

----- Original Message -----

From: [REDACTED]
To: [REDACTED]@qwest.net
Sent: Monday, October 01, 2007 11:39 AM
Subject: Your accusers

To: Elders of Mars Hill Church
From: Pastor Jamie Munson
Subject: Termination of Employment of Paul Petry and Bent Meyer
Date: 9-30-07

Tonight a brief meeting was held with Pastor Jamie Munson, Pastor Mark Driscoll, Pastor Bubba Jennings, Pastor Scott Thomas, Bent Meyer and Paul Petry. Paul and Bent were informed of their termination from employment of Mars Hill Church and given the option to resign from staff and eldership or be fired from staff and be subject to a full and open investigation of the elders to determine their eldership status. They both have chosen to be fired and undergo a full investigation of the elders. Paul and Bent will be given severance pay and benefits through the end of December. I am grieved for them and their families and will contact them tomorrow in hopes that they are repentant and choose to resign from eldership rather than be subject to what will be a painful and personal investigation. If they decide to go the investigation route an elder taskforce will be formed and led by Pastor Scott Thomas with the assistance of Pastors Dave Kraft, Gary Shavey and Steve Tompkins. If you have anything to add to the investigation please send the details or questions to Pastor Scott Thomas.

The leadership of Mars Hill Church will continually be forced to make difficult decisions as we seek to lead the church faithfully. We have both a Biblical and legal requirement to act wisely, prudently and in the best interest of the whole church when making these decisions. They can not be made lightly or rashly and need to undergo due process. Regarding employment as Staff Pastors of Mars Hill Church this process and decision has been thoroughly deliberated and is complete and finalized effective today. Regarding Eldership of Mars Hill Church their status is suspended with no rights to meetings, votes or participation as an elder pending the full investigation. The results of the investigation will be presented to all of the elders who will then vote on these men's status as elders of Mars Hill.

The performance and character of these two men has already been a significant distraction and taken up considerable Executive Elder and other Elders time. I don't wish to slander them or speak ill of them but know there will be many questions so I will address some briefly here while the investigation will speak more fully to the issues.

The grounds for their termination are listed below with further details and documentation supporting these grounds contained in the investigation report.

Pastor Paul Petry - Grounds for Immediate Termination of Employment

- o Continual insubordination and submission to leadership and spiritual authority
- o Refusal to Ministry Coaching Program
- o Divisive within Mars Hill Student Ministry and undermining of Pastor Adam, Deacons and entire ministry
- o Blame shifting to Proxy leadership for misbehavior of children
- o Public accusation of Lead Pastor regarding hiding the real bylaw document
- o Not following protocol and process for making bylaw comments by contacting church attorney without permission
- o Ongoing contentious spirit to leadership regarding changes and direction

Pastor Bent Meyer - Grounds for Immediate Termination of Employment

- o Total lack of trust for Executive leadership and insubordination
- o Multiple unfounded accusations from Bent regarding abuse of power, power grabbing and motives of leadership
- o Not following protocol and process for making bylaw comments by contacting church attorney without permission
- o Showing unhealthy family favoritism by establishing son Cameron as spokesman for Salts recap meeting
- o No communication with elders regarding Cameron' s sin and removal of grace group leadership

Some might conclude this is a political move to gain more support for the bylaws as Paul and Bent were outspoken critics of the current direction. This is not the case, the executive team wants to conduct itself in a way that is full of integrity, walking in the light, under full disclosure and in a decisive manner that best serves Jesus and His church through Mars Hill. If the bylaws don' t pass, so be it, we didn' t want to wait on what we had determined were necessary and inevitable firings until after the bylaws had been voted into approval because that would have been deceptive. We made the decision to terminate them now and give them the option to resign or undergo the full investigation. We have a higher value on being men of integrity than playing politics to swing a vote in our favor.

I' m grieved for these men and their families and don' t enjoy these decisions but find them necessary for the forward progress of the Gospel. Please pray for these men and their families, please pray for the church and please pray against the enemy and the ways he wants to use this to attack the church. The staff and the members will be informed in the next day or two.

Pastor Jamie Munson

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