sexual predator who used his leadership position to obtain power and control to groom, manipulate and intimidate his victims into being spiritually, emotionally and sexually abused for his personal gratification. Mike Bickle has confessed to some of these actions. The most egregious of his sins, however, is that Bickle pursued some victims who were minors and conspired to keep this hidden for many years. It appears Bickle’s ongoing sin and behavior during and before his time at IHOPKC was influential in the spread of

abusive behavior through other staff members who then victimized more unsuspecting victims.

Therefore, the PRT recommends the following to be implemented by the ICP:

**6.1.** According to I Corinthians 5:1-5, Mike Bickle should be removed from ministry of any kind until a process of repentance, counseling, healing, and restoration has taken place. He also should be barred for his lifetime from ever holding a paid, professional, public ministry again.

**6.2.** He should publicly and in writing take responsibility for his years of inappropriate sexual misconduct, sexual abuse, manipulation, participation in minimizing and covering up his actions and the actions of other staff.

**6.3.** He should publicly and in writing apologize to the victims, their families, witnesses, and the body of Christ for his abusive behavior.

**6.4.** He should submit to the recommendations for discipline, professional counseling for himself and his marriage and restoration process set forth by the ICP.

**6.5.** He should submit to clinical/psychological evaluation as well as long-term professional counseling with qualified professionals and accountability.

**6.6** Should he desire to return to informal ministry, there must be a full release in writing from the ICP with the approval of any therapists with whom he has received counsel. These recommendations should be implemented and overseen by the ICP and reported in writing to the IHOPKC Board of Directors and made available to the IHOPKC congregation and the public.

This committee realizes these recommendations are completely subject to Mike Bickle's willingness to submit to them and are not the responsibility of the present IHOPKC Board of Directors to complete. If he chooses not to comply, this information should be made public.

## **7.0 RECOMMENDATIONS FOR OTHER OFFENDING LEADERS**

The FIREFLY Report provided evidence that Mike Bickle created and/or allowed inappropriate leadership patterns by other staff members at IHOPKC

IHOPKC leadership team used biblical language and imagery to provide coverup for the victimizers versus helping and intervening on behalf of the victims. They used their positions of authority to preserve their leader, Mike Bickle, their organization, IHOPKC, rather than those who encountered unwanted sexual behavior. In numerous cases, these accusations should have been reported to legal authorities for the protection of victims and the accountability of the abusers.

Therefore, the PRT recommends the following for any offending staff member named in the FIREFLY report who directly participated in sexual sin or who knowingly and willingly covered up these violations.

**7.1.** They should be removed from ministry, if still engaged on any level, until a process of repentance, counseling, healing, and restoration has taken place. Because of their failure to use their higher role in leadership to appropriately confront Mike Bickle and protect the innocent, we recommend the following individuals should step away from all public ministry for a minimum of two (2) years, be permanently disqualified from holding office at IHOPKC, be required to repent publicly, and receive accountability from outside counsel/auditing with the assistance of the ICP: Stuart Greaves, Lenny LaGuardia, Marci Sorge, Daniel Lim, Davie Sliker, Issac Bennett, and Joseph Taylor. We also recommend that IHOPKC not rehire them in the future, both for the well-being of the individuals and for the credibility of IHOPKC.

**7.2.** They should publicly and in writing take responsibility for their sexual misconduct, manipulation, and abuse.

**7.3.** They should publicly and in writing apologize to the victims, their families, witnesses, and the body of Christ for their abusive behavior.

**7.4.** They should submit to the recommendations for discipline, counseling and restoration process set forth by the ICP.

**7.5** They should submit to clinical/psychological evaluation as well as long-term professional counseling with qualified professionals and accountability.

**7.6** Should they desire to return to ministry, there must be a full release from the ICP and signed by the approved therapist with whom they have received counsel on a one-by-one basis.

These recommendations should be overseen by the ICP and reported in writing to the IHOPKC Board of Directors and made available to the IHOPKC congregation and the public.

This committee realizes these recommendations are completely subject to each leader's willingness to submit to them and are not the sole responsibility of the present IHOPKC Board of Directors to complete. If they choose not to comply, this information should be made public.

## **8.0 RECOMMENDATIONS FOR THE CURRENT LEADERSHIP, STAFF AND BOARD OF DIRECTORS AT IHOPKC**

The PRT recommends IHOPKC adopt the following **Implementation Strategies** from the FIREFLY Report (Pg 55-56).

