

## **Timelines – NAMB with MD/DE Convention (3 Versions)**

1. Stages of Pressures by NAMB/Ezell on MD/DE Convention  
2 pages describing the stages of increased pressure and threats by Ezell/NAMB and briefs on MD/DE Convention actions
2. Narrative Sequential Summary of Events– NAMB & MD/DE Conv.  
1.5 page narrative describing the major events in sequential order
3. Detailed and Dated Version NAMB Actions Toward MD/DE Convention  
7 page detailed outline of events involving NAMB and MD/DE Conv.

## **PEOPLE**

### NAMB

- Jeff Christopherson – NAMB VP over the Northeast Region through Dec. 31, 2014. Is a part of NAMB Strategic Leadership Team.
- Steve Davis – NAMB VP, added the Northeast Region to his responsibilities starting Jan. 1, 2015. Is a part of NAMB Strategic Leadership Team.
- Kevin Marsico – NAMB Regional Mobilizer for the Northeast Region

### Maryland/Delaware Convention

- Tom Stolle – MD/DE Chief Financial Officer
- David Jackson – MD/DE State Director of Missions until Nov. 30, 2014
- Mark Dooley – MD/DE General Mission Board President Dec. 2013 and reelected Dec. 2014 for 1 year term
- Bill Warren – MD/DE Convention President starting Nov. 2014 – 1 year term
- Harold Phillips – MD/DE Admin Committee Chairman starting Dec. 2014
- Joel Rainey – former MD DOM and NAMB CPC, became State Director of Evangelism, began Sept. 1, 2014
- Michael Crawford – MD/DE State DOM interim Dec. 2014, and full-time Feb. 2015
- David Lee – former Exec. Director for MD/DE Baptist Convention
- Clint Scott and Steve Wolverton – pastors in MD/DE Convention

## **Stages of Pressures by NAMB/Ezell on MD/DE Convention**

Prepared Oct. 2015

1. **Offer to take planting** – NAMB take planting at 100% - NAMB VP - Christopherson
  - Like other mid-size conventions, McRaney tells them no thank you. McRaney and CFO Stolle concerned of longer-term danger to the Network's ability to self-determine and it would lead the Network more dependent.
2. **Pressure** – Christopherson writes & calls on 3 matters (1) NAMB withdrawal of requirement of planters to support Asso. (3%), (2) extra \$ needed for extra plants, (3) Network church planting staff requirements -- NO MENTION of HIRING PROCESS being out of order.
  - McRaney and Jackson question the withdrawal and implications long-term in a NE Region meeting in New York.
  - McRaney abides by NAMB's request to withdraw planter requirement to support Associations, but adds a 2% requirement for planters to REINVEST in the region with GoFwd to keep interdependence between planter and region churches.
  - NAMB desires Network to reallocate more budget to planting in spite of 20% (\$1 million) reduction in Network's CP investments since 2008 while not reducing Network's investment in planting.
3. **Offer to cancel Strategic Partnership Agreement** by Ezell in a phone conversation.
  - McRaney and Stolle tell Ezell no thank you, we want continued partnership.
4. **False accusations** of McRaney regarding hiring process violations, while Dooley shared with GMB six of NAMB's violations of the Agreement.
  - Response by McRaney in a detailed documented response since Ezell refused McRaney's multiple requests to meet with him.
5. **Financial Threat to Network - Notice of Cancellation of Agreement by Ezell** – Historic decision and in violation of the agreement, Ezell provided a 1 year written notification in Dec. 2014 to cancel the agreement with the Network – REASON GIVEN: claims on hiring process violations, which were not accurate.
  - McRaney and 3 officers send denial of violations and desire for partnership
6. **Threat to Leaders as GMB votes Feb 2015.** Unanimous support of McRaney with NAMB matters, and not to give NAMB 100% planting (neglect Network's mission responsibilities – See GMB Minutes from the meeting).
  - Threat to GMB by Ezell through text to GMB member Thomas Winborn that was read aloud by Warren to the entire GMB. Transcript available.
7. **Threats to Network Jointly Funded Staff** - Staff & Network Pressure – March – No funds for 7 current staff and 8 total positions, NAMB only send money through Network to the field, primarily planters/plants, limited evangelism starting in 2016.
  - Puts major stress on some staff and some Network leaders. Several staff impacted are the sole wage earner in their family.
  - Proposal was toward 100% funds for planting, not partnership, which is in direct opposition to Feb 2015 GMB vote.

