

From: Roger Wing <rwing@cccm.com>
Subject: RE: Jake
Date: July 16, 2017 at 10:00:34 AM PDT
To: Mike Mugavero <mmugavero@cccm.com>

My thoughts on your comments below.

-----Original Message-----[SEP]From: Mike Mugavero [SEP]Sent: Sunday, July 16, 2017 9:35 AM[SEP]To: Roger Wing[SEP]Subject: Jake

Hi and Good Morning

Received my first text this am from "The Concerned" group

I see them as a ticking time bomb that needs to be defused. **They won't be "diffused" until they get their way in their immediate timing.**

After my talks with the other past concerned dad I can see why they have the fear of this just be swept under the rug again. **We need to assure them that this being actively dealt with and is not being swept under the rug. They just need to have patience as this is a very complicated issue with significant possible ramifications. So we need to proceed cautiously and wisely. We are receiving appropriate counsel but are moving decisively towards a firm resolution of the matter. Please just have patience and confidence that the leadership of the church is actively addressing this.**

So How do we prevent them from exploding and making this whole thing a lot

worse ??? **We don't. It's not in our hands. If we give in to these five families then we open the door to problems with the camp participants and parents as well as Jake. The decision was made, against our counsel, to hold the camps and to delay Jake's firing for two weeks.**

A text to them as a group? See below **Nothing in writing.**

A meeting with a few of us? You me and who else? **We can do that but would strongly suggest that parties that haven't been directly involved not be included (Phil, Doug, Lance). This will only confuse the matter and open the door to uninformed comments by the other guys.**

(Maybe Monday afternoon we have a budget committee meeting at 4:00 Include Phil or Doug Lance???) **I can do Monday or Tuesday afternoon/evening. I have a discipleship meeting on Wed. evening but open during the day. Thursday and Friday is Board prep. Again, keep others out of it. I would rather not do the meeting as it will likely just be divisive as we won't be giving in to their immediate request. They will just have the opportunity to vent and feed off of one another, which could make matters worse.**

Text ideas: **Nothing in writing but the points can be addressed in a meeting.**

We understand your concern

We will be taking action

This will not be swept under the rug

There are a lot of things that we needed to consider

We appreciate your prayers and support

Thanks

I'll be available until 3:00 to day via email, text phone

And as much as possible next week.

Only Tuesday night is out for me
and then Friday to Monday for Anniversary