

October 1, 2007

Dear Paul,

As we discussed, your employment as a pastor with Mars Hill Church has been terminated effective October 1, 2007. Although you were employed at-will and could be terminated without cause, the reasons for your termination include ongoing division with other elders regarding church governance, disrespecting spiritual authority, being divisive with Mars Hill Church Student Ministry, and not being on board with the mission and direction of the church.

In lieu of resignation as an elder you have elected to go through the process outlined in the Mars Hill bylaws regarding an investigation into your status as an elder and potential removal. This is independent of your employment status. A task force headed by Pastor Scott Thomas is conducting the investigation. He will contact you regarding your opportunity to discuss your eldership status with the task force.

Sincerely,

Jamie Munson  
Lead Elder