- Reduce from \$1.1 million to \$500K in funds invested through Network, as the Network and its churches sends some \$900 to NAMB each year.
- 8. **Unrevealed Threat Against McRaney** - according to Warren, threat by Ezell to Warren who did not inform McRaney, -- NAMB not support Network as long as McRaney remains Exec., as of Aug. 26, Warren now denying he made statement to two separate pastors, one has notes and sent notes to Warren the following day. Warren also admitted to basic idea in Sept. 10, 2015 meeting with 6 others present.
  - Continued pressure on staff as a whole and on 7 jointly funded staff.
  - Unknown pressure on Warren who begins initiating actions to gather information from staff and others on possible concerns, but does not tell McRaney.

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- **First Meeting ABOUT McRaney regarding any related concerns - JUNE 1 -**
  - Admin Committee is called to an unscheduled meeting with Conv. President Warren to address concerns he had gathered about McRaney. [Note: Admin. Committee had met as a whole in the morning of May 5, 2015 prior to the May General Board Meeting with NO mention of any concerns only praise]. McRaney was not invited or made known of the June 1 meeting in violation of the governing documents of the MD/DE Convention. This resulted in conversations and claims about McRaney before ever talking with him. This was also outside of protocol and Biblical requirements as well. Meeting held without a single conversation with McRaney on a single concern. No matter among the innuendos was verified or cross examined by McRaney. Phillips and others later noted the process failed McRaney and the MD/DE Conv.
  - Begs the question: Who or what is driving this hastily, unverified, rush to oust me in the midst of enormous advances in the MD/DE Convention? Later the answer seems to revealed.
- **First Meeting WITH McRaney - JUNE 2 -**
  - McRaney first notified of concerns Warren had been gathering, given 2 weeks to make progress on items, no direct concerns by select staff to McRaney and Staff Coordinator Keith Hammer not included or verification. Warren acknowledged in front of 6 pastors and me that he was the author of those innuendos-driven concerns with my leadership.
- **Update by Exec - JUNE 7 -** McRaney sends email update on progress on the items given by the Admin Com., including making another request to Ezell to meet.
- **Termination - JUNE 8 -** McRaney terminated by GMB, 1 full working day after agreeing to work on items set by officers, actually written by and according to Warren.
- **NAMB Staff -** before a witness, tells me of conversation he had with NAMB leadership asking them, “why did you force McRaney out.”

- **Threat against McRaney Revealed - JUNE 23** – Initial date of threat unknown, but appears to be some time after the March 11, 2015 small group meeting with Ezell and before June termination of McRaney. Pastor Clint Scott communicates that Warren told him that Ezell said something to the order that he would not be fully funding the Network as long as McRaney remained the Exec. Director. This statement by Warren is collaborated by another pastor, Steve Wolverton from his conversation with Warren on June 20. Warren also acknowledged this statement in a group meeting which included McRaney on Sept. 10, 2015. In email copied to Ezell and Davis, Warren denied that Ezell threatened to withhold “ALL” funds from MD/DE. Two pastors have called Warren a liar for his denial.
- **Supporting statement - JULY 20** – Dooley to Potomac Assn. Pastors – regarding my ‘resignation’ – McRaney was told by a pastor in attendance that Dooley said, “we had to move quickly to keep from losing funding from NAMB”. Dooley has a different version of the related statements.

