

May 22nd, 2021

Dear Chapel Family,

Our Church is in crisis. As a Church, our future will be defined either by obedience to the Lord's will or against it. We, as a Board, recognize that discerning the Lord's will in this situation is predicated on our recognition that by our own power we cannot correct this ship. We are humbled by the fact that God has put us in this position at this time in the history of our church, and we take that responsibility seriously. By the grace and mercy of our Lord, we will get through this. By the grace and mercy of our Lord, the enemy will not gain a foothold. By the grace and mercy of the Lord, the hope of the gospel will be our loudest voice.

First, we offer our apology for the email that went out on Friday evening. In the swirling aftermath of this week's events, it was our desire to inform the membership directly of what was happening. In our haste we failed to communicate well. In fact, we communicated poorly. This letter serves as an opportunity to provide more clarity to you, the membership of The Chapel, on what transpired and where we are at this time.

This past Wednesday evening, Pastor Tim Armstrong informed the board of his decision to seek Pastor Mike Castelli's resignation. The email on Friday evening indicated the board fully supported this decision. What we meant to communicate was that the board fully supports the right Pastor Tim has under the church constitution to make this decision. The Constitution of The Chapel gives the Senior Pastor the authority to make this decision on his own accord. He requires no formal board approval. On Thursday, Pastor Tim felt it necessary to ask Pastor Mike for his resignation. When Pastor Mike declined, Pastor Tim ended Pastor Mike's employment.

Just as our [church constitution](#) gives the Senior Pastor full authority to make this employment decision, under Article 7 (Section 2), it also gives the Board Chairman, under extraordinary circumstances, the authority to call a Constitution Committee to inquire into the appropriateness of such a decision. This provision is known as a meeting of the Constitution Committee.

After discussing the matter as a Board, our Board Chairman, Chip Weisel, made the decision to formally call a meeting of this committee. In short, this Constitutional Committee is comprised of a combination of layperson trustees, pastoral staff representatives and deacons. Its purpose will be to examine the events in question, both the actions of Pastor Mike, as well as those of Pastor Tim. Furthermore, its aim is to ensure maximum transparency, total objectivity, and strict adherence to Biblical principles in reviewing the events that transpired. As a Board, we will communicate the members of this committee to you in the coming week. To remain as objective as possible, it should be noted that the pastors who are subjects of the inquiry may not serve on this committee (in this case, Pastor Tim, Pastor Jim and Pastor Mike). After communicating the intent to call a Constitution Committee, both Pastor Tim and Pastor

Jim voluntarily took administrative leave.

In light of Pastor Tim and Pastor Jim's absence, as acting executive, Brian Miller, our Finance Director reinstated Pastor Mike and immediately put Pastor Mike on administrative leave while the inquiry by the Constitution Committee runs its course. The Board fully supports the right Brian Miller has under the church constitution to make this decision.

The only way our Church can move forward in unity is to bring all things into the light. The Board desires truth above all in these matters. Therefore, over the next several weeks, the Constitution Committee will prayerfully, humbly, and soberly examine the facts of the matter. Once completed, The Board will present the findings to the entire church body, in the spirit of utmost transparency.

Brothers and Sisters, we call you earnestly to pray for this process, your Pastors, and our entire Church body.

We exhort you to refrain from the inevitable temptation to gossip and slander. Our response to these matters must first be on our knees in prayer, not with one another. We will all be held accountable for what we say during this time. We beg of you to heed the warning of the Apostle Paul in Galatians 5:15, "But if you bite and devour one another, watch out that you are not consumed by one another." Make no mistake, the Enemy desires to see us consumed, both from the outside, and especially from within.

What distinguishes the church as the Hope of the World is not whether a crisis exists, but how we respond to it. This is most clearly seen in how we treat one another. As we stated from the outset of this letter, there are only two sides; the Lord's side and everything else.

In Christ,
The Board of Trustees
The Chapel