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From: [ingride](#) <[REDACTED]>

Date: Mon, Feb 6, 2023 at 1:33 PM

Subject: Bill Shiell

To: Wyatt <[REDACTED]>

Dear Wyatt and members of the Board of Trustees of Northern Seminary,

While faculty and staff are waiting for your formal decision regarding Bill Shiell, pertinent information may not have reached you and my esteemed colleagues on the Board, which may have a bearing on your decision.

Given Bill's confident smile and the name chosen for the "Presidential Support" committee, faculty and staff are anticipating your support of the president despite evidence of his oppressive, retaliatory, and abusive behavior creating a hostile work environment. His unacceptable behavior along with staff and faculty's lack of confidence in his leadership are attested to by:

- the roughly 20 letters from current and former employees
- the exceptionally high attrition rate of staff, including top administrative positions
- the "360" presidential evaluation
- an expert attorney's investigative report

It is possible that you misread and therefore responded to Jennie Boysen's whistle-blowing as simply a legal threat. However, she was responding to the unacceptability of the president of a Christian institution using bullying, intimidation, and the manipulation of financial information as a method of leadership.

Bill's revengeful and castigating style of leadership has brought staff morale to perhaps an all-time low. Faculty and staff are looking for other jobs. As Northern's own consultants have pointed out, people generally do not leave a job, they leave the boss.

Not only has Bill been unable to retain high-quality staff, but the statistics-driven report on the donors that Ms. Boysen compiled, demonstrates that previously consistent donors do not stay

with Bill either. Although staff and administrators have been able to bring in funds through funding organizations, personal and private donor support continues to dwindle.

In addition, faculty are questioning their ability to remain given the consistency of Bill's abusive behavior.

You (and of course Bill) point to Northern's success and growth. However, Jason Gile is the brains and the brawn behind Northern's Zoom technology and Seminary Now. Greg Armstrong is the creative strength behind Northern's growth in enrollment. Bill does wisely leave *them* alone and does not abuse them—however, they are witnesses to Bill's treatment of others. Tommy Lee is the brains and brawn bringing the growth to The Grow Center, but Bill is abusive towards him, which could a loss for Northern.

Furthermore, as Christians, hopefully, we recognize that *God* has blessed Northern because of our history from our beginnings as a safe place for women in ministry, an encouraging place for people of color, and an open space for people wrestling with their faith or questions in Scripture.

In the midst of God's goodness to Northern, Bill has received the mercy to ride this wonderful ship. I cannot say he has been the captain. The trauma and harm he has caused must be accounted for by you and it will be called into account by God.

I have nothing to gain by writing this letter, except the hope that the Board of Trustees of Northern Seminary will do the right thing and refuse to support ungodly toxic leadership that abuses its staff and faculty.

Your support of Bill has further emboldened him to believe he can do whatever he wants and treat people in any manner he wants. But, the cup of oppressive behavior is almost full.

During my time as Dean of Academic Affairs, I publically supported Bill and respectfully kept my disagreements behind closed doors.

However, if you fail to heed the warnings of what has been going on behind closed doors at Northern, then may my letter be the foreshadowing that the seven years of abundance are about to be followed by seven years of famine.

The future of Northern, justice for the oppressed who are calling out to God, and an opportunity for Northern to be led by someone who exemplifies godly leadership with a plan to restore this wonderful institution, is in your hands.

If you choose to value people as God does, then God can continue to prosper Northern and we will become a beacon to other institutions of God's blessing for obedience to his commands.

Even in the secular world, "The future of leadership is kindness." https://bluenotes.anz.com/posts/2022/03/anz-news-leadership-kindness-culture-business?utm_source=linkedin_diversity+council+australia+ltd_6b5d2f5d-7eea-484c-b71c-7df423424cbe&utm_medium=Social&utm_content=General#.Y7YvP_TfBG7.linkedin-

Respectfully and prayerfully,
Ingrid Faro

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