## **Narrative Sequential Summary of Events- NAMB & MD/DE Conv.**

Prepared Oct. 2015

1. NAMB Christopherson offers to take church planting from Network at 100% like they have in small state conventions, but like other mid-size state conventions McRaney declined in order to not sell the future of the Network and to make sure the planters and the plants are connected to existing churches and the Network for greater support, not just NAMB.
2. NAMB required Network to remove the 3% reinvestment requirement into their local Association by jointly funded planters from the written agreement with planters. Network complied and then substituted a 2% requirement to planters for their reinvestment in the region through GoFwd Mid-Atlantic/Church Planting, which became a point of contention for Ezell.
3. Ezell offers to cancel Cooperative Agreement with Network by phone in conversation with McRaney and Stolle, but McRaney declines and indicates desire for continued partnership in written response.
4. Ezell refuses McRaney's request 5 times to meet. This was enabled by Warren being a contact person for Ezell. NAMB/Network Agreement has the President of NAMB and Exec. Director as relating to one another, not the President of the Network.
5. Hiring Process - McRaney followed the Coop. Agreement and historic processes without violation, and supported by Network's attorney's opinion. NAMB wrote a new hiring procedure document, but did not send prior to March 11, 2015 to McRaney nor sought his required approval as an amendment to the signed Strategic Agreement.
6. Ezell/NAMB sends 1 year notice of cancellation of Strategic Agreement and all financial support in a manner which violated the agreement. NAMB increased pressure by falsely communicating that McRaney violated the agreement. However, Dooley and Phillips noted 6 ways NAMB was violating the Coop. Agreement in Feb. GMB meeting.
7. Ezell threatens Network GMB and staff leadership in a publicly read text message to Admin. Com. member Thomas Winborn during a GMB meeting on Ezell's cancellation of the Agreement.
8. Network votes to support McRaney unanimously and unanimously votes to reject NAMB's 100% church planting offer. The Network votes to retain its responsibility to plant and does not sell its birthright, future and ability to self-determine as a Network in planting with this action.
9. Ezell cuts financial support for all 7 jointly funded staff starting in 2016, but Ezell commits some money into a future agreement for some limited evangelism efforts, but church planting at 100%, which is in opposition to the GMB voted agreement. Ezell committed to approx. \$600,000 less in support for Network and staff.

10. According to multiple pastors, Warren communicates that Ezell then tells him that NAMB would withhold some NAMB funds as long as McRaney was the executive leader. There are tort laws against outside interference with contracts. As of Aug. 26, 2015 Warren is denying the claims of these pastors.
  - Warren begins inquiries with select staff (not Staff Coordinator or most staff), former staff, DOMs and a few select others without McRaney's knowledge.
  - Warren takes the lead in gathering concerns and presenting a case against McRaney to Admin Committee and then GMB while violating governing documents of the Network.
11. June 1, 2015 Monday The Administrative Committee met without contacting the Executive, contrary to the Network's governing documents. At the meeting Warren/officers? presented a report regarding his work and results.
12. June 2, 2015 Tuesday The first and only meeting took place with the Network Officers and McRaney regarding the concerns Warren had gathered.
  - McRaney was given 2 days to decide to work on the list and then 2 weeks to work on alleged ameliorating issues.
13. June 4, 2015
  - Late on the second day McRaney emailed to the leaders his agreement to work on ameliorating the issues.
  - The Officers called for a GMB meeting on Monday, contrary to Network legal documents which require the cooperation of the Executive in calling an Admin Committee meeting and then the Admin Committee in calling a special GMB meeting.
14. June 5, 2015 McRaney began addressing concerns by emailing and contacting persons with whom there were supposed to be problems and provided by email to the Admin. Committee a good faith report on June 7.
15. June 8, 2015 Monday - The GMB met in a meeting that took place out of order with the Network and prior to the two week period given to work on the items.
16. June 9, 2015 - Warren tells GMB member Pastor Mike Trammell that he believes the Lord is leading him to be the next Exec. Director of the MD/DE Convention. Then, Warren travels to the office of the MD/DE where he has called a meeting to tell them I have resigned. Actually it was a voted termination with the requirement I resign if I want to receive an unspecified severance agreement. Warren is who Ezell had worked with around me for the previous 6 months. Interesting...