### **8.1 Create a Clear and Comprehensive Policy**

It is recommended that IHOPKC (with the help of ICP) develop a clear and comprehensive policy on sexual abuse, primarily focused on prevention while providing clear and actionable steps for staff and volunteers to follow should sexual abuse be observed or reported. This policy should be reviewed with all staff and volunteers on an annual basis, or upon joining the staff or volunteers of the church.

### **8.2 Background Checks and Screening**

All employees, staff members, and volunteers having contact with children, young people, and vulnerable adults should be subjected to a thorough background check, including the subject's criminal history, child abuse clearances, and a check of the sex offender registry. IHOPKC should continually monitor those in positions of trust through annual screening.

### **8.3 Training and Education**

IHOPKC should mandate training for ALL staff and volunteers on recognizing the signs of abuse, both sexual and physical, and the mandatory reporting procedures should they observe said abuse. IHOPKC should create and monitor a form of tracking all personnel to ensure each has completed the training. This training should be conducted on an annual basis, or upon joining the staff or volunteers of the church.

### **8.4 Clear Reporting Procedures**

HOPKC should create a confidential system where church members can report abuse without the fear of retaliation. Ministers of the gospel and clergy persons are legally mandated to report abuse of any kind to the proper authorities according Missouri law. IHOPKC should train staff and volunteers as mandated reporters of abuse. If a report of abuse is made, IHOPKC must notify child protective services (or state equivalent) and/or the local law enforcement agency. This ensures an independent investigation can occur while reducing the opportunity or speculation of covering up reported abuse.

See the following information about the law regarding mandatory reporting in Missouri for more details:

- <https://dss.mo.gov/cd/keeping-kids-safe/mandated-reporters.htm>
- <https://revisor.mo.gov/main/OneSection.aspx?section=210.115&bid=49904&hl=>
- <https://revisor.mo.gov/main/OneSection.aspx?section=352.400>

### **8.5 Accountability and Transparency**

When a report of abuse involves a staff member or volunteer, IHOPKC should create and follow a policy suspending the accused until the incident is investigated by authorities. IHOPKC should be transparent about past abuse by acknowledging what has occurred, offering apologies, and outlining the actionable steps the church is taking to rebuild the trust of the congregation and community.

### **8.6 Vulnerable Persons Policy**

IHOPKC should create a policy restricting the ability of staff and volunteers to be alone with children, young people, and vulnerable adults.

### **8.7 External Policy Review**

IHOPKC should use an external organization to assess the church's policy on sexual abuse prevention, investigation, and reporting. This will ensure that IHOPKC is following industry standards in maintaining the safety of children, young people, and vulnerable adults within their congregation.

### **Other preventive recommendations for the present leadership of IHOPKC.**

**8.8** Present leaders should establish accountability procedures, protocols, and training for all positions of leadership, staff members and volunteers, and annual outside audits to ensure safety and compliance.

**8.9** Present leaders should immediately adopt policies, standard operating procedures, and staff training on what constitutes sexual abuse and what is entailed in the grooming process to ensure that this never happens at IHOPKC again. This training should be repeated annually.

**8.10** Present leaders should establish protocols that prohibit members of the opposite sex traveling together alone on ministry trips, counseling with one another or engaging in any ministry-related interactions alone without third party participation. This should also include being in meetings alone with members of the opposite sex.

**8.11** Present leaders should encourage greater participation from spouses in ministry and in the decision-making processes.

### **The PRT recommends the following healing strategies for the present leadership of IHOPKC.**

**8.13** The current IHOPKC Board of Directors and leaders should publicly acknowledge in writing the completion and acceptance of the Independent FIREFLY investigation and its findings.

**8.14** The current IHOPKC Board of Directors and leaders should acknowledge in writing the reception and consideration of the recommendations herein submitted by the PRT.

**8.15** The current IHOPKC Board of Directors and leaders should publicly acknowledge in writing the violations of Mike Bickle and other staff members of IHOPKC and the failure of some of the leaders of IHOPKC in reporting of sexual misconduct, as it was ignored and/or covered up in order to protect and preserve Mike Bickle's reputation, the organization and their own positions without concern for the victims.

**8.16** The current IHOPKC Board of Directors and leaders should publicly apologize to the victims, their families, witnesses, and the whistleblowers, expressing their remorse for the pain, suffering and humiliation that has been experienced.

