

Dear Leadership of HOUSE Denver,

Purpose of Writing Letter

As most of you know, we have decided to leave the HOUSE Denver community after much thought, prayer, discussion, and reflection. Since this decision was announced to the entire church from the stage (by Troy and Raymond) on April 14th, it has become apparent that the truth of why we left has been muddied and misconstrued. Since April 14th, numerous people have come up to us in person and texted us, thinking that we have left HOUSE Denver because we are moving to Monument, Colorado. That is not true. We did not leave because we are moving to Monument, Colorado, several months from now.

We left HOUSE Denver for the following three reasons:

1. After Abby experienced hurt and broken trust with Brian in the meetings that took place in the fall of 2023 - and after we followed the biblical steps in Matthew 18 to pursue reconciliation - there was no follow-up or efforts to rebuild trust, even after she shared her hurts, verbally released forgiveness, and continued to lead worship every Sunday and on a weekly basis in the prayer room while giving time and space for Brian to rebuild trust (for six months from October 2023 - April 2024). See below for more information on what caused hurt and broken trust in the first place.
2. The harmful ways that Brian communicated with us through the meetings were not isolated to our experience. Many people have confided in us and have also left HOUSE Denver due to being hurt by the same or similar patterns of communication and behavior. We also have many friends who experienced harm under Brian's leadership at ACTS in Colorado Springs before he stepped in as the lead pastor of HOUSE Denver. From our vantage point, and from the vantage point of those who have confided in us, there doesn't seem to be any change, which is highly concerning to us.
3. The inaction of a majority of the HOUSE Denver elders to hold each other accountable, mediate conflict, and shepherd the flock of God with love according to Scripture. This will be outlined more below, as well.

The purpose of writing this letter is for the sake of the HOUSE Denver community. We hope it sheds light on issues that should be taken seriously and looked into more thoroughly, in accordance with Scripture. We are writing to you all not just as concerned former leaders at HOUSE Denver, but also as those who have education and training in dynamics of abuse. Abby is a Licensed Professional Counselor that specializes in working with complex trauma from abuse, and many of the behaviors experienced by us and others at HOUSE Denver would be categorized as emotional and psychological abuse.

Context of the Conflict

In the two years leading up to the fall of 2023, Abby kept being invited more and more into leadership in the prayer room and on Sundays as a worship leader. Throughout these two years, there were a lot of words spoken and multiple conversations had with Brian where he expressed wanting to bring her onto staff. As Brian continued to express wanting to bring Abby

in more, the other HOUSE Denver leaders (such as Troy, Orin, and Raymond) began to carry out those wishes accordingly.

She was invited to lead teams in the prayer room, be a part of the prayer room leadership team, and help facilitate prayer room meetings. In the Spring of 2023, she was brought on as a volunteer staff member and given the role of worship development coach where she coordinated and carried out initiatives for developing worship leaders and worship volunteers. In the fall of 2023, Brian asked if Abby could join Orin in leading worship every Sunday. This was an honor, but would increase the volunteer hours Abby was already giving every week (15 hours most weeks). The ways and capacities in which she was being asked to bring leadership continued to resemble previous staff roles she has played in churches as a worship pastor and associate worship pastor. Because of all of this, Abby requested to meet with Brian to gain clarity around her role and the increased capacity she was being asked to give. The hurt and broken trust that occurred in the meetings around this was due to how Abby's questions and need for clarity around her role at HOUSE Denver were handled. More specifically, the broken trust and hurt happened because of how Brian behaved and communicated through the meetings in the fall of 2023.

