EXHIBIT D

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Page 1
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                  UNITED STATES DISTRICT COURT
                NORTHERN DISTRICT OF MISSISSIPPI
 2
                           CASE NO.: 1:17-cv-00080-GHD-DAS
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 4
     Will McRaney,
 5
          Plaintiff,
 6
     v.
 7
     The North American Mission
     Board of the Southern Baptist
 8
     Convention, Inc.,
 9
          Defendant.
10
11
                     VOLUME I (Pages 1-165)
12
     VIRTUAL ZOOM
13
     DEPOSITION OF:
                          STEVE DAVIS
14
     DATE:
                           February 9, 2023
15
                           8:33 a.m. - 12:04 p.m.
     TIME:
16
     TAKEN BY:
                           Plaintiff
                           Virtual Zoom
17
     PLACE:
                           SUSAN WINTER, CSR, RPR
18
     REPORTED BY:
                           Notary Public, State of Florida
19
20
21
2.2
23
24
25
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Page 30 Page 32 1 finishing -- do you do a dissertation to get a A. February of 2011 is when I went -- went on 2 doctorate in ministry? 2 board as a vice president for the midwest region A. Yes. 3 with the North American Mission Board. Q. That was your first position at NAMB? Q. Okay. So is that what was happening? You 5 had finished your classwork? 5 A. Yes, sir. A. Yes. 6 Q. Okay. So how long were you vice president 7 Q. And what was your doctorate or your thesis 7 for the midwest region at NAMB? 8 in? A. Well, I was the vice president for --9 right at two years. And then I was asked to move to 9 A. In church planting. 10 Q. Do you remember the title? 10 take over the south convention region, so -- and A. I think the title was A Strategy For 11 then when we lost the executive director that 12 followed me in the midwest, I assumed -- most of the 12 Starting Southern Baptist Churches. Q. And were you a pastor at University 13 midwest conventions was my responsibility. 14 Baptist Church? 14 And then when Jeff Christopherson at NAMB 15 A. Yes. 15 moved into a different position, they asked me to Q. And what was the time period you served as 16 also work with the northeast conventions. So by the 16 17 pastor there? 17 time I retired with NAMB, I was covering that 18 A. '76, and I was there six years to '82. 18 large -- that large area. Basically everything from 19 Q. And where did you go from there? 19 Oklahoma and Texas east was -- were the conventions 20 A. I went to Castle Hills First Baptist in 20 I worked with. 21 San Antonio from '82 to '89, and I was the associate 21 Q. Okay. Did you still have responsibility 22 pastor. 22 for the northeast at the time you retired from NAMB? 23 Q. Where did you go next? 23 A. Yes. 24 24 A. First Baptist Church, Humble, Texas, in Q. Okay. When, as best you recall, did you 25 the Houston area for five years from '89 to '94. 25 assume responsibility for the northeast region at Page 31 Page 33 1 Well, actually, December of '93, I guess. I started 1 NAMB? 2 then at First Baptist in Garland, Texas, in the A. January of 2015, right about there. It 3 Dallas area in January of '94. 3 was kind of --Q. Okay. (Inaudible crosstalk.) A. And was there 10 -- 10 years. A. It was after our January meeting, so it Q. All right. Until you became executive 6 wasn't like January 1. It would be more like the 7 director at the State Convention of Indiana? 7 middle of January. A. That's correct. Q. (By Mr. Gant): Okay. So am I right that Q. Okay. And how long did you have that 9 you had responsibility for the northeast region at 10 NAMB for approximately four years from January 2015 10 executive director position in Indiana? 11 to January 2019? 11 Almost nine years. 12 Q. Is that similar to the position that 12 A. That's correct. 13 Dr. McRaney had at BCMD? Q. Okay. And I think you said you retired on A. Yes. Yeah. Exact -- exact same position. 14 or around January 1st, 2019; is that right? 15 Q. Okay. And just for -- to make sure we're 15 A. That's right. 16 on the same page. 16 Q. Were you employed at NAMB into 2019 at What do you understand I'm referring to 17 17 all, or did it end at the end of December 2018? 18 when I say BCMD? 18 A. No. It end -- it ended there. Yeah. 19 A. The Baptist Convention of Maryland/Delaware. 19 Q. Okay. So you were not an employee of NAMB 20 Q. Okay. And how long were you at the State 20 at any time in 2019 or after, correct? 21 Convention Indiana as an executive director? 21 A. No. Now, I did -- I did some consulting A. Almost nine years. 22 work for a couple of conventions. NAMB asked if I 23 Q. Until --23 could help them. They had lost their executive 24 A. February --24 directors and they asked if I could help them in 25 Q. -- 2000 --25 their executive director search.