**8.17** The current IHOPKC Board of Directors and leaders should evaluate for potential removal, either permanent or temporary, any leader who participated in sexual sin, or participated or conspired to coverup any sins, at any time in the past. Such removals should be made public.

**8.18** The current IHOPKC Board of Directors and leaders should adopt and announce safe options and processes by which survivors can pursue counseling/therapy. It is recommended that the IHOPKC Board of Directors should approve an allocation of up to \$5000 per survivor for those who were directly abused by Mike Bickle and/or any leaders at IHOPKC for counseling/therapy if they so choose.

**8.19** Present leaders should continue to publicly honor those who bravely came forward to report the sexual misconduct and those who have stayed at IHOPKC to continue the long healing process.

## **9.0 RECOMMENDATIONS FOR THE VICTIMS AND THEIR FAMILIES**

The PRT defines victims as, *“Anyone sexually abused, manipulated or intimidated by Mike Bickle or any other leaders at IHOPKC, and were directly or indirectly affected adversely by those actions and/or their coverup.”*

**9.1** Each victim should be invited by the present Board of Directors of IHOPKC to receive direct, personalized intervention and counseling as prescribed by the ICP.

**9.2** Prescribed care from the ICP will include the following considerations:

- Each victim who requests such intervention should first be professionally evaluated to determine the level of traumatization and necessary intervention. The evaluators and counselors should be godly individuals who understand church systems and contexts to help validate the victim's experience and trauma. The specialists who can offer this type of evaluation and counsel need to be well acquainted with sexual victimization, trauma and PTSD.

- Each case should be studied on its own merit and a specialized plan determined for steps of healing. Evaluation of trauma allows for in-depth treatment necessary and customized for personalized care.
- Trauma Therapy should be considered for the victims and those who they closely relate to, such as a spouse. This type of sexual abuse affects intimacy within marriage relationships.

## **10.0 RECOMMENDATIONS FOR THE PRESENT MINISTRIES OF IHOPKC**

The PRT recommends the following items for the present members of the IHOPKC community:

**10.1** The congregation should receive the complete report of the findings of the FIREFLY Investigation.

**10.2** The congregation should receive a written apology from the present Board of Directors for the inappropriate practices and unacceptable behavior of Mike Bickle and other leaders who participated in any sexual abuse, intimidation, or coverup.

**10.3** The congregation should be made aware of the positive changes and safeguards that will be instituted going forward in order to ensure sexual safety and healthy interactions among community members.

**10.4** The congregation should be made aware of these recommendations from the PRT and the eventual establishment of the ICP when completed.

**10.5** The congregation should hear messages on how to establish an ongoing healthy church environment by teachings such as “What a Healthy Church Looks Like”, “Creating A Culture of Accountability in The Church”, “A Culture of Holiness and Purity”, “Healing and Restoration”, and “How to Recognize and Avoid Spiritual Abuse.”

## **11.0 TWO PART REMEDIATION PROCESS**

There are two primary tasks that need to be accomplished in order to provide for the necessary healing and healthy cultural reformation at IHOPKC. Each area requires a different intervention. They are as follows:

- (1) The abuse victims and others who have been harmed need counseling that will help heal their inner pain and trauma as well as assist them to learn to build new healthy relational and emotional skills with others.

(2) The entire IHOPKC community should be given access to group personal growth training experiences where healthy relational brain and maturity skills are taught and practiced together with others. If these had been the norm at IHOPKC the abuse being addressed would not have happened.

The implementation of both these interventions will build a more mature, whole-hearted, safe and joyful relational community in Christ.

**11.1** As has been stated, the first task is to heal the damage that has been done to the individual victims and their loved ones, as well as offer healing restoration to the abusers and those who allowed the abuse to be hidden. Skilled therapy resources supplied in the remainder of this document are helpful to serve both the individual and community group therapeutic needs.

### **COUNSELING RESOURCES**

The professional therapists on this team will work on developing resources for both individual victims, their families, as well as the perpetrators. This will require a process of contacting potential professionals and finding out if they are interested in being on our referral list. This information will be released at a later date when these resources are confirmed. These recommendations may also include group therapy (in person or by Zoom). Sometimes being able to process your anger and hurt with someone who has also been through something similar to what you are dealing with can be very helpful. Also, if anyone has a suggestion for a therapist, the committee would welcome receiving that person's contact information. So this information will also be released later.

