

WORLDWIDE CHURCH OF GOD

PASADENA, CALIFORNIA 91129

JOSEPH W. TKACH
PASTOR GENERAL

VICTOR KUBIK
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March 3, 1995

Mr. Joseph W. Tkach
300 West Green Street
Pasadena, CA 91105

Dear Mr. Tkach,

In addition to my letter of resignation, I want to share some the following thoughts.

First, I want to say that I love the ministry and serving God's people. I served in the field ministry for 21 years and have now assisted your son Joe Jr. since June 1, 1990 in a most interesting and challenging job.

I felt that I did make a positive contribution in helping Joe deal with day to day tasks. On a personal level we relate extremely well. We conscientiously helped the ministry move towards becoming Christ-like shepherds.

In the international areas I contributed to doing the Work in Eastern Europe, particularly with the Ukrainian Sabbatarians.

One of the highlights of working with Joe Jr. was establishing the regional pastor structure. These competent and converted men along with their wives devoted themselves above and beyond the call of duty to serving not only a congregation but several dozen ministers as well. They are highly respected by the ministry.

Over the last few years the church has undergone massive doctrinal changes. Some of these changes have been well-accepted and have added to our understanding of doctrine. Some of the changes, particularly those relating to the what exactly is the New Covenant, the Sabbath and Holy Days are not being accepted well by the ministry and members. I personally do not agree with what is taught about the Sabbath and the Holy Days.

What has happened is that the teaching about the latest changes in particular has brought a crisis of conscience to our ministry. It has for me. Many ministers cannot and won't preach what you espouse. Congregations are divided in how they view the latest teachings.

The way the changes have come about has been insensitive and uncaring to our

people's faith. Mr. Tkach, I think it would be good to have a broader consensus of ministers in the decision-making process. In the *Statement of Beliefs* booklet under the section "Church Leadership" it states:

"...the decision-making process under Christ involves councils of ministers who report to the Pastor General."

Yet, these most recent major doctrinal changes have come about with no input in the decision-making process from the ministry on either the administrative or the field levels. What ever happened to the Council of Elders?

Wouldn't it be honorable to set up a board that would represent a broad spectrum of our leadership from both the local administrative ministers and representation from the field ministry? I sincerely feel that if the regional pastors and regional directors had been able to be involved in the process of considering these most recent subjects of change in doctrine, that we would have avoided much of the trauma and crisis we now face in the church. These major changes in belief have come about as a result of input and opinion of only a very few people that surround you.

An administration that wants to be known for its love is now feared for its abusiveness and control. The ministry is told what to believe and teach or get out. It seems that a minister's worth and value now is his ability to promote the latest teachings which come in the *Pastor General's Report* and the study papers. If he doesn't actively promote them or shows reluctance to teach them he is often reported to Church Administration.

It has been extremely painful for me to watch our ministers, my peers and friends, be called on the phone one by one, questioned and then terminated for the very beliefs they came into this church for. This last month and a half has been traumatic for our ministry as they wonder whether they will be next on the list to be called. These are fine men who served us well for decades.

There seems to be little regard for anything but their stand on new doctrine and how quickly they teach it to their congregations. On the other hand we have a minister who is asking a settlement from the church for over three million dollars who has a poor record of insubordination and other problems who continues to pastor because he is a supporter of current doctrinal changes.

Yesterday afternoon a regional pastor, a highly respected minister, was terminated in part because he said he believes in the Sabbath and the Holy days and how they picture the plan of God. Others have been terminated, pushed out or questioned by phone for their very basic beliefs that brought them into this church.

Mr. Tkach, I hope you realize how much the church is hurting at this time. I know that perhaps two-thirds of the ministry cannot teach what is being said about the Sabbath and Holy Days. Will they be terminated one by one? Why shouldn't those who

do not believe in the Sabbath and Holydays go to some other church; there are plenty of other churches out there to go to.

The fruits of the latest changes have not been good. In Matthew we are told that we will be known by our fruits. It is grievous to see the results in the torn families and friendships in the Church.

We have all had to make choices. My religious convictions continue to rest in Jesus Christ, his example, the New Covenant, the Sabbath, Holy Days and other teachings.

You have written that we should not judge one another, that doctrinal differences are not important and that what is important is love. I don't see that in practice. We are tearing one another apart through doctrinal division and I don't see love in how Church Administration in how we treat our people. Those who cannot comply to the new teachings are being terminated.

Mr. Tkach, I will continue to pray for you. This is a sad day for me. I pray for a time of peace and a time when we can all be unified.

Respectfully,

A handwritten signature in cursive script that reads "Victor Kubik".

Victor Kubik