Page 36 1 Q. When was this consulting work for NAMB? 1 A. No. A. I don't remember the date, but I helped 2 Q. -- of it? A. No. 3 the Ohio Convention in their executive director 3 4 search. So that would have been probably three 4 Q. Have you read any articles in the media or 5 years ago maybe. 5 on blogs about this case? Q. Any other consulting work for NAMB that A. The only articles I've read would be what 7 you recall? 7 was posted in Baptist Press, the national Baptist A. No. That was it. 8 Press, a couple times where they had an article that Q. Okay. And how were you compensated? Was 9 the case was moving forward and -- that's all. 10 it hourly or on some other basis? 10 Q. What about any other publications that A. Just expenses basically and my time. 11 have discussed the case? 12 Yeah. 12 A. No, nothing. 13 Q. Well, how did you charge for your time? 13 Q. I take it from your answer you have not 14 On an hourly basis or some other basis? 14 read, let's call it the complaint, or supplemental 15 A. It basically just -- basic -- basically 15 pleading? These are the documents that formally 16 the time it took me to go for a meeting and, you 16 describe the claims and allegations in the case. 17 know, if I had a phone conversation or something 17 Have you ever read any of those? 18 that was an hour or so, it was kind -- kind of like 18 A. No, sir. 19 that. 19 Q. Okay. Have you ever read any legal 20 20 filings by NAMB in this case that --It wasn't really -- it was more or less 21 21 just an honorarium plus expenses, I guess, is how I A. No, sir. 22 would word it. 22 Q. -- you recall? 23 Q. So was it a flat fee that you came up with A. No, sir. 24 or did it --24 Q. Okay. When you spoke with Ms. Carrington 25 A. No. I didn't -- I didn't -- I didn't 25 on the phone on either occasion, did she say Page 35 Page 37 1 anything about NAMB's position? NAMB says, It's not 1 really ask for anything. They just said, Well, 2 we're going -- we're going to give you a couple 2 true, we deny the allegation, the allegations are 3 thousand dollars for what you've done. 3 false, anything like that? Q. Do you have an ongoing or open-ended 4 A. No, sir. 5 consulting relationship with NAMB, or is it 5 MS. CARRINGTON: Objection to the form of 6 concluded? 6 the question. 7 A. Oh, no. That was just for that specific But you can answer. 8 thing that they asked me if I would help them. 8 A. No. Q. Okay. Have you done any consulting work 9 Q. (By Mr. Gant): So I take it then you 10 for NAMB in connection with Dr. McRaney or this 10 don't actually know what Dr. McRaney is alleging in 11 case? 11 his lawsuit; is that correct? 12 A. No, sir. 12 MS. CARRINGTON: Object to the form of the Q. Since you retired from NAMB at the end of 13 question. 14 December 2018, who, if anyone, from NAMB either past 14 A. Not to the specifics, just the 15 or current personnel have you spoken with about 15 generalities that I've shared with you earlier. 16 Dr. McRaney or this case? 16 Q. (By Mr. Gant): Okay. But if you haven't 17 read the lawsuit, how do you even know the 17 A. No one. The only one I've talked with 18 would be George McCallum, the -- NAMB's attorney 18 generalities of what Dr. McRaney is alleging? 19 who -- who just called to let me know that, you A. That's what I explained to you before. 20 know, just an update that there would be a time of 20 That's -- that's kind of what -- I can't remember 21 deposition. So that -- but as far as any other 21 whether it was Kat or Derek that was sharing with me 22 conversations, I've had no conversations with anyone 22 this -- these are the things.

23

24

25

Q. Okay.

A. Just in general.

Q. Oh, NAMB's lawyers described to you some

23 anywhere about this at all.

