
From: CMS NSW & ACT Executive Director <executivedirector.nswact@cms.org.au>

Sent: Friday, December 9, 2022 16:57

To:

Subject: Important Update - Warwick & Caroline

Dear,

I am writing to communicate an important update regarding Warwick and Caroline's cross-cultural service with CMS in the Middle East, and to ask for your prayer. It is with sadness that I share that Warwick has resigned from his role serving with Fellowship Church Dubai.

A number of written complaints were given to the elders regarding a pattern of intimidating, demeaning and harmful behaviour over a period of years. These complaints were investigated by the elders with assistance from professional external advice and Warwick's resignation was accepted.

Given it would not be possible to consider redeployment for Warwick and Caroline in the near future, Warwick was asked to resign from CMS and this resignation was submitted, effective from 4th December 2022.

Since first learning of the complaints, Warwick has demonstrated a posture of repentance and has expressed thankfulness to the complainants for being willing to raise these issues. He is committed to addressing the issues and receiving the help needed to change.

Warwick has asked me to include the following words from him:

It is with genuine sadness, deep shame, humble remorse and bewilderment that I find myself at the point where I now am: confronted by my own sinful behaviour that has impacted those I love deeply and delight in serving alongside.

I realise that my words and actions have too often been intimidating and demeaning and have resulted in people feeling un-safe in my presence. I had failed to appreciate and understand the nature and impact of the power imbalance that exists in my relationships with others on the staff team.

This behaviour has no place in God's family and especially so amongst those in leadership who shepherd His people. 1 Timothy 3 holds leaders to a high standard of conduct which is to be above reproach and which commends Jesus in every part of our life. I failed to do that and have no excuse. I should have known and behaved better, in ways that honoured my Lord and Saviour and those he died to save.

I recognise that sin has consequences and a simple apology cannot put things back the way they were. I am more than willing to accept the consequences of my actions. I am committed to doing everything that I can to help repair any damage that I've done. It was entirely appropriate and I have willingly offered my resignation to the elders which they have accepted. It was also appropriate that I offered my resignation to CMS.

Be assured that I am looking forward with hope to the difficult and painful discipline of our Father shaping me more and more into the image of his Son. I covet your prayers as he works in me.

Please be in prayer for the people at Fellowship Dubai who have been hurt by Warwick's behaviour. Pray for them to understand the impact on them and to heal. Pray also for Ray and the Elders as they lead the church through this difficult time. And pray for Warwick and Caroline as they prepare to leave the UAE, that they will seek to honour Jesus as they process all that has taken place and as Warwick pursues important change, with God's help.

Whilst this is difficult news to read and process, let me remind us of the extraordinary promises of the gospel, as we long for Jesus' return:

For I am convinced that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord.

Romans 8:38-39

Thank you for your faithful partnership with CMS as together we seek to see a world that knows Jesus.

In Christ,

John

John Lovell

Executive Director

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