



July 14, 2015

Will McRaney
9448 Lake Hickory Nut Drive
Winter Garden, Florida 34787

Dear Dr. McRaney:

This letter confirms that you tendered your resignation, as Executive Director of the Mid-Atlantic Baptist Network, on June 9, 2015. The Board accepted your resignation on that same date. By this letter, the Board affirms that it was not aware, either on the date of your resignation or today, of any allegation against you related to any illegal, immoral or unethical behaviors or acts.

We wish you nothing but God's best as you pursue the Lord's next assignment.

Sincerely,

A handwritten signature in black ink that reads "Mark Dooley".

Mark Dooley, President
For and on behalf of the General Mission Board
Mid-Atlantic Baptist Network

Termination Clarification

Thank you for the many supportive replies by post, emails and calls! I want to respond to one question I have received multiple times, regarding 'termination'.
<http://willmcraney.com/open-letter/>

The question is, was I terminated or did I resign?

I was terminated, with the option of accepting (1) termination as it stood with NO severance, or (2) termination with receiving a to be determined severance if I submitted a resignation. Either way, past tense, I was terminated on June 8, 2015, not a threat of possible future termination.

Different than what often happens, which is "if you don't resign, we will seek to terminate you." I was TERMINATED, and it was written this way in the legal severance documents. Actually President Bill Warren had already called for an ALL STAFF meeting for the next morning BEFORE I even returned home from the "you are terminated" restaurant meeting. I had not even told **Sandy** of the action against us and we had not discussed my termination or the options above.

I knew she would be opposed to a "resignation" because we had done nothing to deserve even a disciplinary conversation, and certainly not termination. HOWEVER, we had normal and extra financial obligations to meet regardless of our job status. After we accepted the position with MD/DE Convention in Oct. 2013, our college now junior golfer daughter **Macy** transferred to a private university to play golf for a strong Christian coach. We went from a full golf scholarship to pay for her college, to us paying half of her college at expensive Furman Univ. in order to put her around a faithful Christian coach.

So, our options were... terminated with NO financial severance, or terminated with limited financial support.

Will McRaney