25 about this case, any aspect --

Q. Have you done any independent reading

	Dog 247		Page 249
1	Page 247 break that Kat requested.	1	THE CONCIERGE: Sorry, Counsel. That was
2	THE VIDEOGRAPHER: We're going off the	2	Tab 25. One moment.
3	video record. The time is 2:42. This	3	MR. GANT: Tab 37, please.
4	concludes Media Unit 3.	4	THE CONCIERGE: (Complies.)
		5	MR. GANT: That's it. Okay.
5	You may proceed. Sorry.		-
6	We're going off the record.	6	(Deposition Exhibit No. 25 was marked for
7	(A brief recess was taken.)		identification.)
8	THE VIDEOGRAPHER: We're back on the video	8	Q. (By Mr. Gant): And I'm just going to ask
9	record. The time is 2:53 p.m. This begins		about like the previous exhibit, you're welcome
10	Media Unit 4.		to review as much as you want, but I'm only going to
11	MR. GANT: Okay. Our next exhibit is		ask you about the top email.
12	going to be 24, which is Tab Number 18, I	12	A. Okay.
13	believe.	13	Q. So the top email there is an email from
14	THE CONCIERGE: (Complies.)		you to Dr. McRaney dated February 10, 2015.
15	MR. GANT: It's Bates-labeled NAMB 6790	15	Do you see that?
16	through 93.	16	A. Yes.
17	(Deposition Exhibit No. 24 was marked for	17	Q. Okay. Do you have any reason to doubt
18	identification.)		that you received that email from strike that.
19	Q. (By Mr. Gant): You're welcome to read the	19	Do you have any do you recognize the
	whole exchange, but I'm actually only going to ask	20	email?
21	you about the top email there which is right in	21	A. Yes. I mean, I don't recall it, but I'm
22	front of you on the screen.	22	reading it and I know it's from me, so yes.
23	A. Okay.	23	Q. You you believe that that is an email
24	Q. Is this an email from Dr. McRaney to you	1	that you sent to Dr. McRaney?
25	dated February 9, 2015?	25	A. Yes.
	Page 248		Page 250
1	Page 248 A. That's what it looks like, yes.	1	Page 250 Q. Okay.
1 2	-	1 2	
2	A. That's what it looks like, yes.		Q. Okay.
2	A. That's what it looks like, yes. Q. Okay. Do you remember receiving this email?	2	Q. Okay. MR. GANT: All right. You could put that
2 3	A. That's what it looks like, yes.Q. Okay. Do you remember receiving this	2 3	Q. Okay. MR. GANT: All right. You could put that aside for now. Thank you.
2 3 4	A. That's what it looks like, yes. Q. Okay. Do you remember receiving this email?	2 3 4	Q. Okay. MR. GANT: All right. You could put that aside for now. Thank you. THE CONCIERGE: (Complies.)
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	Page 251		Page 253
1	THE WITNESS: Okay.	1	THE CONCIERGE: (Complies.)
2	MS. CARRINGTON: I think that's the	2	THE WITNESS: Okay.
3	signature line for Jeff for the next email.	3	THE CONCIERGE: (Complies.)
4	THE WITNESS: Okay. You can scroll on up.	4	MR. GANT: I should have said the exhibit
5	THE CONCIERGE: (Complies.)	5	is 96 to 97, but there's no substantive content
6	THE WITNESS: Okay. Scroll on up.	6	on 97, but it is part of the exhibit.
7	THE CONCIERGE: (Complies.)	7	Q. (By Mr. Gant): Have you had a chance to
8	THE WITNESS: Okay. Scroll on up.	8	review Exhibit 27?
9	THE CONCIERGE: (Complies.)	9	A. Yes.
10	THE WITNESS: Okay.	10	Q. Do you recognize this?
11	THE CONCIERGE: (Complies.)	11	A. Yes.
12	THE WITNESS: Okay. Scroll on up.	12	Q. What is it?
13	THE CONCIERGE: (Complies.)	13	A. I'm sorry?
14	THE WITNESS: Okay. Scroll up.	14	Q. What is it?
15	THE CONCIERGE: (Complies.)	15	A. It's an email regarding how how we were
16	THE WITNESS: All right.	16	going to handle insurance for Michael Crawford.
17	THE CONCIERGE: (Complies.)	17	Q. And it's an email that you wrote to
18	THE WITNESS: Okay.	18	Dr. McRaney on March 2nd, 2015, correct?
19	THE CONCIERGE: (Complies.)	19	A. That's correct. Right.
20	THE WITNESS: Okay. You can scroll up.	20	Q. Okay. All right. For some reason NAMB,
21	MR. GANT: That's the last that's the	21	when they produced it, blocked out all the money
22	first page.	22	figures in the email that you wrote. I'm not sure
23	THE WITNESS: Okay.	23	why. But speaking of money, I didn't ask you
24	Q. (By Mr. Gant): All right. Have you had a	24	earlier and meant to.
25	chance to review Exhibit 26?	25	What was your salary from NAMB at the time
	Page 252		Page 254
1	Page 252 A. Yes.	1	Page 254 you retired?
1 2	-	1 2	- 1
2	A. Yes.		you retired?
2	A. Yes.Q. Is Exhibit 26 a series of emails that you	2	you retired? A. I don't remember. I'm sorry.
2 3	A. Yes.Q. Is Exhibit 26 a series of emails that you either wrote or received?	2 3 4	you retired? A. I don't remember. I'm sorry. Q. What's your best estimate?
2 3 4 5	A. Yes.Q. Is Exhibit 26 a series of emails that you either wrote or received?A. Yes.	2 3 4	you retired? A. I don't remember. I'm sorry. Q. What's your best estimate? A. I'd say 90,000, maybe 100. I'm not sure.
2 3 4 5 6	 A. Yes. Q. Is Exhibit 26 a series of emails that you either wrote or received? A. Yes. Q. Do you have any reason to doubt that these 	2 3 4 5 6	you retired? A. I don't remember. I'm sorry. Q. What's your best estimate? A. I'd say 90,000, maybe 100. I'm not sure. Somewhere in that neighborhood.
2 3 4 5 6	 A. Yes. Q. Is Exhibit 26 a series of emails that you either wrote or received? A. Yes. Q. Do you have any reason to doubt that these are true and accurate copies of emails that you 	2 3 4 5 6	you retired? A. I don't remember. I'm sorry. Q. What's your best estimate? A. I'd say 90,000, maybe 100. I'm not sure. Somewhere in that neighborhood. Q. Okay. And then did you receive benefits
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	A. Yes. Q. Is Exhibit 26 a series of emails that you either wrote or received? A. Yes. Q. Do you have any reason to doubt that these are true and accurate copies of emails that you wrote and received? A. No. MR. GANT: You can put that aside. Thank you. THE CONCIERGE: (Complies.) MR. GANT: The next exhibit is 27, Tab 20, please. THE CONCIERGE: (Complies.) MR. GANT: This is Bates-labeled NAMB 6896, one-page document. (Deposition Exhibit No. 27 was marked for identification.) Q. (By Mr. Gant): I'd ask you to direct the court reporter (sic) and just read this and then I'll ask you a couple of questions. A. Okay. THE WITNESS: Okay. You can scroll up.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	you retired? A. I don't remember. I'm sorry. Q. What's your best estimate? A. I'd say 90,000, maybe 100. I'm not sure. Somewhere in that neighborhood. Q. Okay. And then did you receive benefits in addition? A. Benefits such as? Q. Health insurance. A. Yes, health insurance and reimbursement for business expenses. Yeah. Q. Okay. Any other benefits you can think of, financial benefit? A. No. Q. Okay. Have you ever heard the term supporting organization used at the time you worked at NAMB? A. Supporting organization? No. I don't recall that. Q. Okay. Are you personally aware of Dr. McRaney ever having lied to anyone? MS. CARRINGTON: Object to the form of the question.

