

WIELD TIMELINE

OCTOBER 2020

The Roberts let us know they are stepping down as Pastors. The day we find out the Roberts are stepping down, it just so happens the Kim's had just turned down the job UR Global was offering them to oversee church planting. I was asked to lead the search for a new Senior Pastor and Michael Miller insisted on Brian Kim and that we would love them. We are unsure to this day of the timeline or prior conversations had by the Roberts, the Kims and the Millers to lead to this conclusion. We did this and immediately found a connection with the Kims and through use of similar language and what we found to be an overlap in interests, we felt like they were 'cut from the same cloth'. We ultimately concluded that God had highlighted them as our next Pastors. Many UR Denver leaders took longer to come around to this and we were the primary advocates for them being hired. It was my understanding that if he did not take the job with us he was going to plant a church called House in Denver. ACTS has had the trade name "House" since 2018.

NOVEMBER / DECEMBER 2020

Brian calls me to pull out of the interview process calling us "skeptical" and that he "feels he is going to start at a deficit". I immediately begged him to not change his mind and that I would tell everyone to stand down with questions and references.

JANUARY 2021

The Kim's took the job and are onboarded. I let them know I was hoping to step back from Leadership, but Brian asked me to stay on and said he still needed me. Things were positive and I was full of hope and excitement. He even said he was not going to make any changes for the first 6 months as there were expressed concerns because he already had plans to plant a church in Denver and was bringing that team with him.

SPRING 2021

During this time, the Kim's would spend a lot of time with us. They would stop by the house and we would go to many dinners. We communicated almost daily. We felt very pastored and loved by them, especially in the way they were counseling us through our conflict / pain with our fractured relationship with the Williams. We did not know at the time, but we were being "love bombed". Extravagant gifts such as four first class tickets to Hawaii (not miles), \$500 bottle of champagne, and dinners sometimes amounting up to \$800. We would make it a goal to get to know them and have a chance to ask them questions. This was met with resistance and fawning language towards us instead.

During this season Brian decided to disband the Leadership Team through an email. It was my understanding that this was encouraged by Freeland. The Shoosters were the only Elders at this time and the Kims continued to invite the Wiolds and the Lees into meetings with the Shooters as a sort of interim Leadership Team.

He would report to us that our staff were lazy. He said his ACTS people came in and worked so hard and he was embarrassed by the current staff. He also brought in Troy (who we had never met) as well as ACTS team members he had promised opportunities to without us knowing.

SEPTEMBER 2021

We understand that Brian had a conversation with Justin Williams about being an Elder at at Miller's direction. Justin did not accept. Brian also spoke very poorly of us at this meeting.

Brian restarted a leadership team. When asking the Eigenbergs to join, Brian stated in a text, "I have had or plan to have several follow-up conversations with each of these couples about some areas of growth in operating harmoniously and maturely". We are unsure of what those were and if they ended up happening. I believe this is one of the several times that Brian then called me and said, "I wasn't referring to the Wiolds in that. There is nothing you need to do."

We were a brand new Leadership team with new pastors. It still was unclear to all what the exact role or expectations of this team were as we were not Elders. We were not "moving together" yet as Troy and Brian shared in disappointment.

In one of our initial meetings, the Kim's shared 5 points (below) about the state of our leadership team as well as alluded to discord among the people in that room where we were all left bewildered and wondering if we were the guilty ones. Brian told us that we were negligent and tolerated certain behavior. Specifics were never shared in those meetings, even when requested, and that we know of, specifics were never shared individually. Dana and I would often ask what we had done to contribute and invite feedback, but were still just given the "I wasn't referring to you in that" feedback.

Exclusivity / Elitism (in groups)

Suspicion and back channeling (we question motives)

"Culture of Honor" vs "Culture of Dishonor" (we question authority)

Not a 'servant leader' culture

No ownership and a culture of "pass the buck"

Again, we are not aware of any specifics shared to this day.

OCTOBER 2021

Kims, Lees, Shoosters, Eigenbergs, and Joyners meet at the our house. Brian shared how he, Troy and Grace met with many singles in the church and had found out there was significant sexual immorality amongst them. Because there were many comments on the Kims feeling alone as the Leaders and that we weren't providing them support to carry the load, I believe several people started asking what we should do and started making practical suggestions to help with this issue.

