

# PLAN FOR LAWSUIT RESOLUTION

In accord with God's Word in [1 Corinthians 6:1-9](#), [Matthew 5:38-42](#), [Romans 12:14-21](#), [Hebrews 12:14](#), and [James 3:18](#), our Elders, Lead Pastors, Location Pastors, and Central Ministry Directors together recommend the following 3-step plan for resolving the lawsuit filed against our church contesting our elder election in July 2021.

**Step 1: We will conduct an elder election as part of our Congregational Meeting on June 1 that includes a re-vote on elder nominees from 2021 in addition to a vote on elder nominees in 2022, consistent with the plaintiffs' petitions in their lawsuit against the church:**

- A new election for the three Elder positions elected at the July 18, 2021, congregational meeting;
- Voting at the new election may be by any active member of the church, including individuals on the Church's active roll as of March 1, 2020 (when the pandemic began) who before God still claim to be an active member of the Church;
- The vote at the new election shall be by secret ballot;
- An independent neutral observer who is not a member of the Church shall oversee the voting process and vote counts at the new election in order to ensure the integrity of the voting process; and
- The Church shall provide counts and tabulations of the results of the new election.

**Step 2: If all the proposed elder nominees receive at least 75% approval of active members present and voting as part of the June Congregational Meeting, our church will move forward together with resolve to fulfill our mission to glorify God by making disciples and multiplying churches among all nations, beginning in greater Washington, D.C., under the leadership of these elders alongside our other pastors and staff across our locations.**

**Step 3: If all the proposed elder nominees do not receive at least 75% approval of active members present and voting as part of the June Congregational Meeting, we will carry out the following process that we affirm as being in alignment with our church's constitution:**

- Duly elected elders will include Larry Cooper, Wayne Fujito, David Platt, and any additional elders who receive at least 75% affirmation of voting members during the June election. These elders will be referred to as "duly elected elders" below.
- In order for any new elders to join the Board, they must go through the process specified in Article VI, Section 3 of our church constitution under the leadership of duly elected elders and be elected by 75% of active members present and voting at a Congregational Meeting.
- If after 90 days a minimum of six elders have not been elected by 75% affirmation of voting members at a Congregational Meeting, duly elected elders will call for a vote of confidence in their leadership, which also requires 75% affirmation of active members present and voting at a Congregational Meeting.

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- During the 90 days following the June Congregational Meeting, or until a total of six new elders are elected, duly elected elders shall function with full Constitutional authority. In accord with our church’s constitution, duly elected elders shall continue, among other things, as “the church’s sole authoritative interpreter of the Scripture and the final authority on its application to practices, policies, and discipline” (Article VI, Section 1); shall “shepherd” and “guard” the church according to the “duties” described in Article VI, Section 5; and shall present to the church for “majority vote” any congregational decisions not “otherwise specified in the constitution” (Article VIII, Section 2).
- If duly elected elders do not receive 75% affirmation of voting members in a vote of confidence, or if at any point the church is without elders, the church will appoint a new six-man governing board and six-person nominating committee through the following process:
  - Location Pastors shall call a special Congregational Meeting, at which time they will present a prospective six-man governing board and six-person nominating committee to the church for affirmation.
  - Active members of the church shall vote on this governing board and nominating committee as part of this special Congregational Meeting.
    - If a simple majority of active members present and voting affirms this governing board and nominating committee, then this governing board will begin leading the church.
    - If a simple majority of active members present and voting does not affirm this governing board and nominating committee, then Location Pastors will set another date for another vote on a governing board and nominating committee, and this process will continue until a governing board and nominating committee receive affirmation by a simple majority of active members present and voting.
  - Until a six-man governing board receives majority affirmation by the church, Location Pastors will operate with the authority granted to the Board of Elders in our church’s constitution. Once a six-man governing board receives majority affirmation by the church, this new governing board will operate with the authority granted to the Board of Elders in our church’s constitution until a new Board of Elders is duly elected.
- All above-noted contingency votes pertaining to elders, a vote of confidence, and/or a six-man governing board and six-person nominating committee will be submitted by secret ballot, will be overseen by a neutral third party who has no connection to our church beyond oversight of an election, and the church will provide counts and tabulations of the voting results. In addition, voting during such contingencies will be open to any active member of the church, including individuals on the church’s active roll as of March 1, 2020 (when the pandemic began) who before God still claim to be an active member of the church.