## EXHIBIT I

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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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     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
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2.2
23
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25
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- 1 the northeast region at NAMB, how many times a year
- 2 would you estimate you were at NAMB headquarters?
- 3 A. Probably four times a year.
- 4 Q. Do you remember on any of those occasions
- 5 seeing posted at the reception desk at NAMB a
- 6 picture of Dr. McRaney?
- 7 A. Yes.
- 8 Q. When do you recall seeing it?
- 9 A. I'm not sure of the date. I just -- I
- 10 just remember seeing the picture. It was during --
- 11 it was one of our meetings, I do know that. Because
- 12 otherwise I wouldn't have been there.
- 13 Q. Do you remember what year that was?
- 14 A. I do not.
- MR. GANT: Let's bring up Tab 7, please.
- 16 THE CONCIERGE: (Complies.)
- 17 Q. (By Mr. Gant): Before you saw a photo of
- 18 Dr. McRaney at the NAMB reception desk, were you
- 19 aware it had been posted by NAMB?
- 20 A. I don't remember if I heard about it
- 21 before or after.
- 22 MR. GANT: Can you shrink this just so we
- can see the photo?
- 24 THE CONCIERGE: (Complies.)
- 25 Q. (By Mr. Gant): Do you recognize that as a

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- 1 MS. CARRINGTON: Object to the form of the
- 2 question.
- 3 But you can answer.
- 4 A. Well, I saw it, yes.
- 5 Q. (By Mr. Gant): Okay. It was not hidden
- 6 at the desk, correct?
- 7 MS. CARRINGTON: Object to the form of the
- 8 question.
- 9 A. Well, like I said, it was posted
- 10 like -- like here's your -- here's your -- the
- 11 receptionist's computer (indicating). Okay?
- 12 O. (By Mr. Gant): Uh-huh.
- 13 A. There's a countertop. And she's got a
- 14 little wall and it was posted on the wall there by
- 15 her computer.
- 16 Q. When you saw the photo of Dr. McRaney at
- 17 the NAMB reception desk when you were exiting the
- 18 building, were you specifically going over to the
- 19 reception desk for some purpose?
- 20 A. No. No.
- Q. So you were exiting the building and
- 22 just passing by the receptionist desk, but not
- 23 intentionally going to the desk, correct?
- A. That's correct.
- Q. Did you, subsequent to seeing Dr. McRaney's

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- 1 photo of Dr. McRaney?
- 2 A. Yes.
- Q. And when you saw the photo of Dr. McRaney
- 4 had you already met him in person? Sorry. Let me
- 5 be clearer. Strike that.
- 6 When you saw the photo of Dr. McRaney
- 7 posted at the reception desk at NAMB headquarters,
- 8 had you already met Dr. McRaney in person?
- 9 A. Well, yeah, of course.
- 10 Q. Okay. So you knew what he looks like?
- 11 A. Yes.
- 12 Q. And that's how you recognized that it was
- 13 his photo that was posted at the NAMB reception
- 14 desk?
- 15 A. Sure.
- 16 Q. But you're not sure whether you knew it
- 17 was posted before you saw it there, correct?
- 18 A. That's correct. It was --
- 19 Q. Okay. Do you remember --
- 20 A. It was posted on the backside of the
- 21 receptionist's desk. So anybody walking into the
- 22 building wouldn't see it. You would only see it if
- 23 you're walking out.
- Q. But anyone who was walking out could see
- 25 the photo, correct?

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1 photograph posted at the NAMB's reception desk, speak

- 2 with anyone about it?
- 3 A. I don't recall. I might have said
- 4 something to somebody I was going to lunch with.
- 5 Q. Do you remember asking anyone about the
- 6 circumstances of it being put up?
- 7 A. No. Because I think -- I think Kevin had
- 8 told us that he posted -- had posted a picture down
- 9 there for the receptionist to make sure that if he
- 10 came to the building, not to let him in.
- 11 Q. When did Kevin tell you that?
- 12 A. I don't recall when. It was just sometime
- 13 during our meeting.
- 14 Q. Was it -- do you remember what meeting it
- 15 was that Kevin said that?
- 16 A. No. It would have been probably just
- 17 with -- with vice presidents and him, the three of
- 18 us and him.
- 19 Q. Do you remember what month or year that
- 20 meeting was?
- 21 A. Again, I don't. I don't recall if it was
- 22 in the fall or in the next year in January. I
- 23 don't -- I don't recall. It would just be at one of
- 24 our meetings when we were there at NAMB, but I don't
- 25 recall the date. I'm sorry.