Addressing Conflict in the Way Jesus Instructed Us To

Once the meetings with Brian began to become conflictual, we did our best to follow the biblical process of Matthew 18 in pursuing reconciliation. In a meeting with Brian on October 3, 2023, Abby read a letter where she sought to clearly speak the truth in love (Ephesians 4:15) about the hurts she had experienced and the ways she felt sinned against. She clearly expressed in this letter that trust had been broken. Brian took ownership for some but not all of the hurts expressed, and Abby verbally forgave him for all the hurts, expressing that she wanted to keep serving alongside him and commit to the process of having trust rebuilt. In this meeting, Abby also said to Brian, "I know you have your own perspective on how all of these conversations felt and I know that you have your own experience of how these meetings went, so if there is any way that you feel wronged by me or hurt by me, I want the opportunity to make that right with you too. I want to be reconciled, I want to live at peace with you, I want to rebuild trust, and I want to keep running with you guys." Brian responded to this by saying that he hadn't been hurt or felt wronged by Abby. All parties seemed to be on the same page about wanting to pursue full reconciliation at the end of this meeting. However, it became clear that the pursuit of full reconciliation (through restoring trust and safety in the relationship) was not fully reciprocated by Brian evidenced by the lack of follow up and lack of intentional effort to rebuild trust. As Abby has shared in an email with Brian, "forgiveness doesn't automatically restore broken trust. Rebuilding trust requires follow up and intentional effort, both of which I have not experienced from you in 6 months." (He has still not personally followed up or said goodbye to us since we emailed him about our decision to leave HOUSE Denver).

The following are some of the most concerning things experienced during the conflict. In the clinical counseling field, some of these behaviors are considered emotional and psychological abuse (that have become an issue of spiritual abuse, since Brian is a pastor):

- a. Not taking ownership or responsibility, but blaming other staff members for causing confusion and contributing to unmet expectations (that were formed through many previous spoken words from Brian and conversations with Brian).
- b. Diverging conversation in response to questions and need for clarity which caused Abby to feel unheard and shut down.
- c. Speaking in a condescending way about other staff members that revealed a lack of respect for them and a lack of trusting them.
- d. Huge contradictions between things he had communicated for two years to Abby vs. what was communicated in the meetings. Then denying it when she brought attention to it (which is gaslighting).
- e. Becoming defensive and harsh when challenged which revealed a lack of humility and openness to feedback.
- f. Adding to confusion and hurt rather than bringing clarity and pastoring.
- g. Minimizing the hurt Abby experienced and expressed, which caused her to feel undervalued and dismissed. He said things like “This is fun compared to other conflicts.”
- h. Triangulation with another staff member to avoid working through conflict directly with Abby.
- i. Removing Abby from volunteer staff (and her role of worship development coach) and uninviting her to staff meetings and prayer room leadership meetings without explanation or conversation. (And instead, communicating this through another staff member who couldn’t explain the reasons why these changes were made around her role at HOUSE Denver.) This was shortly after a stipend was approved to help with childcare so that Abby could keep attending these meetings and serving at the capacity she was serving in addition to leading every Sunday. This made her feel that she was being punished and pushed out for simply seeking clarity and asking questions. Due to still being asked to lead worship every Sunday and in the prayer room, this sent her the message that her gift is valuable but not her voice and influence - which was previously, but no longer, being invited into all these meetings.

We are more than willing to give clear examples and details of our experience with each of these things if you would like to learn more. We also want to be clear that we are not sharing our experience in an attempt to rehash the conflict with Brian – we have released forgiveness, pursued reconciliation, and have sought to live at peace as far as it depends on us (Romans 12:18). We are simply sharing our experience with you to give context for our concerns.

Responsibility of the Elders

According to the Apostle Paul, the first characteristic an elder (which Brian is) must have is to be blameless (Titus 1:6) and above reproach (1 Timothy 3:2). We have already attempted to express that the actions of our lead pastor have fallen short of this, but we don’t feel that our experience and concerns have been adequately addressed, taken seriously, or fully validated by the elders of HOUSE Denver.

When accusations are brought against an elder, the other fellow elders are to respond accordingly:

“Do not admit a charge against an elder except on the evidence of two or three witnesses. As for those who persist in sin, rebuke them in the presence of all, so that the rest may stand in fear. In the presence of God and of Christ Jesus and of the elect angels I charge you to keep these rules without prejudging, doing nothing from partiality.”
- 1 Timothy 5:19-21 ESV

More than 2-3 witnesses have brought charges against Brian Kim (including but not limited to us). From our vantage point, these charges and the experiences of the witnesses have been brushed aside, ignored, maligned, or twisted creating more abuse, harm, and confusion. We have experienced this firsthand, and there are also other people we know who have experienced a similar circumstance and have confided in us about it.

We would ask you to prayerfully consider – are there ways that you haven’t fully heeded your call as an elder team according to Scripture?