## Detailed and Dated Version NAMB Actions Toward MD/DE Convention

Prepared Oct. 2015

- March and April 2014 –
  - NAMB Send City Coordinator was raising funds in the name of the BCMD.
  - There was confusion as to whether SDOM David Jackson had given his approval or not and concerned expressed by pastors in the Network.
  - It was reported to McRaney that promises made by NAMB team were not being kept.
    - Admin Comm. Member Mark Swan spoke to McRaney about his personal experience during break of one of the Admin. Committee meetings.
  - McRaney writes concerns and sends to Ezell.
- June 25 --
  - In a phone conversation NAMB through VP Christopherson offered to take over 100% of church planting in BCMD like small state conventions.
  - Dr. McRaney, Executive Director of the Network, declined the offer like other mid-sized conventions and all the large state conventions *had done*. *In our opinion, this* would damage the future of the Network and the SBC in several ways.
- August 25 – Dr. McRaney received a letter on topics to be discussed from Christopherson of NAMB
  - The letter contained 3 topics with paragraphs on each of them. The topics were
    1. Required associational giving by church planters
    2. NAMB Planting Budgetary Shortfall with additional plants in region
    3. The work allocation of Church Planting Catalysts
  - The letter contained NO WRITTEN MENTION OF ANY HIRING PROCEDURE VIOLATION or OF ANY CONCERN RELATED TO JOEL RAINEY. Currently Christopherson claims otherwise
- NO HIRING PROCEDURE DOCUMENT WAS RECEIVED AT ANY POINT BY MCRANEY FROM NAMB –
  - Later, (in a March 11, 2015 meeting) Christopherson and Davis would jointly claim otherwise
  - Ezell's Dec. 2014 cancellation letter would be based around alleged violations in hiring, violations which did not happen as they claim and would be later refuted to NAMB by a letter from the Exec and Network Officers.

- Additionally, the binding agreement between the Network and NAMB was the Strategic Partnership Agreement already in place, not any new document created by NAMB
- A new document or procedure would have to be approved by the Network Exec. Director—and none had been seen, much less approved.
- Sept. 10 - Christopherson and McRaney had a phone meeting on Sept. 10, 2014 for 2:42 on the three items listed on Christopherson’s agenda and McRaney’s concerns.
- Oct. 7 - McRaney heard first from a PBA pastor and then from a DOM on Oct. 15 that we have a problems between NAMB and BCMD.
  - McRaney made 5 separate requests in Oct and early Nov to meet with Ezell.
  - Ezell did not accept any of the requests.
- Oct. 21 - In a phone call with McRaney and Stolle, NAMB President Ezell offered to cancel the Strategic Agreement with BCMD.
  - McRaney wrote a response indicating ‘no’.
  - McRaney wrote Ezell in advance and after the phone call.
  - The essence of McRaney’s communication to Ezell was that the Network did not want to cancel the Strategic Agreement; instead we “look forward to continued partnership...”
- Over the next several months, Dr. McRaney made a number of requests to meet with Ezell, but the requests were not accepted
  1. Oct. 8, 2014 – McRaney
    - Requests by email a meeting with Ezell in person and
    - Suggests a phone call in the interim time.
  2. Oct. 21 – McRaney sent a written request for a meeting to
    - Clear up misperceptions and misinformation
    - Discuss some troubling matters
  3. Oct. 24 – McRaney made a request for a meeting with Ezell and also Christopherson
  4. Nov. 17 – McRaney requested a meeting in a phone conversation with Christopherson
  5. Nov. 19 – McRaney requested a sit down meeting to clear up relationships
  6. Nov. 22 – McRaney communicated by email to Ezell willingness to work toward a future date that was workable for me and our officers after they would be elected in December GMB meeting
  7. June 5 –McRaney told Ezell by text that he...
    - Desired to meet with Ezell and Harold Phillips



