



June 10, 2026

It is with a heavy heart that we need to make you aware of a significant leadership transition at Northview Church.

After a lengthy process of prayer, evaluation, feedback, and discussion, the Board of Elders, in accordance with our employment policies, made the decision to remove Pastor CJ from his role of Senior Pastor, and terminate his employment effective immediately.

We recognize that this news may bring a range of emotions. For some, it may be surprising and difficult. For others, it may feel like the culmination of concerns that have existed for a long time. Both responses are understandable.

We want to be clear about the basis for this decision while maintaining the appropriate discretion that comes with personnel decisions.

Over the course of Pastor CJ's tenure, various concerns were brought to the attention of the elder board and the executive team regarding aspects of leadership style, interpersonal conduct, and the impact those behaviors were having on staff, attenders, and trust within our community.

Within the last year, a significant allegation was brought to the elder team. We took it seriously and determined it warranted an investigation by a law firm. Although the findings in the investigation were inconclusive, we continued to review and evaluate patterns.

On May 19th, all three of our executive pastors unanimously brought their own concerns to the elder board and shared their concern for the future of our church under its current leadership.

The Elders did not arrive at this decision quickly or lightly. Over an extended period of time, as noted, concerns were raised, feedback was received, accountability measures were pursued, and efforts were made to address the underlying issues.

Ultimately, the Elders, with unanimous support from the Trustees and the Executive Team, have concluded that the leadership culture being experienced by many within the church was inconsistent with our values and expectations for anyone entrusted with spiritual and organizational leadership.

Our commitment is to acknowledge the unhealthy culture that developed, learn from our past, support one another, and move forward together in a healthier direction. We are committed to rebuilding trust where it has been damaged, strengthening our



to make Jesus known

culture, and ensuring that our leadership reflects the values we seek to model as followers of Christ, specifically, living a life above reproach.

We recognize that individual experiences have not been identical. Some have worked closely with Pastor CJ and experienced support, encouragement, and meaningful ministry impact. Others have experienced frustration, disappointment, and hurt. We believe it is important to acknowledge both realities honestly.

Moving forward, we will foster a culture marked by humility, accountability, mutual respect, healthy relationships, and above all, Christlike leadership.

During this season of transition, the Elder Team has appointed **Mark Crull to serve as Interim Senior Executive Pastor**. Mark will provide leadership and oversight for the church, working closely with the Executive Team and the elders.

We ask for prayer for everyone involved, including Pastor CJ's family, our staff, our leaders, and our church community.

We understand that you may want to talk about this and process it. If you need to talk to your pastors, we are here for you. Beyond that, given the sensitivity of this matter, we want to take our cares to Jesus rather than to others. That means rejecting the temptation to speculate or pass along secondhand information. **If you do have a question or need to process this – we encourage you to direct questions to us directly.** Any of us can be reached at elders@northviewchurch.us. We are committed to communicating openly and responsibly as this transition unfolds.

Thank you for your faithfulness and commitment to God, one another, and His Church during this season. We believe God will continue to guide our church, and we are grateful to walk through this together.

In Christ,

Northview Elders