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From: **The Elders of Harvest Bible Chapel** <info@harvestbiblechapel.org>

Date: Fri, May 3, 2019 at 9:35 PM

Subject: Important Update

Dear Harvest Family,

A recent development has occurred that we, the Elder Board and the Church Leadership Team, wish to bring to your attention, our church family. On April 12, a separation agreement between James MacDonald and Harvest Bible Chapel was signed. However, the agreement was contingent on our mortgage lender's approval.

Today, we were encouraged to receive a letter from the mortgage lender stating they do not consent to the release of any assets including cash, physical property, and/or intellectual property. Because of this decision, the agreement is null and void.

We want to assure you that none of your tithes and offerings have gone to James since his termination, and he did not receive severance because his termination was "with cause". To be clear, none of Harvest Bible Chapel's or Walk in the Word's donations or assets have gone to James, and we will not be giving him anything in the future.

For the glory of our Lord,

The Elder Board and The Church Leadership Team

May 18, 2019 Elder Update

May 18, 2019

Dear Harvest Family,

On May 16, 2019, we received a letter informing us that James MacDonald is pursuing arbitration with Harvest Bible Chapel through the Institute for Christian Conciliation. Arbitration is a method used to resolve disputes outside of the courts. Essentially, it allows a group of arbitrators to listen to arguments presented by both parties and then the arbitrators decide how this issue will be settled. Both parties submit to the decision of the arbitrators as it is legally binding. This is not a lawsuit in a court of law, and James has not sued our church by taking this action. The issues of this claim primarily involve the termination of James MacDonald and the ownership of Walk in the Word.

As the leaders of this church, we are committing to communicating about this arbitration process as it progresses. There is no desire to keep this matter unnecessarily private. We expect this to take months, not weeks. The Elders and Church Leadership Team are united in their position that James MacDonald's termination was with cause and that **Walk in the Word is a ministry of Harvest Bible Chapel.**

Pray for God to get the glory in this. He is in control. We are His servants.

The Elders and Church Leadership Team