Brian then shared a vision that Jesus was walking amongst the lampstands looking for oil. I don't fully remember the rest of the vision, but this was the vision where Brian and Grace came to the conclusion that UR Denver had "bad fruit". This was Brian & Grace's interpretation of his vision and was not weighed by elders, but stated as interpretation.

It did not feel like any more clarity was given around our role or how we could support. In fact, it was offensive and deeply concerning to Grace / Troy to ask such questions (communicated later with the team) as the common belief was it should be 'caught and not taught'.

NOVEMBER 2021

Savannah called an emergency meeting of the Leadership Team because she believed the Lord had spoken to her.

Dana & I and Kathy Shooster were not present as it was a same day meeting. Because of this, it was on zoom and recorded so we could watch it after.

November 16, 2021 Zoom meeting summary:

- Savannah seemed to ask for it because she was unclear what the vision of UR Denver was and wanted Brian to share it clearly.
- Brian appeared frustrated that we don't understand it, and said it was about making disciples, but seemed to take the request to explain as an attack.
- Troy chimed in to defend Brian and reiterate the lack of support we had for Brian. One of the examples of this was when I publicly said "I trust Brian" which he interpreted to mean, 'we trust you to do this on your own'. Brian stated his interpretation of it was: "It's your mess, now clean it up". This was an odd interpretation and contrary to what he would then tell me in person.
- Brian shared about our immaturity and infighting as a leadership team, but wouldn't give examples. Don asked Brian and Troy to stop being diplomatic with us and if they see weaknesses, specifically to individuals. Brian laughed and changed the subject.
- Grace chimed in that we have had 'bad fruit' up until this point as a church, quoting the lampstand vision. She also said we just don't get it and the vision should be caught.
- Grace also shared her annoyance that several in the team would suggest practical solutions, evidencing that we still didn't 'get it'.
- Troy shared that he was shocked that we didn't respond to the 'Wield Plaza' meeting by falling on our faces in repentance and prayer. Which was not at that time, or ever, lead and / or demonstrated by the Kims or Troy. In fact, the request for us to actually spend time in prayer together as a Leadership Team was made on several occasions (especially by Savannah & Amy), but it was never more than a 2 minute prayer to open our meetings.
- When the Joyner's asked more questions about the vision and us not knowing it, Brian responded by telling them they know because they don't attend church 60% of the time and he knows because "he watches."
- The Joyner's then communicated they disagreed with the statement of 'bad fruit' and had even personally experienced fruit in their family. They seem to be attacked for this.
- Brian expressed he was sick of this conversation, still not willing to provide any clarity, specifics or names.
- He shared in his frustration that he tells us "I don't actually believe you're busy, that's just my way of giving you an out", but he actually doesn't believe it. He didn't seem to have any remorse for lying and none of us brought this to him (that we know of).
- He then stated "to be frank, this is a lame leadership team"
- He went on to tell us the UR Denver prayer room isn't even a real prayer room
- Brian expressed embarrassment being attached to the UR name at a Francis Chan pastors meeting
- Savannah shifted to a posture of repentance that we have in fact just had 'bad fruit' and need to own it and change

I watched the recording and Dana & I had the same response. We cried. I think a few things made me really sad and were concerning. The request for clarity and vision being used as evidence that we were just not present enough or supported enough was a really sad

response. Then saying UR Denver had bad fruit was incredibly painful to those of us who'd served for years. And the way the Joyner's were treated for not agreeing was awful. The Joyner's is a story I would strongly encourage you to ask, they reached out to Kathy when they left, but did not hear back. Though we kept in touch when they left the church and moved from our families being a few streets over, they only recently shared their story with us once they found out we left, but since finding out it wasn't just a 'one off' with them, they are now willing to share it. One thing I regret is that Joey Joyner called me after the zoom meeting (but before I had seen it) and shared some of his concerns about it and about Brian. I explained away his concerns and tried to quash any questioning because at the time I believed that a culture of honor assumes the best without asking questions.

