



April 4th, 2022

Dear Pastor Daniel Norris,

Per our recent conversation today, please regard this communication as my *letter of intent* as it relates to the end of my employment at Grace World Outreach Church.

I am writing to inform you that after serving the house nearly 28 years, Nancy and I sense the time has come for us to chart a smooth transition towards the exit of my current position. Based on several ongoing conversations, it has become a mutual understanding that we both recognize that our season and assignment here is coming to an end.

For the sake of organizational health, we both agree that it is in the best interest of the church to eliminate my position. Duties can be shifted with existing staff and serve to create a leaner compensation budget. This also correlates with the overall vision that has been established.

In saying the above, it has been a high honor to serve under your leadership and alongside a gifted pastoral team. I deeply appreciate every staff member and have a genuine respect for our elders and trustees. Together, a strong leadership culture has been established.

Yet after much reflection and prayer, Nancy and I believe we have finished our assignment and it is time to move on. With that in mind, I am tentatively suggesting that my last Sunday on staff be on May 15th, 2022.

With much love,

Robert L. Brosher
Senior Associate Pastor
Grace World Outreach