

From: Will McRaney wmcraNEY@bcmd.org
Subject: areas of concern
Date: September 10, 2014 at 10:21 AM
To: Jeff Christopherson jchristopherson@namb.net



Jeff,

Look forward to connecting later today. It could be that a face to face in the future will help us better address your concerns and my concerns/questions as well. I share these to give you some advance notice to all you to process some of my concerns.

1. I have leading pastors and even Board members expressing concern about Ron's methods, promises, constant emails, and then reportedly inquiring of some others about helping him raise money for a fund that is based out of VA that is not connected to BCMD or NAMB. Because of the growing concerns being expressed, I am considering options to communicate our previous separation from his work with Send Baltimore. Behavioral psychology — best predictor of future behavior is past behavior, this does not give me confidence. Right now, virtually all or at least a vast majority of the planting work is being built off the personal credibility and goodwill and good work of David Jackson and the state network over decades of good work. I believe that is being used by and probably damaged with current promises and practices of Ron and possibly others.
2. The efforts are in some ways on the backs of our established churches and our planting team, staff and volunteers. In fact, the strength of our past system and the fruit of the past plants makes it possible to invest some \$915K here instead of what I understand to be close to \$2 million in Penn/S Jersey. Historically and prior to recent emphasis, there has been a good, healthy and sustainable system here and I see many trouble spots with current efforts as do some others connected at points to Baltimore and our entire region. In some ways lots of goodwill and energy are being depleted and the goals stated by Ron are having eyes roll and are not sustainable in several ways. We steward the planters AND everyone connected to and investing in them. And, when it turns up sour, it WILL impact everyone directly and indirectly connected. Unkept promises create distrust of us all. Twice as many plants, not twice the money or the staff to assess, coach, train, follow-up with, consult, process, etc. is and will be creating more challenges and I believe damage to longer-term goals of NAMB and our Mid-Atlantic Baptist Network.
3. We can talk through the concerns from your seat and this will help me. You are looking at a variety of systems and can probably give me some items to consider. And, a conversation, probably face to face, will let you understand more clearly my concerns. A read of the book The Logic of Failure would be a good resource for all those talking and deciding about denominational priorities. The longer-term results of decisions for today will not be seen for years when it is too late to adjust or redo them. Some people can foresee multifaceted systems, connections and consequences and some cannot as noted in the book. The Mid-Atlantic Baptist Network has a fairly remarkable history in planting. I am not so sure about what the future will look like based on current practices, targets, and personnel from my limited perspective and understanding of what NAMB is trying to do and how they are seeking to do it, but maybe it is just my lack of understanding. What has been a great, not perfect, system here and has actually enabled NAMB to have a base to work from here, could be significantly damaged if not handled with care and if that happens, none of us will be able to pull it back together. David and others on our team, including me with time, are in good positions to know what is happening on the ground, if it comes through us and have some good experience in bringing about or at least providing the environment for healthy growth. I am concerned about less experienced people and those with a very narrow focus being able to help us maintain a healthy system, because they don't understand the ramifications of their actions and the unintended consequences of short-term objectives.

I look forward to our conversation. Some of our targets are similar. I would be interested in hearing from you, or maybe it is some other document, what types of activities are seen as connected to church planting and align with your understanding of what NAMB and jointly-funded missionaries should be doing. In the end, I want to see for us a path that is workable to take from plant, actually recruitment or locating planters, until it becomes a self-supporting, self-propagating, self-governing church that is cooperating in SBC life and missions and is committed to similar objectives as those who helped to fund their plant. The plant, funding, and planters must fit the ministry context and be financially viable for the working situation/needs of the leader and his family as it grows. According to Ron, he hands them off or something similar after 3 months.

Look forward to talking with you at 4:00.
Will

Will McRaney, PhD

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From: <Christopherson>, Jeff Christopherson <jchristopherson@namb.net>
Date: Monday, August 25, 2014 at 11:50 AM
To: Will McRaney <wmcraney@bcmd.org>
Subject: areas of concern

Brother Will,

I hope things are well with you and that you've been able to find some time to enjoy this uncommonly cool summer. Laura and I have had a wonderful week away - loved it.

Will, there are three issues that we need to talk through in order to build a smooth working relationship over the days ahead. I will outline the issues that have come to my attention and that we will want to address in order to preserve the integrity of our working relationship. Two of these stem from understandings that predate your arrival as Exec, and therefore are understandable as to why you might have been unaware. In all of these we will need to come to some kind of resolution in order to proceed in some of the pending decisions that we are working together in.

1. Required associational giving by church planters. Several planters have sent me a copy of your updated church planter's covenant which seems to require a 3% allocation to their association. Our agreement with the 42 conventions is 6% to CP and 4% to SBC causes as determined by the planter/sending church. If an association contributed to a planter's package and requires a percentage for the acceptance of that contribution - then the planter/sending church can make that determination. A general associational giving requirement is not something we can partner in - any association that has made this universal requirement, we have not partnered with in funding planters. We in good conscience cannot universally require planters to contribute to systems which may or may not offer any value to them. If an association does offer value, the gravity of that value should elicit financial involvement.

2. Budgetary Shortfall. As we have been working together to develop a synergistic budget, we seem to be hitting the same issue - BCMD has prioritized internal CP resources in a way that doesn't accommodate the church planting reality that is currently happening within your convention - let alone planning for growth. For the past two years, the BCMD has depleted its CPFund and has petitioned NAMB for 100% dollars to be added to their budget. Our budget proposal offered an increase in the CPFund to accommodate that current reality, but it seems that the internally allocated dollars are not currently available to fulfill a joint partnership. We do not wish to by any means to slow down the church planting momentum that has been continually increasing through our partnership over the past many years. We will need to come up with some resolution that both accommodates your specific priorities as Exec, and our mutual priorities of fulfilling the Great Commission through the increased planting of evangelistically effective new churches.

3. Church Planting Catalyst's work allocation. As we look together at your request of new jointly-funded CPCs (100% of their job description is that of a Church Planting Catalyst - no associational requirements) replacing the vacant associational positions, I want to be sure that we both are working off of the same understanding. The Church Planting Catalyst job description was originally developed by Execs and SDOMs within the Northeast and Canada to describe the activity of CPCs. We understood that some associations who financially contributed to their package would have additional requirements, but no Convention would add additional convention requirements or assignments. The conventions financial contribution within the jointly funded budget was their participation in the strategic evangelization of their territory. The Convention's responsibility (usually through the SDOM) was to ensure the exclusive focus of CPCs activities against the mutually agreed upon job description. Comments have been shared with me that lead me to believe that you may be thinking of giving matrix responsibilities with other convention priorities to these Catalysts to occupy BCMD's percentage of their funding. This dual-role functionality would not be aligned with the spirit with which we agree to jointly fund a missionary.

So Will, if you and I could arrange a conversation to work through these three issues as soon as possible, that would be really helpful.

Thanks for all that you do for the Kingdom,



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