Before I was able to watch the zoom, I got a call from Brian asking to meet with him. I asked how it went and he was extremely vague and said he thinks "Savannah just wanted to repent, but I should ask Troy because he always has funny interpretations of these kinds of meetings." We met at a seafood restaurant by my house and Brian brought Troy and Ray with him. At this meeting, Brian downplayed Grace's conclusion that we had 'bad fruit' as a church. I honestly don't remember all that was said, I remember it being extremely painful and sitting and crying at the restaurant.

DECEMBER 2021

Brian disbanded the leadership team for a second time. Brian told me there will just be more of a 'farm team' that he'll pull people up into the Leadership Team when they are ready and we should meet as a small group but the Kim's and Lee's would not be a part of it. The Joyner's leave after this change and spotting the issues.

SPRING 2022

The Kims expressed multiple times that they did not want to be under the Miller's Leadership and would cite specific reasons why or comments they made. I remember one distinct time when Grace was quoting Lorisa with serious concern. During one meeting, I suggested changing our name. Brian was visibly shocked to hear that from me and said, wow, I didn't think you of all people would be ok with that. This was actually pretty disconcerting that he believed the name UPPERROOM was so important to me. The truth is, and I shared this, I thought it would be a relief to change our name. The reason was because we had many transient visitors and unhealthy expectations of attendees because of our name. I also believed that it was a source of idolatry for many people. I offered to talk with the Millers or fly down to Dallas with Brian to have a conversation about it. Many times I asked or offered to talk to Miller about something that Brian said or about a name change and was always asked not to. Brian would often claim he was trying to 'protect our friendship' with the Millers, but I think it likely did the opposite.

I hire to Donovan Kim to work for me and he told me he saw Brian's list of top givers and we were 2nd and he told me 1st and 3rd. I was horrified he had a list, but again couldn't say anything because I was told in confidence and because I was too cowardly. It was just yet another giant red flag, especially given the timing of the #3 on the list being asked to facilitate and drawn in by the Kims. Another thing to note is that Grace once told someone in confidence that she "didn't have time to meet" with another church member because "they don't even tithe". This person is willing to share if an investigation is done.

At this time, Brian was also asking Donovan and Julie Mustard what I was like at work and would attempt to gather (what he calls) “data points”. He also questioned my spiritual fathers salvation.

APRIL 2022

The Kims asked us to go to dinner and shared with us at this dinner that they are no longer willing to be under Michael & Lorisa Miller’s leadership and let us know they were resigning from UR Denver and were going to plant a new church. They said it was our baby and that we should take over as Leaders. Comments like “I know this is your baby and we aren’t calling it ugly.’ ‘It’s us, not you. We just aren’t the right people for it. But, you are!” I felt blindsided! I thought things were actually settling and then they were quitting. I expressed my disappointment and frustration that they had made a decision in isolation and didn’t bring us or the Shoosters into the conversation.

We told them in no uncertain terms that we are not going to become the leaders and, in fact, if they left, we were coming with them. We asked why they wouldn’t just change the name of the church and that I fly down to Dallas and talk to Freeland. This was another situation of them not wanting me to talk to Miller to ‘protect our relationship’. The dinner was very tense and this was our first conflict with them.

Once it got tense, certain comments and jabs were made towards us. One of which was Grace saying we are too needy and “we don’t have the time or money to keep buying you champagne and sushi”. They also shared their frustration in having to be away from their kids when we hung out to go to fancy restaurants. This felt like a spiteful comment intended to bring pain, but was also a false characterization of us and our friendship. I don’t think we ever even suggested a restaurant any time we had dinner, except the very first one at Yayas. On the contrary, we often suggested family pizza nights at a house.

We drove away saddened and for the first time, truly concerned. They did not reach out to us the next few days, so we reached out and requested a followup meeting. They did not see the need for this.

We did meet. Brian and Grace continued to say we’re not supportive and too needy. Brian then attacked a wound Brian knew Dana had. She burst into tears and wept. Not a couple of tears, but wept. I went to sit with her and the Kims sat there in silence.

This really was the end of the season where the Kims would meet with us and pastor us. We felt seen and pastored by them up until this point. This later is what Brian referred to as the time ‘they pulled away from us in their hearts’.