Page 255 Page 257 1 meeting Will was -- I can't remember what was --1 A. Like I said, I don't remember that term, 2 what was said. All I remember was there were things 2 no. 3 that he said that were complete opposite that 3 Q. So you don't remember anyone using it in 4 that way, correct? 4 contradicted what Kevin had said. And at one point in the meeting one of his A. That's correct. And this -- this -- this 6 board officers said, But we don't believe our 6 that you put up, that's -- that's not me. I've 7 executive director is a liar and we don't believe 7 never been a part of Trinity Evangelical Theological 8 Kevin is a liar. That statement was made at a 8 Seminary. 9 meeting. And I remember sitting there thinking, Q. Well, that would explain --10 Well, one of them isn't telling the truth. 10 A. It's got to be a different Steven Davis. Because you can't say this and you can't 11 Q. Okay. All right. A. There's a lot of us around. 12 say that, the direct opposite, and say that both of 12 13 them are true when both of them are the exact 13 Q. I guess so. Okay. 14 Do you have a LinkedIn page? 14 opposite of what was said. 15 So I guess that's the only way I can 15 A. I used to. I don't -- haven't had it for 16 respond. Other than that, I would say no. 16 some time. Q. Okay. So you don't remember any instance Q. Okay. All right. Thank you for 17 18 in which you heard Dr. McRaney say something that 18 clarifying that mystery. MR. GANT: I think we're on Exhibit 29. 19 you -- or write something that you knew based on 19 20 your own personal experience or observations was 20 THE VIDEOGRAPHER: Pardon the 21 21 false? interruption. 22 A. No. 22 Dr. Davis, can you tilt your camera down Q. On your LinkedIn page you have written 23 just a little bit? 24 Senior Pastor Baptist Southern Convention June 1976 24 THE WITNESS: Sure. 25 to June 2011. 25 THE VIDEOGRAPHER: Thank you. Page 256 Page 258 THE WITNESS: Is that better? 1 1 Were you aware of that? 2 2 A. To June 2011? THE VIDEOGRAPHER: Yep. Thank you. 3 Q. Yes. 3 THE WITNESS: Okay. 4 Q. (By Mr. Gant): Do you recall who first 4 MR. GANT: Let's just bring it up. 5 5 informed you that BCMD was going to be terminating A. No. 6 Dr. McRaney? 6 MR. GANT: It's Tab -- Tab 1. 7 7 A. I didn't get a call by anyone stating they THE CONCIERGE: (Complies.) 8 were going to terminate him. 8 MR. GANT: I guess we'll mark it as 9 Exhibit 28. Q. Okay. Well, do you remember how you found 10 10 out? (Deposition Exhibit No. 28 was marked for 11 11 A. I read it in the Baptist Press. I was identification.) 12 (By Mr. Gant): Before we go to this 12 kind of -- kind of surprised, to be honest with you. Q. Why were you surprised? 13 exhibit, just to follow up on something I asked you 13 14 a moment ago. 14 A. Just because, like I said, my role and my 15 responsibility was to try to help move things 15 I asked you if you'd ever heard the phrase 16 forward in a positive direction, which I felt like 16 supporting organization. You said, no, correct? 17 that's where we were going. You know, I received a 17 A. That's correct. Q. Did you ever hear anyone describe NAMB as 18 call saying that they were having a meeting that 18 19 a supporting organization of BCMD? 19 afternoon, but they didn't tell me what the meeting MS. CARRINGTON: Object to the form of the 20 was about and so I was at the convention when I 20 21 found out the news, so --21 question. 22 Q. No --22 A. I don't remember that term. 23 A. -- that's why I was surprised. 23 Q. (By Mr. Gant): So I take it -- I take it 24 Q. No --24 you don't remember anyone ever referring to NAMB as 25 a supporting organization of BCMD; is that correct? 25 A. (Inaudible.)

