

An Email from the Crossroads Spiritual Board on 4/9/26

Crossroads Community,

We want to begin by thanking you for your patience, prayers, and trust as we have awaited the results of the independent investigation we initiated. We know this has been a heavy and stretching season for many in our community, and we are deeply grateful for the ways you have continued to seek unity and care for one another.

In the spirit of being “a real place for real people,” here are the results of that investigation and our conclusions.

While we unfortunately can’t go into details in order to respect all parties involved, we have now received and reviewed the findings of the third-party investigation that was set in motion a few weeks back.

The investigation is complete and has substantiated the original account of the community member who shared his concerns with us, including corroboration from a third-party witness who was not previously known. While Brian’s actions may have been intended in humor, they were inappropriate and not above reproach. We’re thankful for the community member who came forward and shared his experience and participated in the third party investigation. We’re praying for and offering support for everyone who has been impacted.

In addition, the past six weeks have highlighted concerns about Brian’s leadership style and its impact on staff culture, particularly where it falls short of the Kingdom culture we seek to embody.

Our desire is that our community, whether as a staff member or volunteer, is one of accountability, truth and repentance that leads to redemption. As a result, Brian will be experiencing a one month suspension followed by a four month extended leave during which he will take part in appropriate steps of repentance and reconciliation. Brian’s response to these steps has been incredibly encouraging.

Over 30 years, we’ve witnessed and benefited from Brian’s best, and seen him own and grow through his mistakes. He hasn’t been perfect, but he’s been faithful and we are grateful. We love him, respect him and are for him wholeheartedly.

As part of his repentance and reconciliation process, Brian looks forward to sharing a bit more about his journey with us all this weekend. (April 11-12)

At this time, Kyle Ranson will remain reporting directly to the board and overseeing the staff and church.

While the past five weeks have been some of the most difficult we’ve experienced, we are coming out of them MORE filled with confidence and hope for the future of Crossroads, MORE in awe of God’s redemptive power, and MORE unified and purified as leaders.

Scripture reminds us: “So then let us pursue what makes for peace and for mutual upbuilding.” (Romans 14:19, ESV). It is with this heart that we move forward—seeking to be a community marked by truth, humility, accountability, grace, and ultimately, reconciliation.

The Easter story couldn’t be more timely: Life overcomes death, repentance leads to healing, peace overwhelms fear, and unity conquers division.

Together let’s step into a fresh future filled with HOPE.

-The Crossroads Spiritual Board
Brian Wells, Javi, Jim, Kirk, Mallory, Randy and Usha

From Brian Tome

Crossroads Family,

I’m so thankful for your patience and grace during this past month. While it’s been incredibly challenging, it has further increased my trust and respect for the heart and integrity of our Board. They have navigated a very challenging situation with honesty, grace, and tenacity and have sought to serve our community well.

While I didn’t necessarily like or agree with each step, that’s part of serving and submitting in community—and most importantly, our Board to whom I’m joyfully submitted.

Over this past month I’ve also realized that I haven’t just had problems with inappropriate humor including this incident that has been reviewed. For that I’m sorry and I want to apologize publicly to this individual who came forward and others who may have been impacted. I’ve also not been creating a leadership environment for many on our staff to thrive. I’ve been driven too much by results and have too often not reflected the model of Jesus.

While it’s no excuse, I believe that 30+ years of leading has taken its toll along with the pressures of the 10X Push, Lib’s cancer, and the past stressful 5 weeks. I need some time away to reflect, repent, refresh and reconcile some relationships where needed while retooling for the future.

I ask your forgiveness for too often allowing my flesh to over rule the Spirit in how I’ve used my words. God is doing a good and yet painful thing in me. I’m thankful for our Board serving tirelessly in a way that is making me and our entire church healthier.

I’m grateful that I’m being given the opportunity to step back and regear for the future and work toward an Awakening. I’m looking forward to the next season of our pursuit of God’s will together.

-BT

QUESTIONS

If you have feedback or questions, please email them to hello@crossroads.net.

CARE

If you’re looking for a space to process, receive prayer, find a counselor, or other care opportunities, you can find all of the available options at crossroads.net/care.

CONTACT

This update was emailed to the Crossroads Church community on 4/9/26. If you are a part of our community, and are not receiving updates, please [fill out this form](#) so our team can look into why you didn’t receive communication.