We did meet with the Kim’s and the Shoosters to kick around ideas about changing the name and them not resign. Nothing was established at this time.

Very little happened relationally between then onwards and most communication became just Brian & I individually. I’m sad to say that I once again was just ok with it being about the guys, I ignored it. It was not a conscious decision, but a sin of omission on my part. This is sadly a pattern I want to repent of, make right and change moving forward.

It needs to be mentioned as well, the Kim's never mentioned their resignation again either.

SUMMER 2022

Corey Russell moves to Denver. Leadership and UR Dallas (previous employer) had no idea.

SEPTEMBER 2022

We asked the Kims to dinner. This was to reconnect and around curiosity in that since our last meeting (almost 6 months prior) they hadn't reached out to us a single time. During this dinner Brian said it was because we had told them we wanted space. We did not tell them that, in fact, we had said the exact opposite. He 'apologized' and said he understands the ball is in his court and they would make an effort and reach out to us. They have never reached out since.

DECEMBER 2022 & JANUARY 2023

Brian and I stayed somewhat connected. Somewhere around here he let us know the name was changing to House. I asked to talk to Miller because the name change was originally my idea, but was asked not to. The name change was happening because Brian did not want to be under the Miller's Leadership or have an UR name. During this season Brian called me really concerned that it had gotten very contentious in the process. The issue was one of money owed to Dallas by Denver for 'licensing' the brand and we needed to catch up on payments. For weeks, Brian would call me every morning giving me an update and asking me questions like: Did you sign a licensing deal to UR Global for the use of the name? Then the next day "When did Autumn join UR Global because apparently she was the one that signed the agreement". I pleaded with Brian to let me talk to Miller after he told me that lawyers were now involved and they were demanding money and threatening to withhold Miller's presence during the transition if we didn't make a back payment and sign an agreement. I was furious!! But, Brian insisted I was not to speak with Michael at all until after the name change had taken place. I was never told if the agreement was signed, but Michael & Lo were obviously present at the transition night in January 2023.

The week before the transition Brian asked me to become an Elder of House and asked to appoint me at the night of the name change. I literally laughed when he first asked me given how contentious everything was with Dallas and how casually he asked me as I was walking out of church. I respectfully declined. He then asked to meet for coffee and said we should discuss. At coffee that week, he told me the only reason he hadn't asked sooner was because Miller had told him I shouldn't be an Elder. No explanation was given as to why. He also said that he would ask Rick & Eigenbergs in the future (I believe he said 6-12 months). He asked them both days after I declined again.

Regarding being an Elder, Brian said I didn't need to do anything different, just do a meeting once a month. This showed me that Elders in his opinion are more like figure heads, not decision makers or leaders of the church. I believe that to still be the case.

The night of January 15, 2023 was the name change and my biggest red flag up until that point. Michael & Brian shared. You were all there. They shared what they believed God had said and that this was a good thing, etc. I didn't necessarily have a problem with that. But, when Brian clearly stated from stage there had been no conflict and this was not about

money and nothing else was going on behind the scenes, I was shocked and appalled. This was a clear lie! I suspect they both knew it was a lie, but I know for certain that Brian knew he was lying. Miller looked at me and asked me to come up on stage and I had to say no. I was devastated. I knew something was very wrong. Dana got up and went home before the service was over and rarely came back to church again.

FEBRUARY 2023

I wrestled over the next month about how I felt. Not wanting to question my leader, but knowing he had lied and also saddened by the things he'd shared with me during the transition. I finally asked to do a call with Brian & Miller and that happened in late February. I am not afraid of Miller or Brian, but I was afraid of that call, in part because I was confronting sin (lying) and because I did not know how they were going to respond. I was extremely afraid of wrongly judging a leader or 'God's anointed'. I was worried Brian would put it back on me or turn the conversation. This had been my experience during the tense conversations I'd had with him in the past. I regret that I wasn't more bold, but I did say to them I believe they lied.

On this call, Miller was extremely defensive saying he felt like I was questioning his integrity. Brian was very quiet and simply disagreed with me saying that we had different definitions of the word 'conflict'. I vehemently disagree it was a matter of 'defining a word' and I know that he lied to the congregation. I left this phone call confused.

