Pastor,
I want to begin by saying something I should have said a long time ago: I am so sorry that I failed you as one of your pastors. I regret deeply that I did not speak sooner, that I was not more courageous, more biblical, and more faithful to the responsibility God had entrusted to me. The environment we were in was not one where I felt safe to be heard, and I certainly did not feel welcome to approach you with my concerns. Even so, I should have spoken out. I should have chosen obedience over self protection, conviction over comfort, and truth over silence. For that, I offer you my sincere apology.

I write this now out of love and with honor toward you, not to expose you or tear you down, but because you deserve to know what this ministry has done to me, and to others. I understand now why the Lord called me here. He brought me into this ministry to learn of Him. Under your leadership, I discovered what it means to be a godly father, a faithful husband, and a leader who loves with sincerity. I learned how to love people here, how to open my heart to the Lord here, how to understand who I am, and who I am not here. I do not write this to dishonor you, nor do I write it to betray you. I write it because I genuinely love you. My family moved our entire lives to sit under your teaching. I have believed in you, I still believe in you, and I want you to be a great pastor, because you were, and I truly believe you still can be. But that calling requires something of all of us. Restoration begins with humility. Healing begins with truth. The heart of the Father calls every shepherd to acknowledge where we have fallen short and to return to the love that first called us into ministry.

The Lord requires me to speak honestly. I am preparing to lay down my reputation and my position. I am preparing to quit my job and confront the very people I once looked up to the most. I am preparing to remove myself from a ministry I have loved deeply and from people who mean the world to me. I am preparing to put myself in one of the most frightening situations a man can face when he has a family to protect and provide for. Both my wife and I depend entirely on this ministry to feed our household, and yet I can no longer remain in good conscience. I am laying my life down, for my friend. I need you to hear my heart: I am not doing this to betray you. I am doing this because I love you, and because your soul matters more to me than your ministry.

You have said it yourself: you believe Jesus called us here. You have acknowledged that we hear from the Lord and that we walk in obedience. This, painful as it is, is what obedience looks like for me now. Not because I want it to, but because the Father is requiring it. He desires for His son and His daughter to come home. The prodigal was not a lost sinner; he was a son who lived in the presence of his father. But his desire shifted from presence to inheritance, and it led him far from the heart that loved him most. The Father wants His prodigal to return home. He is ready to place a robe on your shoulders, shoes on your feet, and a ring on your hand. But returning requires first stepping out of the pigpen, recognizing that you need Him more than you need an earthly inheritance, and taking the first step back toward your Father. The moment He sees you coming, even from a great distance, He will run to you with joy. Everything He has is already yours, He simply wants His son back home.

I am sorry that I did not speak up before. I had growing to do. I pray you can feel the unimaginable weight this season has placed on my shoulders, because I have been carrying it for

you as well. I believe with all my heart that the Lord still wants to use this ministry. He wants to restore it to its former glory. But without repentance toward the people God entrusted to your care, that restoration will not come. As pastors, we are held to a higher standard. Judgment begins in the house of the Lord. We set the example. We set the standard. In God's house, light reveals darkness, and we must deal with it.

My prayer is not that these words stir anger or defensiveness, but that they soften, illuminate, and invite reflection: for both of us. I pray you can see my heart in these pages. May this letter be received in the spirit in which it was written: with honor, with repentance, and with a sincere desire for healing, truth, and restoration within the Body of Christ.

I write this letter with a trembling heart before the Lord, not out of anger or bitterness, but out of obedience to truth. For months the Holy Spirit has pressed upon my spirit the necessity of speaking plainly. I have prayed, fasted, reflected, and wrestled deeply with what I am about to say. I have asked the Lord repeatedly to release me from the weight of this moment, yet His answer has remained the same: "Speak the truth in love."

However, love does not negate truth, and honor does not demand silence. Scripture teaches that truth must be spoken even when it is painful, and obedience must be rendered even when it costs us something. Over time, the Lord began revealing the internal conflict I had been suppressing; conflicts about the environment, the structure, the leadership dynamics, and the emotional and spiritual toll of my service here. I can no longer deny these things, and I can no longer participate in what my spirit cannot call healthy or biblical.