D 250		P 261
Page 259 1 Q. I'm sorry. I keep talking over you by	1	A. Okay.
2 accident.	2	THE CONCIERGE: You mean Exhibit 19, sir,
3 A. That's okay.	3	not Tab 19, correct?
4 Q. Please finish.	4	MR. GANT: Correct. Exhibit 19, Tab 28.
5 A. No. I said I no one gave me any	5	THE CONCIERGE: (Complies.)
6 heads-up that anybody was going to going to be	6	MR. GANT: If you could scroll down to the
7 fired or let go.	7	bottom half of the page first.
8 Q. Did anyone from leadership at BCMD contact	8	THE CONCIERGE: (Complies.)
9 you in May or early June 2015 and ask your opinion	9	MR. GANT: Right there.
10 about whether they should keep on Dr. McRaney?	10	Q. (By Mr. Gant): You wrote on June 9th: I
MS. CARRINGTON: Object to the form of th	11	
12 question.		Maryland/Delaware based on resignation of Will
13 A. Absolutely not.		McRaney.
14 Q. (By Mr. Gant): So BCMD didn't give you an	14	Do you see that?
15 opportunity to express your view that the March and	15	A. I do. Yep.
16 April meetings had gone well and you were making	16	MR. GANT: And then let's scroll back up
17 progress with Dr. McRaney and moving things in a	17	to the top the middle of this page.
18 positive direction?	18	THE CONCIERGE: (Complies.)
MS. CARRINGTON: Object to the form of the	19	Q. (By Mr. Gant): You wrote also on June
20 question.	20	10th not also.
A. Well, I mean, they already had copies of	21	On June 10th you wrote: The exec resigned
22 emails that stated that, right? So	22	yesterday morning.
23 Q. (By Mr. Gant): They did.	23	Do you see that?
24 A no.	24	A. Yes.
Q. But didn't they also have copies of emails	25	Q. So does that refresh your recollection
Page 260		Page 262
1 that accused Dr. McRaney of violating the SPA and	1	about when you learned Dr. McRaney had been
1 that accused Dr. McRaney of violating the SPA and 2 other misconduct?	1	about when you learned Dr. McRaney had been terminated by BCMD?
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