JANUARY TO JULY 2023

This was the unraveling season. I was slowly pushed out of all communication and responsibility.

The giant red flags came when I realized I had been removed from the facilitator schedule without being told (this happened to another person too prior to their leaving House). I was never asked to speak again. But, the AHA moment came when I found out from a visitor to the church that House was under contract on a building and I didn't know about it. That would be weird regardless, but particularly because I was on the Finance Team with Don and Brian. I had evidently been removed from everything, but was never told I had been. After much prayer and pain we concluded we needed to leave House Denver.

JULY 2023

We sent the Kims an email letting them know we were leaving and offered to meet ("though not necessary on our end") and share more, which they said they'd like to do. This was 'the dinner' that has been spoken about often. We went to Pizza Republica with the hope of being able to live peaceably and address the removal from all of my positions without conversation or explanation and the clear pull away relationally and the pain around that for us. We felt like it was the right thing to do to go directly to them and just ask why and see if there was something we did to contribute to this and apologize for anything we did wrong. This dinner was horrific.

During the dinner, I expressed my sadness in feeling them pull away and being removed and feeling 'pushed out'. We again were just told 'you wanted to be removed from facilitating and said you were too busy'. This was a lie. I declined being an Elder because of the season we were in (young kids and business amongst other reasons) and I further reiterated at that dinner a major reason I wasn't ok being an Elder is because the Kims are not transparent in their decision making or lives in general. They share specific moments of

vulnerability, but that is it. As an Elder, I would feel responsible to support / encourage and also hold the Senior Pastor accountable if there was neglect of the sheep or foolish decisions. I wouldn't know, because they don't share.

In the dinner Brian did confess they had pulled away from us over a year before and 'apologized' for this, but then Grace shared that it was because they just don't have time for us as they need to focus on the mission. This communicated to us that we were not a part of the mission. She elaborated that the mission was the 200 other members of the church and that's why they didn't have time for the Wiolds. I'm unsure what to think here. At this time, it was obviously tense, so Grace decided to start saying how much she loved the Wiolds. She said that when she met us it felt the same as when she met Brian. Dana reacted to these comments as inauthentic and asked her to stop. I believe this was the moment that Brian relayed to Kathy as Dana 'blowing up'.

Let me be crystal clear: Dana simply asserted herself. She did not blow up. This is a lie. No table around us in a tightly packed restaurant knew there was conflict...no arms were waved, no threats were made, it was tense. But, if anyone lost their temper that night, it was Brian.

This was the moment Dana said she did not believe the Kim's knew how to be friends. At this point, Brian was visibly upset where Dana asked if there was something he needed to share with us. Brian said: "You actually don't want to know". We said that we did. We asked him to tell us as we want to grow. At this point he said, and I quote: "Jonathan and Dana Wiold are unsafe people." This caught me off guard, but I kept my cool and asked: Can you share why you think that (or something close to this). He said, looking straight at me with a smirk: You weaponize people's words against them. I again asked, do you have an example of this you could give and he responded: I'll have to pray about it because I don't want to bring other people into this. This was the end of the conversation. He crossed his arms and gave me a wry smile. The 4 of us stood up and walked out of the restaurant and went our separate ways.

Let me give a side note: We have since learned, when asked further about this dinner by the elders 3 months later, Brian said he didn't want to tell them either as it would "negatively affect the Wiold's marriage". We are unsure as to what this would be so we asked our counselor to do a call separately with Brian to explain for our well being, and after a month he replied and declined.

In addition, this "wry smile" was described by other victims and has entered our interactions numerous times.

JULY AND AUGUST 2023

I did escalate it to the next level of Matthew 18 and Dana, myself and our counselor agreed that Kathy Shooster would be the right person. I called her and briefly explained we had a dinner and it went horribly and asked if she would mediate a conversation. She agreed.

