

I used to work as the music director for Fount Church. I met the folks at FOUNT (C3NYC at the time) while I was still living in Nashville. They would come down to write original music. The first time I worked for them I produced a Christmas single for them when I first moved to NYC. I eventually was contracted to play various instruments for a year or so until I was brought on by a friend to music direct and produce original music. This hiring process is how I first learned how corrupt the infrastructure was. There was no HR department, no job descriptions, no contracts. Just a finance manager that acted as a shield to all of the mess. At the time I just moved to NYC and was open to having extra income for an industry I had plenty of experience in so this didn't bother me but the level of incompetence I found to be alarming.

I would later realize that Josh was a complete control freak and loved being viewed as a powerful visionary. On many occasions he would intentionally hire people who were underqualified and overly invested into the idea of becoming a leader over anyone from a different background. He would justify this hiring process as knowing the church DNA but in reality he knew that anyone from the outside world would understand how far the Kelseys were far from any normal church practices or bylaws. Anytime qualified people would come to the table they quickly left. One could chalk this up to church finances or in reality a loyalty test for his visionary approach. For the time I was contracted he put 3-5 potential leaders in place to take over the church while he was building a Titus 1:5 leadership model. In Lamens terms he wanted to plant multiple mid-successful churches in global cities with NYC as the funding hub to this empire all while calling him and his wife global pastors. When the qualified people caught on to this ploy they quickly left and the Kelseys would fly into town to give them flowers on stage and then call it a difference of view. If you have a relationship with any of these people aforementioned I highly encourage you to reach out to them directly on how far from the truth this was or just support them in their journey! Every single person that I worked alongside that left was very passionate about caring about the people around them and the only reason they left was because they felt conflicted about the way the Kelseys operated.

Finances were completely controlled by Josh and shielded by finance managers. The way a typical non-profit operates is there is an operational budget and a capital budget. Operational budget funding the month to month needs and capital budgets funding larger goals, purchases that have depreciating/appreciating values. This typical function was blinded by what FOUNT calls Vision Builders aka a capital campaign. I personally built 3 annual budgets for FOUNT music and they were all filtered through Vision Builders versus what should have been an annual budget. I was given \$500 a month for expenses and everything else had to be approved by the finance manager or Josh himself even though I was spending close to \$150k annually upon approval. Every purchase over \$500 had to be pitched and convincing enough to Josh's liking. For reference based on my experience spending \$150k annually on a high production value service multiple times in NYC every week isn't unreasonable but what is unreasonable is the level of control Josh wanted around every expense and to bring up the question of why? I would let the AMEX expenses and the resistance to CapinCrouse finishing their auditing process speak for itself.

Previously to Kelsey's sabbatical there were ethical practices that were brought to my attention. The most obvious being how little they were around. I wish I had a practical way to tell you how funny this was but they were impossible to get a hold of, never showed up to services or the office all while still in complete control of the finances all while saying they were being global pastors. You may ask yourself what happened to Paris, Berlin or Philly at this moment? Those campuses were claimed to be financially independent which is entirely false because I had to amend budget requests based on their lack there of. In reality both of these communities caught onto the Kelsey's delusions and appropriately moved on. As far as other ethics go I would highly encourage the appropriate parties to look into the PPP Loans taken out in 2021 and parsonage laws around NJ,NY. The Kelseys moved to Australia and sold the NJ house the church previously bought for them. They also took equity loans and recieved personal rental income for years on both said properties. I am not sure what is in congruence with the law but hopefully this shows you the intention of people that are exclusively profit minded.

At this point I was the head of all things FOUNT music and Josh brought on Rita Springer to bring the team to a healthier position to overcome the previous pastoral transition. I expressed to Josh that it was never my intention to be more than a music director/producer. After Rita's insufferable contribution to the team during Josh's sabbatical I felt my involvement was coming to a close. I got offered much less money to have the production manager's wife be able to make a liveable wage taking on all things FOUNT music so I left.

When FOUNT became involved with the purchase of 421 W54th I became involved with them more professionally than just a contractor. My company was contracted to rent out the building on their behalf on a per rental basis on a profit share agreement model;an agreement that was explicitly not to be publicly known. On multiple occasions they declined bookings based on competition to other megachurches moving into the NYC market but would make it seem like they cared about the little ones. During this time is pretty much the only time I ever spoke to Georgie. She screamed on the phone after I brought up this directly impacting the goal of the space, which was to make money. I was told our company couldn't book anything church related at 421 W54th any longer and only secular bookings. They quickly broke multiple contractual agreements on a weekly basis while starting their own company to rent the property and funnel funds into these new shell companies outside of the FOUNT organization directly.

Georgie got a salary. Upwards of \$250k. I never saw her at a meeting and she was a rare sighting at a service. I have tried so hard not to be funny during this but maybe we should all become global pastors and we could be rich!!!! Sorry my b. Even Josh I know you know this is funny. Come on bro!!!!

I attended the zoom meeting on 1/5/26 and the Kelseys' attempt to cover up the misuse of funds throughout the years. I encourage everyone involved with the church to look at the

attempt to bash others' character, the obvious screening of questions with the chat off, kicking people out of the meeting and the random pastors in and out as a cry for help. This is a run of the mill cover up job that unfortunately they will probably get away with. David Chan had nothing to gain from starting this. He was a delight to be around and only has the people's best interest in mind. I encourage you to see the attempts for transparency at face value. Everyone that has left has nothing to gain aside from needing to escape the Kelseys and the selfish world they have built around them.

I hope this sheds a light and can be a tool of discernment. To everyone involved including every Pastor, member, employee, contractor, giver or guest I ask you the same question. How much does it cost to experience God? The one thing that I loved that Josh always harped on was dinner parties. Have a glass of wine and talk about life, spirituality, mental health and pretend to listen to the one guy who doesn't shut up about bitcoin. Maybe that's all we were ever supposed to do.

No worries!