One of the most staggering realizations has been the lack of true biblical accountability within the ministry. The New Testament church operated under a plurality of elders, shared leadership, and collective discernment. However, my experience here has been marked by the absence of such structure. Decisions were not shaped by a functioning board or council of elders. There was no system in place for shared governance or mutual accountability. Instead, the weight of leadership and decision making fell entirely on you and Pastor Tai, creating an atmosphere where correction was impossible, disagreement felt dangerous, and accountability simply did not exist. This lack of covering left staff spiritually exposed, emotionally vulnerable, and without a safe or biblical structure to process concerns or conflicts.

Alongside biblical accountability, there is also the non-negotiable responsibility required of any organization operating as a 501(c)(3). Federal guidelines for charitable organizations exist for a reason: to protect donors, congregants, staff members, leadership, and the integrity of the ministry. A 501(c)(3) requires a functioning board, transparent decision making, documented oversight, and clear separation between personal preference and organizational stewardship. My concern is not rooted in accusation but in the sobering reality that without these structures, everyone involved becomes vulnerable; legally, ethically, financially, and spiritually. As staff, we were never provided clarity on compliance expectations, never included in oversight conversations, and never given training on the legal obligations tied to our roles within a federally recognized charitable organization. The absence of these structures places extraordinary

pressure on those serving within the ministry, and over time, it created an internal conflict I could no longer ignore.

Yet the heaviest weight on my heart has been the culture of hierarchy and emotional manipulation we, as staff, regularly endured. The Scriptures warn leaders not to "lord over the flock," yet many of us experienced what can only be described as control dressed in spiritual language. Unity was equated with silence. Honor was equated with suppressing concerns. Loyalty was equated with surrendering discernment. Correction often came without relationship, and expectations were placed on us without context, clarity, or pastoral care. Many of us found ourselves questioning our own instincts, doubting our discernment, and assuming that discomfort meant rebellion rather than the Holy Spirit signaling that something was wrong. This environment cultivated fear, anxiety, confusion, and a form of emotional dependency that Scripture never endorses.

Part of this dynamic came from the leadership structure itself. I say this with love and truth: although you hold the pastoral title, in practice your wife has often functioned as the primary authority in this ministry. Her preferences shaped decisions, her approval determined people's standing, and her influence shifted the emotional climate of the staff. I watched her openly declare certain individuals as "her children," chosen for her personal discipleship, while others; many of whom were faithful, gifted, and hungry for growth were told directly or indirectly that they were not her responsibility to pour into and you didn't pour into any of us either, we were left alone to navigate all of this. Staff were moved, corrected, or overlooked based on her emotional state or personal preferences rather than a unified pastoral strategy. The partiality created by this dynamic was profoundly painful. Scripture forbids favoritism, and yet many of us experienced the wounds of it daily. This is not said to judge either of you, but to acknowledge the undeniable impact of both of your influences; an influence exercised without accountability or shared oversight. You have been completely uninvolved in every aspect regarding the staff that you hired, this is the result of those choices.

Perhaps one of the most personally devastating aspects of my experience here was the intentional isolation of staff. Over time, it became clear that we were discouraged from building genuine relationships with one another. We were warned not to share too much, not to confide in each other, and not to question anything together. Even normal friendships were treated with suspicion at times. Genuine conversations about situations we were going through were framed as potential threats. Staff were quietly pitted against each other through selective information, emotional manipulation, or subtle implications that certain individuals were unsafe or disloyal. This isolation produced fear, mistrust, and emotional loneliness among the team. Many of us suffered in silence because we believed we were the only ones feeling this way.

But when we finally broke the silence and began to talk to one another, the truth emerged in full. We discovered that we were all being told different versions of the same stories. We learned that misunderstandings were often left unresolved intentionally. We realized that staff were frequently misrepresented to each other in ways that created distance, confusion, and mistrust. The emotional and spiritual strain we each thought was unique was actually shared. Our wounds

matched. Our confusion matched. Our experiences matched. It became undeniable that the isolation was not accidental; it was systemic. With that realization came the heartbreaking truth: what we undeniably experienced was a form of spiritual abuse. Not criminal, not physical, but emotional, psychological, and spiritual misuse of authority that damaged the hearts of those who served within this ministry with sincerity.