She then followed up with us and the Kim's via email to ask us "what would you like to discuss" and "what is off limits". To which we both replied with simple clarifying follow up questions from our previous conversation and that nothing was off limits. We were assured by Kathy that she was a neutral person a few times, so when she replied that our priorities

were not aligned and that she was recommending that we not meet, we were very confused as the request wasn't to decide or affirm whether a conversation should happen as that seemed obvious (especially given Romans 12:18 & Matthew 5:23-24). We were simply asking for her to mediate the conversation. After receiving her email, I immediately called her to find out what possible reason she could have for recommending us not meet. After some prying, Kathy admitted she was told the Kim's didn't want to meet and went on to say Dana 'blew up' at the dinner and that they didn't want another 'emotionally volatile' conversation...even reiterating we were unsafe. I stated a shepherd does not have the right to bring an accusation against a sheep, with no explanation or evidence, and then use that accusation as the justification to not meet with them. I said if he is unwilling to meet, then he should not be a pastor. We heard from Elders after this that Kathy told Brian what I said and Brian immediately called for a vote as to whether he should be a pastor.

Let me be clear, that was not a formal charge, but we have since brought one. Also, if it was considered a formal charge, I don't understand why the elders didn't interview us to ask why I was bringing a formal charge and what my charge was.

I am very confused why Kathy, as an Elder in a church, would interrupt a seemingly normal process and request to mediate with an email like this and not just agree to meet. I conclude one of two reasons.

- 1) She spoke to the Kims and they communicated they didn't actually want to meet and Kathy intervened (based on what Kathy said, I believe this to be the case)
- 2) She took it upon herself to intervene in the correct process and diverted the biblical precedence

Kathy should be accountable for disrupting the biblical process here and for lying about what I said on the

SEPTEMBER - NOVEMBER 2023

Dana wrote Kathy a heartfelt email expressing sadness and not feeling worthwhile. Kathy did not respond.

A month later, she then saw Kathy at a baby shower where she acted completely normal and wanted to chat. Dana engaged in light conversation, however, when she came home, she revisited the prior email expressing discomfort and now more sadness around her neglect to acknowledge us and by not expressing any curiosity in the past 3 months. Kathy then responds with an apology for not writing her back yet still doesn't acknowledge any pain and the past 3 months. Dana holds Kathy's feet to the fire with her vague responses and Kathy then responds with offense and recusing herself.

These interactions above were brought to the elder team as the Wields being "strong arming, harassing, and manipulative". We were apparently accused of "not adhering to the gospel" and that we needed to "forgive and move on".

Kathy not only prevented us from holding a meeting to seek understanding and providing an opportunity for a dignified and peaceful exit from our church home of over 9 years, but she also disregarded Dana's email and avoided addressing crucial points.

Around this time, Scott Lane asked Brian why he won't just have a conversation with us. Brian responds by pulling him in a quiet area and says "Can I be honest? I never liked hanging out with the Wiolds. And...they drink". This topic of us being drinkers apparently entered conversation a few times in elder meetings. We believe this to be a tactic in discrediting us as most of the times we were together with them from January 2021 - April 2022 both Brian and Grace were gifting us bottles of whiskey, buying bottles of wine at dinner, etc.

Brian also made up a scenario where Dana ridiculed his son before he took the job and called us bullies.

This was also the month we learned about IHOPKC. The "oversight team" Mike Bickle was on was removed from the website and the Elders were not made aware that Brian was adding his name to a public accusation.

We later found out Brian and Corey were aware of Misty Edward's situation in December 2021 and Brian still had Misty speak to the church and school in April 2022 and again in 2023 where she spoke on singleness and holiness. While having an affair with married men. This question appears to have been asked and dodged. If she is a victim, it is still wrong.

JANUARY 2024

The elders apparently had a meeting where questions were brought by the Lane's and Rick about what really happened with the Wiolds. Grace tearfully asked the elders 'why don't you just believe us?' and Kathy expressed needing to be a "momma bear" for Brian. Kathy was upset with Scott for keeping this case open and "undermining" her by asking questions. Troy then follows up with a stern email to the elders telling them to fix any communication they've had with us and to make sure they're all saying the same thing.

Through texts and conversations with the elders, Brian continues to lie about what was expected and needed to make this right.

MAY 2024

Meeting between House Elders | Lanes, Wiolds, and Fernicolas | Mike, JR and Peter (zoom)

LCT was established and the people nor the process was approved by any of us bringing the charges.

Please refer to "Timeline of Leadership Council Team" Document for further details around this process.