

Re: Comment Request for NDA Story & Disclosure

From Life.Church Press [REDACTED]

To SAI [REDACTED]

Date Thursday, January 8th, 2026 at 4:20 PM

Hi Jeff,

Thank you for reaching out, and we sincerely apologize for not responding sooner! We receive a high volume of inquiries across our various ministries, and unfortunately, it can be challenging to respond to each one as quickly as we'd like. We realize you've already published your article, but we wanted to reach out anyway because we think there might be some misunderstandings we could help clear up below.

Again, we apologize that we weren't able to provide this information before publication. Thanks for your patience with our delayed response, and for the important work you're doing.

Thank you,
Rachel

1. Does your church use silencing NDAs currently?

No. [Life.Church](#) does not use silencing NDAs, which are defined as any formal or informal agreement that restricts a person's ability to speak freely about their experiences. We don't condition severance, employment, or any other benefit on an employee's agreement to be silent about their experience.

In short, when we provide additional financial support to someone leaving the team, we only ask that they not knowingly make false statements. Departing employees are free to truthfully discuss their employment experience. However, employees may not disclose the specific terms of their severance package or any confidential or proprietary information.

2. Has the church used these documents in the past? If so, and you have ceased this practice, when did you stop and why?

We have continually refined our separation agreements to ensure they align with our organizational values and legal standards. Restricting truthful speech has never been our intention, but it's possible past language could've been interpreted that way. Our current agreements focus solely on preventing knowingly false statements. It's important to us to create clarity, protect employee freedoms, and reflect our commitment to transparency and lawful employment practices.

3. What is the purpose of using these documents in your church setting?



When someone steps off the team, our goal is to serve everyone well by providing both clarity and support. More specifically, we want our departing employees to:

- Receive support that helps avoid additional hardship, which is why we provide severance and other transitional assistance.
- Have written documentation of how we'll separate, including benefits, final pay, and any other mutual understandings.
- Know they have the right to truthfully share about their experience, report concerns, and engage in protected activity while also committing to avoid making any knowingly false statements.

4. Is the church's staff aware of the use of these documents prior to signing them and of their potential legal implications?

Yes. These agreements are only offered in specific circumstances, typically when severance or other benefits beyond standard final pay are provided. When that happens, departing employees are:

- Given a reasonable amount of time to review the agreement before signing
- Encouraged to consult with an attorney before signing to ensure they fully understand the information
- Provided an opportunity to ask questions and clarify what the agreement does and does not restrict

Employees are not required to sign these agreements as a condition of their final paycheck or standard benefits they've earned. These agreements are only in place when employees receive additional benefits above and beyond what's legally required, like severance pay.

5. Is the church congregation aware of the use of these documents and the potential legal implications for those who sign them?

As with any employment details between the church and individual staff members, our church is not generally aware of information like this. We recognize that trust is foundational to ministry, and we take our responsibility seriously to ensure that our employment practices reflect our mission and values.

With that in mind:

- We're committed to transparency, integrity, and stewardship, which are all values that we communicate regularly to our church. Those values are a critical part of our employment practices.
- The use of written separation agreements isn't hidden or secret. We're open to sharing our practices with anyone who asks and are committed to ensuring they are fair, lawful, and non-silencing. Our ongoing refinements illustrate our openness to change and our commitment to clarity for everyone involved.
- We believe accountability is essential, so if concerns are raised—by staff, attenders, or external parties—we're open to a conversation and thorough review of our practices.

