



July 3, 2014

Dear Brother JD,

We received the 21 page letter that you wrote where you enlisted 36 others by signature, and an untold number beyond that to express criticism of Gospel for Asia and its leadership.

A few facts you need to know as we answer your accusations:

- After talking to a few people who you enlisted, it appears that you went to many former staff and former School of Discipleship (SD) students, and many of them said that they do not agree with you, or your accusations.
- People you enlisted to join in this campaign fall into a 35-year time period, and just for your information eight were SD students who only stayed with us for one year. Eleven staff you enlisted for the letter served at the ministry under three years. And two others were homemakers and were minimally involved in the staff and ministry. For an organization that is worldwide and has hundreds of staff, our attrition is extremely low compared with other organizations.
- There will always be some who leave offended, but we have had a number of people who left and contacted us back to repent for their decision to leave.
- We have an absolute commitment on our part to live by God's Word. None of those you enlisted can say they did not have an exit interview where they could have voiced their concerns and criticisms. They were all invited to share any offences or hurt they experienced, and yet not one brought up any of these accusations. Many of those you enlisted told us that the Lord was leading them elsewhere when they left, and we did not stop or discourage them from leaving. And for those who were staff, we gave every one of them three months of severance pay, as well as a glowing letter of recommendation (if requested). We doubt that you will find such care and kindness shown to departing employees in very many other ministries or secular working environments.
- Including you, JD, not one staff who left can say that we controlled them (e.g., the number of children they should have, who they should marry, etc), personal lives and their family's lives. If people told you otherwise, we are happy to talk with them anytime with you, their leader, because we have kept very detailed staff records.

Without going into details, all these accusations or details were either fabricated behind the scenes by someone, or there has been a serious misunderstanding. This is not what GFA leadership represents.

It's been our absolute commitment from the beginning to hear criticisms against us and go before the Lord and search our hearts. If there is even a small percentage of truth in the criticism and what is said, we always confront the truth and change where we need to. We are not perfect and we have failed many times. And when we have come to know that, we have repented and made things right.

JD, you live about a mile from the GFA office. We wish you had called us or come to us and told us what we did to you so that we could have had the chance to hear it and if need be repent and change. But you never did. The thing that grieves us most is to learn that rather than approach us Biblically according to Matthew 18:15-17 (which you mentioned in your letter as a basis for your campaign against us), you chose instead to slander and defame us by sending this letter literally around the world.

You did not approach us individually (Matt 18:15), nor did you attempt to mutually establish with us the criticisms that you wrote to us about (Matt 18:16), nor did you give us a chance to respond before you went to the outside world with these (Matt 18:17). And those you enlisted did not do these things either.

Do you realize that you have committed libel, a criminal offense punishable by the law of our land? Even now, it seems that neither you nor any of the people mentioned want to talk through these criticisms and seek Biblical reconciliation.

We do believe in reconciliation and living in peace accord to God's Word (Rom 12:18). And so we will contact those listed in the letter individually, seeking Biblical restoration. We do not do this because of your ultimatum to us, but because we will stand before our Lord Jesus one day and give account for our lives (Matt 5:21-26, 1Cor 3:11-15). For those who we cannot get in touch with, we will approach you, since you are their leader, and request their contact information, or have you contact them and ask them to contact us directly. We have already begun to contact the people who are involved.

For Christ and His kingdom,

The Leadership Team of Gospel for Asia