Call to Repentance and Charges Against Elders

There is clear evidence of ungodly leadership that has harmed dozens of people (both actions taken, and inaction of biblical responsibility as elders) that violates the call of who an elder/pastor is to be in the Church. This includes:

- Not being truthful and honest in words to others, which is evil (Matthew 5:37; James 5:12)
- Lying about the truth, making excuses, twisting others words, and gaslighting (Colossians 3:9; Romans 12:9-10)
- Pursuing dishonest gain and not being an example to the flock (1 Peter 5:1-3; Titus 1:7-8)
- Not holding fellow elders accountable according to 1 Timothy 5:19-21, and instead prejudging and acting from partiality (v21)
- Not lovingly shepherding and feeding the flock entrusted in their care, but instead, twisting words, causing confusion, lying, and creating more hurt, confusion, and pain for those that are wounded (John 21:15-19)

We believe these harmful behaviors need to be taken seriously and need to be addressed with the fear of God - and IF accountability and true repentance does not take place regarding these things - then we believe from a biblical standpoint, that Brian and the current leadership need to step down so that no further harm is done.

With this, we implore you to prayerfully discern and address every area where accountability and true repentance hasn’t taken place in relation to what we have listed above.

Final Words

Lastly, we want to make it known and clear in writing that our desire is for healing and unity in the body. We love the HOUSE Denver community and leadership - even those who have greatly hurt us. We also want to make it clear that we have released forgiveness to everyone we have felt wronged by in this process. We are heartbroken, but we do not hold or feel any bitterness. We are not out to cause division, to get revenge, or to tear anyone down. We simply want the harmful patterns to stop for the sake of the flock and we want healing and restoration for everyone that has been harmed. We don't believe this can happen unless there is true confession, repentance and change, and contrition over sins against the body of Christ.

Genuine community can only happen in the light and grace of Jesus Christ. The Lord died for our sins on a cross, so that we could be saved by grace through faith; we don't have to be perfect and we shouldn't try to be... There is forgiveness and grace in Jesus Christ, and all of us should lean into that fully, setting our hope fully on the grace of God that is found in Jesus Christ.

You are all our brothers and sisters and our transition out of HOUSE Denver does not change any of this. We pray for the peace, light, and grace of Christ to cover and fill each of you. We are willing to meet and discuss any of these matters further with a safe and mutually agreed upon third party.

Finally, we want to leave you, HOUSE Denver elders, with a question and a story: *Is the way that you are shepherding the flock the way that Jesus asked you to?*

After Jesus is betrayed by those closest to him, flogged, beaten, crucified, and resurrected, we learn in the Gospel of John that he makes breakfast for his disciples, including Peter who betrayed him three times (John 21:1-14).

Following this, Jesus asks Peter three times, "Do you love me?" When Peter tells Jesus that he does love him, Jesus tells Peter three things to do in response (John 21:15-19):

- "Feed my lambs." (v15)
- "Tend my sheep"(v16)
- "Feed my sheep." (v17)

Jesus ties Peter's love for God directly to Peter caring for Jesus's flock, the Church - not Peter starting a house of prayer, preaching an amazing sermon, writing a bestselling book, or having some other amazing "vision" that seeks to change the world.

If Peter loves Jesus, then he will care for the church of God - the lambs and the sheep. (Something we know from the book of Acts that Peter *does* do. This theme of caring for the flock and loving the brothers/sisters is something John continues to write about in his other letters, as well: 1 John, 2 John, 3 John, and the book of Revelation.)

Our hearts have been grieved learning about the many people that have not been tended to, fed, or cared for by some of the shepherds of HOUSE Denver. We know that this also grieves

God's heart and we pray that he would lead every elder at HOUSE Denver deeper into his heart as a shepherd and that love, empathy, and compassion would increase for those that are wounded – even if there is lack of fully understanding or agreeing with their side of things.

Lastly, in sending this email to you all, we choose to fully release this entire situation to the healing work and ministry of Holy Spirit in each and every one of you that we love so dearly, and in us.

In Christ,
- Roman and Abby Randall
May 24, 2024

“Who is wise and understanding among you? By his good conduct let him show his works in the meekness of wisdom. But if you have bitter jealousy and selfish ambition in your hearts, do not boast and be false to the truth. This is not the wisdom that comes down from above, but is earthly, unspiritual, demonic. For where jealousy and selfish ambition exist, there will be disorder and every vile practice. But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere. And a harvest of righteousness is sown in peace by those who make peace.”

- James 3:13-18 ESV