**11.2** The second task is to address the lack of personal integrity and maturity that was prevalent enough in the IHOPKC culture to allow this situation to happen. How do we increase the overall health of the soil of the culture at IHOPKC? This issue would be addressed by including programs to help develop a greater level of personal maturity and capacity for all the members of the IHOPKC community. This would involve group training programs to facilitate this level of emotional development so the power and motivation to treat others well would flow from the heart not just in response to a new and clearer set of rules.

We live in a world that the narcissism of "getting what I want no matter what it costs you" is the growing norm. In the case of IHOPKC the process was sexual narcissism. However, the scarcity of examples and teachers of loving maturity skills requires us to make intentional efforts to develop these skills in all our communities, especially the church. Simply giving advice or recommendations that would engage the slower left hemisphere of the brain will not be adequate to resolve this pervasive issue within IHOPKC or in the greater society. Fortunately, a number of Christ based ministries have undertaken this task. Here are some of those resources.

## RECOMMENDED CULTURAL AND MATURITY DEVELOPMENT RESOURCES

### BOOKS:

- **The Other Half of Church** by Jim Wilder & Michel Hendricks
- **Escaping Enemy Mode** by Jim Wilder & Ray Woolridge
- **Living from the Heart Jesus Gave You** by Friesen, Wilder, Bierling, Koepeke, & Poole
- **The Pandora Problem: Facing Narcissism in Leaders & Ourselves** by Jim Wilder
- **Integrity, the Courage to Meet the Demands of Reality** by Dr. Henry Cloud, Psychologist
- **Safe Church: How to Guard Against Sexism and Abuse in Christian Communities** by Andrew Bauman
- **Green Zone: Attachment and Flourishing for Christian Leaders** by Jesse Gill
- **The Weight of Leadership** by Ed Khouri
- **When the Church Harms God's People: Becoming Faith Communities That Resist Abuse, Pursue Truth, and Care for the Wounded** by Diane Langberg
- **Redeeming Power: Understanding Authority and Abuse in the Church** by Diane Langberg
- **Spiritual Abuse & Healing** (Online Course) by The Allender Center

### OTHER RESOURCES:

- **Life Model Works** (<https://lifemodelworks.org/>) Neurotheologian, Dr. Jim Wilder, Michael Sullivant, Michel Hendricks
- **THRIVE TODAY** (<https://thrivetoday.org/>) Comprehensive training on relational skills: Chris and Jen Coursey
- **Lk10 Ministries** (<https://lk10.com/>) John White
- **HeartSync** (<https://heartsynchealing.org/>)
- **Alive and Well, Inc.** (<https://www.alivewell.org/>) Margaret Webb

- **Deeper Walk International** ([deeperwalk.com](http://deeperwalk.com)), Dr. Marcus Warner
- **New Hope for Sexual Integrity** (<https://newhope4si.com/>), Darrell Brazell
- **Immanuel Approach** (<https://www.kclehman.com> and <https://www.immanuelapproach.com>), Dr. Karl Lehman
- **Equipping Hearts** (<https://www.equippinghearts.com>), Ed Khouri

**THESE CHRISTIAN GROUPS AND AUTHORS ARE FOCUSED ON:**

1. Using brain science with sound theology to help to bring reformation to churches with an ear to hear and a heart to respond.
2. Teaching believers to recognize narcissism in ourselves and others.
3. Creating a community characterized by relational attachment and enduring agape love that would be the motive for treating others as we would want to be treated.
4. Creating new behaviors in leaders, communities and individuals that give everyone equal permission to have authority to speak up in safety and use healthy shame/correction when necessary
5. Establishing healthy communication, training, and practices at every single level in the community, so that all can recognize unacceptable toxic behaviors that deteriorate the safety and wholeness of the identity of the spiritual community.
6. Creating a healthy spiritual community that is experiencing character transformation, love and joy in intimate community (no matter the number of people).
7. Leading training seminars to train members of an organization in the maturity skills and relational skills needed to not become an abuser, to stand up and report any evidence of abuse appropriately, and to recognize and not submit to the grooming process.

It is recommended that IHOPKC invite people from Life Model Works or THRIVEtoday to lead seminars for IHOP staff and participants to train them in the maturity skills and relational skills needed to not become an abuser or to submit to the grooming process.