This environment has taken a personal toll on me that I cannot ignore. I have carried confusion I did not create, shame I did not deserve, and guilt that was never mine to bear. I have endured anxiety, emotional exhaustion, and spiritual unrest. I have questioned my calling, my identity, and my discernment. I have tried to suppress the deep sense that something was wrong for the sake of peace, loyalty, and fear of consequences. But now, standing before the Lord, I recognize that staying silent any longer would be disobedience.

What has unfolded within the walls of this ministry has not remained contained to leadership meetings or private decisions; it has soaked into the spiritual life of the people. A congregation can only rise as high as the integrity of the altar they are fed from. When the leadership is fractured, fearful, manipulated, or misaligned with the heart of God, the people inevitably bear the wounds of it. What begins as small cracks in the foundation soon becomes a spiritual tremor that shakes the confidence, discernment, and purity of an entire house.

Many hearts within the congregation have grown confused, disoriented, and weary; not because they lack hunger for God, but because they have been taught to depend on a flawed system instead of the living Christ. People have begun equating God's presence with a building, equating spirituality with performance, equating unity with silence, equating honor with suppression. These distortions do not remain theological; they shape souls. They create spiritual infants instead of disciples. They produce dependency on man instead of devotion to God. They cause fear to masquerade as reverence and control to masquerade as covering.

Heaven has taken notice.

When manipulation replaces shepherding, the flock begins to scatter inwardly; even if outwardly they remain in their seats. When spiritual language is used to justify unhealthy culture, it becomes a stumbling block that dulls discernment and quenches the Spirit. Souls become accustomed to noise but distant from truth. People learn to conform without being transformed. Hearts grow suspicious, uncertain of their worth, questioning their ability to hear God for themselves.

But even in this, God is merciful.

This shaking is not for destruction; it is for awakening. The Lord, in His kindness, reveals what has been hidden so He can heal what has been harmed. He exposes not to shame but to cleanse; not to scatter but to gather His people back to Himself. This is an invitation for the congregation; not to run, not to harden their hearts, not to grow bitter: but to return. Return to holiness. Return to truth. Return to the simplicity of loving Jesus above personalities, platforms, or emotional atmospheres.

Now is the moment for repentance; not just for leadership, but for the whole house. Repentance breaks deception. Repentance restores clarity. Repentance removes the heavy yoke of man and places the light yoke of Christ back on the shoulders of His people. If leadership will humble themselves, if they will cry out for truth and purity again, if they will refuse to settle for emotionalism without transformation, the Lord will heal what has been defiled, strengthen what has been weakened, and rebuild what has been torn down.

For God has never abandoned His people. He is calling them back; calling them to lift their eyes above the stage, above the pulpit, above the noise, and behold Him once again. To those who respond, He will breathe fresh life, fresh fire, and fresh purity, restoring the beauty that spiritual manipulation sought to steal.

This is not the end of their story.
This is the invitation to a holy beginning.

Before I close, I must also repent. I repent for every moment I stayed silent when truth was needed. I repent for calling dysfunction "loyalty" and fear "honor." I repent for the ways I participated in a culture that I now see harmed people I loved. I repent for prioritizing peace in the room over peace with God. I repent for allowing my silence to validate structures that grieved the Holy Spirit. I repent to the staff I should have stood with sooner, and I repent before the Lord for not moving earlier when He tugged at my heart. I repent for leading people towards a ministry that was harming them. I repent for every question from the congregation I silenced to protect the image of my pastors. I repent to them for covering the lack of accountability and double standards of the pulpit they were learning from. This resignation is not rebellion; it is repentance and obedience. I cannot despise the mandate the Lord has placed on my life in this hour.

So, with love, clarity, and the full conviction of the Holy Spirit, I resign. I do not leave with hatred. I do not leave wishing harm. I do not leave desiring your downfall. I leave praying earnestly for repentance, restoration, and renewal in this house. I pray that the Lord uproots what has wounded His people and rebuilds what has fallen within the context of this ministry. I pray He softens hearts, restores unity, and heals those who have been broken under the weight of spiritual imbalance. I pray for you, your family, and this church with sincerity and compassion.

But I cannot stay. I cannot remain where my spirit is no longer at peace and where truth cannot flourish. I release you with honor. I forgive you fully. I bless you intentionally. And I walk away in obedience to God.

With love, truth, and holy fear,
We resign from our positions as Pastors at Global Vision Bible Church.

Justin and Kasey Greenwell