- Would apologize for any misspoken words and clear up relationship if possible
- Nov. 15 – by email McRaney communicated that Crawford “agreed to accept the (SDOM) position pending approval” by the Network and NAMB.
- Nov. 20 - Ezell responded by email sending McRaney and Warren 3 areas of concern.
  1. Local disregard for NAMB staff and not returning a phone call of Marsico.
  2. Adding Percentage Fees to Planters. The Network was requiring planters to continue to invest in the region with 2% when NAMB required that we remove 3% required contribution from planters to their association.
  3. NAMB involvement in the hiring process related to Crawford and Rainey
- Nov. 26 – McRaney writes a 17 page detailed response to Ezell on his 3 areas of concern since Ezell would not meet with him
- Dec. 2 - Ezell sent a letter to McRaney and the Network to announce a 1 year notice of cancellation of three year budgeting and the overall Strategic Agreement.
  - He asserted multiple inaccurate claims against McRaney regarding the hiring process protocol and blamed ME DIRECTLY for the canceling of the SPA. This put Ezell and NAMB at the risk of libel. This was heightened with the revelation of Ezell’s threat to withhold SBC invested funds from the MD/DE Convention and then my subsequent termination on June 8, 2015.
  - The pending cancellation would in effect withdraw \$1 million (ALL) the support by NAMB as per agreements into the MD/DE Convention, WHILE the MD/DE Convention churches would be investing some \$900,000 into NAMB.
- Dec. 3 – Christopherson provided NAMB’s written approval of Crawford for SDOM.
- During the next few weeks,
  - Instead of contacting McRaney directly to get clarity, Ezell contacted David Lee, the former Exec. Director of MD/DE to see whom he should contact.
  - Ezell newly befriended Warren
  - According to a statement by Warren, Ezell told Warren that Ezell trusted him and ...
  - Ezell shared “confidential information” about McRaney to Warren
  - Later, McRaney cautioned Warren about this action.
- Jan. 14, 2015 – Network officers and McRaney write a letter to Ezell denying we violated the agreement and stating that we desired a partnership.
  - Later, the MD/DE Convention’s attorney stated that the Network and I did not violate agreement.
- From December 2014 through February 2015

- Ezell refused every request from Warren to meet with McRaney and the Network leadership.
- Ezell continued to talk with Warren, not McRaney.
- Feb. 5-6 - Officers Meeting, Admin. Committee, and GMB meetings
  - Warren
    - Changed positions, saying McRaney violated the spirit of the agreement and
    - Called the first known meeting with Phillips and Dooley without inviting McRaney.
  - McRaney
    - Requested prep time with officers for Admin & GMB meetings,
    - Was given a notice of the meeting and
    - Was invited after the others met first without him.
  - At some point Warren pointed out to McRaney and other Network officers that Ezell told Warren that he (Ezell) could not trust him (Warren) anymore, since he signed the letter denying the Network had violated the Strategic Agreement.
  - Crawford was approved by Admin. Com. to serve as full-time SDOM after his service as the interim SDOM while the Network deferred to NAMB and waited their approval.
  - PLEASE NOTE HOWEVER – NAMB
    - Never did fully fund Crawford’s medical insurance like other SDOMs in the SBC.
    - Reimbursed the Network at \$600/mo. as if he was a NAMB CPC, which left the Network paying about \$1300-\$1400/mo. for health insurance on top of the NAMB \$600.
  - The Admin Com.
    - Gave support of McRaney in leadership with NAMB
    - Discussed the “myths” around the entire situation—this was noted by Phillips and Dooley.
  - At the GMB Meeting
    - Dooley covered (See Feb. GMB Official Minutes)
      - 7 or 8 “myths” so named by DOOLEY about
      - The situation with NAMB and
      - Actions that NAMB had alleged McRaney to have taken on several matters.

- 6 ways the NAMB leadership had violated the current Strategic Agreement with the Network.
  - After extended discussions of the situation, the GMB voted,
    - Unanimous support for Dr. McRaney and his leadership with NAMB situation
    - Unanimously not to give NAMB 100% of church planting.
  - During the GMB meeting, Ezell sent a threatening text to Admin Committee member Thomas Winborn regarding the Network's relationship with NAMB.
  - Bill Warren read the text it to the GMB, but said it was not a threat.
  - Two of the men (members) said out loud that it was a threat
- There was an immediate debrief with officers.
- Warren exchanged texts with Ezell and set up meeting between Ezell and McRaney and the Network Officers for March 11 at Network Center.
  - Ezell would bring two trustees with he, Christopherson and Davis.
  - Ezell said
    - He would bring trustee Dr. Larry Robertson of TN,
    - McRaney had thought he would get an advantage if Ezell brought 2<sup>nd</sup> VP Trustee Spike Hogan of Florida, whom McRaney already knew.
  - Warren told Ezell that the suggestion of Hogan had been Warren's idea, not McRaney's.
- Feb. 11 or 12 - At the meeting of Southern Baptist State Execs in mid-February, McRaney communicated status of the notice of cancellation to other Execs in person
  - Ezell contacted Warren to complain but did not contact McRaney directly.
- March 4 – McRaney called for a day of fasting and prayer for the leaders at NAMB and our upcoming meeting with them. A special time of prayer was held at the Network Center with McRaney, all the officers, a few staff, and pastors Trammel, Anderson, Shofner, Arnold, and possibly others)
- March 11– At the meeting with NAMB leadership (Ezell and NAMB VPs Christopherson and Davis) and Network Exec. McRaney, Network staff Stolle & Crawford, and Network officers Dooley, Warren, and Phillips.
  - Ezell indicated to Warren that he did not want to be paraded around the building to communicate with staff.
    - The Network honored this request and Warren escorted Ezell.
    - Ezell's behavior was described with a strong negative term by a Network leader present in the meeting.

