

## **What is the relationship between Willow Creek Association, Willow Creek Community Church and Bill Hybels?**

Willow Creek Association (WCA) is an independent 501(c)(3) with its own board, separate from Willow Creek Community Church (WCCC) and its elders. Bill Hybels was an employee of WCCC subject to the authority of its elders. He was an independent contractor and board member with WCA.

## **Why did Willow Creek Association not conduct its own investigation into Bill Hybels' alleged affair?**

Because Bill Hybels was an independent contractor with WCA, the board did not have the authority or access to his records that Willow Creek Community Church had. The WCA board was informed throughout the investigation that WCCC's elders conducted and were satisfied with the process they followed. Furthermore, the woman who made the claim quickly retracted it, and the church still continued its investigation and we accepted the findings of that investigation.

## **Did Willow Creek Community Church and its elders investigate any of the other allegations against Bill Hybels beyond the alleged affair?**

The only other allegation investigated by WCCC's elders was the allegation that Bill Hybels invited a staff member up to his hotel room while at a conference. When this was brought to their attention, they did a full investigation and the email evidence proved beyond any doubt that it was the accuser who was trying to get invited to his hotel room. The elders are now discerning next steps on how to investigate the other allegations.

## **How do we support the Summit while not appearing that we are condoning any of the allegations made against Bill Hybels?**

The Summit has never been about one person or group of persons—it's about the mission to energize Christians and mobilize churches globally by growing their leadership skill and commitment to maximize Kingdom impact. This is not a Bill Hybels summit—it is a global *leadership* summit and we hope people who believe in leadership development for Christian leaders will feel comfortable remaining part of this movement.

## **How does the Summit respect and empower female leaders?**

Willow Creek Association and its board hold a deep-seated belief that women and men are equally called and gifted to lead. Through the Summit, we have championed this belief for many years through the faculty line-up and the topics we've addressed. We will continue to do so.

### **What is the future of The Global Leadership Summit?**

God has only ever been faithful to this ministry, and we will continue to seek His guidance as we move forward. As a board, we remain committed to our goal of impacting 500,000 leaders annually by 2020 and are working hard to make the 2018 Summit the strongest we have ever delivered.

### **How do I address the Bill Hybels situation when asked about it?**

This is a difficult season. Many of us know and respect all or many of the people involved. You do not need to feel the pressure to take sides. You can direct people to [willowcreek.org](http://willowcreek.org) to review the information for themselves, including statements from Bill, Heather Larson and the church's elder chair. WCA's board believes that the process followed by the elders was biblical and we will continue to monitor the findings of any future investigations.

### **If people have specific questions, where do I direct them?**

[askWCA@willowcreek.com](mailto:askWCA@willowcreek.com)

### **Is Bill Hybels going to be involved in future Summits?**

Our desire is that this entire situation will be redeemed and that relationships will be restored, but Bill's period of reflection is just beginning and we realize it will require some time for healing to take place. We can't predict with certainty when Bill will be involved in the Summit again and we do not want to rush to a decision. In the meantime, we've been blessed with a committed board and staff and a worldwide audience of people who are hungry for strong leadership training, and we intend to continue delivering just that.

### **Who is on the WCA Board of Directors?**

Dick DeVos, Tom De Vries, D. Mitch Barns, Bob Merritt, Sherri Miller, Terry Moore, Gary Schwammlein, Kimberly D. Simios, Bradford Whitmore

### **How will the absence of Bill Hybels at the Summit be addressed from the stage?**

Bill Hybels will not have a presence, either in person or via video. The board has not yet decided how we will address this situation at the Summit because it is early in the process.