

Steve,

I thank you for the very concise and well thought out suggestions. The Elders will take up this discussion tonight.

Jeff Smith: please note I spoke again today to the CLT and we will hold off on driving any changes to the web site till the elders take their decision. I also would like to let you know my official position on this topic. I 100% support the suggestions of Steve below. I personally feel this is the best outcome for our church and its health going forward. I can tell you the CLT does not want this to linger any longer. If it does they will demand the statement about James being terminated is posted to the WITW site

If you can get this resolved and accepted by James quickly it would be the preferred approach. I would tell him if he does not agree quickly, the statement will get posted.

Regards,

Rick (RJ) Korte

Harvest 2020

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My thoughts from last night:

- We are rapidly losing Harvest: attendance is down 20% and giving is down 25%
- Pastor Mo said he won't be a Harvest campus pastor in 3 months, and 85% of Niles goes with him
- Inspired by Mo, the other campus pastors think they would be better off as stand-alone churches also
- Mo said we don't need an ER doctor, we don't need a hospice nurse, we need a coroner
- Harvest cannot begin to heal until Pastor James is totally gone, and this requires settling with him
- There is huge emotion around paying Pastor James anything, especially in light of tomorrow's RIF
- Emotions make a great caboose, but a terrible engine ..... particularly during a negotiation
- I too am angry. I am analyzing how our tithe dollars were spent via the private Harvest checkbook
- Pastor James has asked me to be on a new WITW Board with him. I refused
- Pastor James has offered to pay my salary for 2019 if I stay with him. I refused
- Pastor James' 18 page document is strong evidence Harvest & EC & elders promised him WITW
- When Pastor James folded WITW into Harvest, it came with \$2,000,000 in cash
- Mike Karpeles said we have a 40% chance of losing an arbitration with Pastor James
- Mike Karpeles told us an arbitration will cost us \$250,000
- We are wasting our money on reconciliation consultants if Pastor James is not willing to participate

- We have a very short window of opportunity to settle with Pastor James (i.e. one week)
- Once we post a “disqualified” notice on WITW website, and/or send email, WITW loses all value
- Right now WITW has tremendous value to Pastor James and no value to Harvest
- Let Mike Karpeles do his job and negotiate a settlement with Pastor James, within boundaries, even if he has to offer some cash to sweeten the offer

In two months Harvest will have a completely new elder board. They will not be equipped to make this decision. Settle with Pastor James now and provide Harvest a slim chance of survival. Thank you for your service,

**stephenstewart**

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John

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