

## **Letter from Leadership (3/15/2003)**

**Doug Webber & John Causey - Saturday, March 15, 2003**

*"Consequently, you are no longer foreigners and aliens, but fellow citizens with God's people and members of God's household built on the foundation of the apostles and prophets with Christ Jesus himself as the chief cornerstone."*

- Ephesians 2:19-20

**Dear Brothers and Sisters in Metro Heights,**

Two weeks ago we visited many of your mid-week services to share the apology letter from the elders, evangelists, and women's ministry leaders of the LA church as well as our own personal apologies. In addition, many of you have been made aware of kingdom news from other ministries as well as articles and letters that may have been difficult for you. We believe that God is disciplining and refining us as His people.

Please be assured that we take these times very seriously. Yet we are confident that through God's strength He will see us through this time of crisis as family.

Since that time we have had conversations with many of you regarding the many issues that were discussed in the letter as well as other issues of concern. We have appreciated the honesty and graciousness with which many of you have communicated your hurts, hardships and disappointments, as well as your appreciation for God and the LA church. There have been many helpful and constructive words of advice and input given which we sincerely appreciate. Some of the words have been hard to hear because the truth sometimes hurts. Yet it is refreshing and healing to repent and respond in a way that we understand God is calling us to as His people. From these conversations and others, we have heard about and we understand that to a greater or lesser degree, members have been hurt in this region. Trust has been broken in the church between the leadership and yourselves. We believe there is an urgent need for us as your brothers and sisters in leadership to prove our repentance by our deeds (Acts 26:20). We eagerly desire to do so because of how convicted we are of our need to change and how much we hope to help bring about needed reform in the church. We believe that many of the issues we have raised in our letter need to be addressed urgently, and yet we have a deep conviction that non-paid members must be included in the process of reform. This is not meant to communicate that we believe healing of relationships has been concluded. We realize that for many only the first step has been taken and further conversations still need to be had. We are committed to facilitating discussions that will help heal those who have been hurt. Please speak directly to anyone you still feel unreconciled with in view of Jesus' teachings on unity (John 17: 20-23, Matt. 18: 15-17).

We are deeply convicted of the need to bridge the gap between the leadership and the members. In light of this conviction as well our strong belief that reform in many areas is long overdue, we are forming a transition team of paid staff and non-paid members to

develop a plan for church reform in Metro Heights over the next two weeks. The group will include five members selected by the membership from each Cities ministry in addition to the two elders in training couples for a total of potentially 28 people. This group will be joined by any of the sector leaders who decide to participate in the group. This transition team will work on this plan over the next two weeks with the first meeting on Saturday, March 22<sup>nd</sup>. The plan will then be presented to the congregation at our Regional Service on April 16th. Each member of the congregation will be asked at that time to give a vote of confidence for the existing staff. We believe this vote is very important for the confidence of the staff to continue to lead and serve the flock.

Please give careful and prayerful consideration for your choice of the individuals who will represent your Cities ministry. This letter is inclusive of the announcement made during this past mid-week service. Please pray for the Metro Heights Region, the LA church and the Kingdom as we go through this time of transition. We thank you for your patience and your love during this time.

Sincerely,  
Your Brothers,

Doug Webber, Elder  
John Causey, Evangelist