- Ezell
  - Was supposed to bring two trustees (Chairman Chuck Herring and trustee Dr. Larry Robertson), but only brought Herring.
  - Went through various figures that NAMB might reinvest if a new agreement Strategic Agreement was reached.
  - Settled on committing \$500K instead of the current estimated million in total support.
  - Indicated NAMB would NOT be providing support for any jointly funded staff member starting 2016
  - This statement was in opposition to
    - His pledge in Feb. 2015 to all of the State Execs at the State Execs meeting and current written agreement
    - The current situation with all mid and small state conventions.
  - MD/DE elected Officers pleaded for additional staff support resources like the other state conventions to help until the Network could pick up the entire amount for the staff.
- Christopherson claimed that, in his phone conversation on Sept. 10, 2014, he corrected McRaney on his failing to hire Rainey with correct processes.
  - McRaney expressed no memory of it, but apologized to Christopherson if he failed to remember it.
  - However, in the advance of a 2:42 phone conversation, Christopherson sent McRaney 3 items on his agenda for the conversation with paragraphs on each item.
  - **The hiring of Rainey or the procedure was NOT on that list.**
- Later that night Davis talked about and then sent a “Hiring Process” document produced by NAMB Strategic Leadership Team for the hiring of SDOE and SDOM.
- Christopherson claimed to have sent the document to McRaney.
- Two problems with this...
  1. McRaney requested Davis to resend him the original and supposed email which contained the hiring process document.
    - To date, the alleged original email has not been sent to McRaney AND McRaney did NOT receive an email with the document prior to March 11 from Davis.
  2. The document governing the process of hiring was and is the Strategic Cooperative Agreement signed in Sept. 2012 by Lee and Ezell, not any new NAMB Strategic Leadership Team document that was not seen or approved by the Exec. Director of the Network.

- Immediately following, the Network Officers remarked how pleased they were that McRaney demonstrated great restraint in the midst of the Ezell's claims against McRaney and the Network.
- March 20 – McRaney had a very positive meeting with Larson, Phillips and Crawford
- April 11 – NAMB VP Davis and NAMB Mobilizer Marsico met with McRaney, Crawford and Rainey
- June 20 – Warren communicates to Pastor Steve Wolverton that the financial resources from NAMB for the MD/DE Convention would be in jeopardy as long as I remained as the Exec. Director.
- June 23 – In a conversation with Network pastor Clint Scott, Warren communicated -- “Kevin Ezell said that as long as Will McRaney was the state executive leader NAMB would not support the MD/DE Convention and that this was wrong for him to say.” Similar statement made to at least one other Network pastor.
  - No threat from Ezell was communicated to Dr. McRaney at any point by Dr. Warren.
  - The pastor sent his notes to Warren with 9 points on June 23, 2015 asking him to confirm those statements. Warren did not.
  - On August 26, 2015, Warren wrote a denial of making the statement about Ezell, noting it was not ALL the resources from NAMB, which Warren copied to Dr. Ezell and Steve Davis.
  - Warren began ...
    - At his own initiative working with selected staff without Dr. McRaney's knowledge and
    - Without communicating to Dr. McRaney, relating to DOMs, former staff, and an isolated number of pastors.
    - These meetings were without the Executive Director's knowledge, contrary to the governing documents of the Network.
- July 20 – Dooley spoke to a meeting of the Potomac Assn. Pastors, regarding McRaney's 'resignation'
  - A pastor who was in attendance told McRaney that Dooley had said, “we had to move quickly to keep from losing funding from NAMB”.
  - Dooley has a different version of the related statements.