Page 82 Page 84 1 Q. And -- no. No apologies necessary. Q. (By Mr. Gant): And anyone that was in the 2 You're doing your best, which I appreciate. That's 2 lobby could have done that, correct? 3 all I can ask of you. A. Right. The -- you said you were at the NAMB 4 Q. When Kevin Ezell described the -- the 5 headquarters for a meeting when you saw the photo of 5 purpose of the posting of the photograph, to not let 6 Dr. McRaney. Do you remember what the meeting was? 6 Dr. McRaney in the building, do you remember anyone 7 else asking any questions or commenting on it? A. It would have just been one of our 8 quarterly-type meetings when we bring in the NAMB A. No. 9 missionary staff. Q. Do you remember your reaction, if any, to 10 Q. Who attends those meetings generally? 10 hearing that statement by Kevin Ezell? 11 A. Well, it kind of depends. You know, 11 A. It was just a statement of information. 12 sometimes there's certain -- a couple of times 12 That was it, so... 13 during the year when they bring everybody in. Then 13 Q. Do you have any knowledge about when the 14 there are other times when it's just the vice 14 photograph was first posted in the lobby at the NAMB 15 reception desk? 15 presidents come in from the region to meet. Q. And you don't remember which of those 16 A. No. 17 types of meeting it was that brought you to the --17 Q. Do you --18 A. No. 18 A. I don't. 19 Q. -- to the building that day? 19 O. I'm sorry. 20 A. No. I'm sorry. I don't. 20 Do you have any firsthand knowledge about 21 Q. Okay. If it's the larger meeting, roughly 21 how long the photograph was up? 22 how many people typically attend? 22 A. I don't recall. I don't remember. A. Gosh. I don't know. Maybe 60 or 70 23 Q. During your interactions with Dr. McRaney, 24 people probably. I don't -- I'm not too sure. 24 did you fear for your physical safety at any point 25 Q. Okay. The lobby at NAMB where the 25 in time? Page 83 Page 85 A. Me? No. 1 reception desk is located and the photo of 1 2 2 Dr. McRaney was posted, that's not a private lobby Q. Yes. 3 just for NAMB personnel, is it? 3 A. No. A. No. I mean --4 Q. Did you fear for the safety of anyone else Q. When someone comes to visit NAMB, guests 5 around you when you were with Dr. McRaney? 6 from outside the organization or anybody else, A. No. Our -- our conversations, you know, 7 that's the same lobby they enter where you saw 7 were always positive, congenial. 8 Dr. McRaney's photo posted at the desk, correct? Q. Did you ever hear Dr. McRaney make a A. That's correct. 9 physical threat against anybody during the times you Q. And as I understand it, that desk at the 10 were in his presence? 11 time was a circular desk in the lobby, correct? 11 A. No. 12 A. Right. 12 Q. Have you ever --Q. So that people could walk freely around 13 14 the entire 360-degree perimeter of the desk, 14 Q. Have -- have you ever heard Dr. McRaney 15 correct? 15 make a physical threat of any kind against anybody? 16 16 A. That's correct. 17 Q. So anyone in the lobby, if they wanted to, 17 Q. Has anyone ever told you that Dr. McRaney 18 or passed by the desk could have potentially seen 18 has actually made a physical threat to harm anybody? 19 the photograph, correct? A. No. 20 MS. CARRINGTON: Object to the form of the 20 Q. You personally did not consider 21 question; calls for speculation. 21 Dr. McRaney a threat to the health or safety of 22 You can answer. 22 anybody at NAMB, correct? A. Well, they wouldn't see it from the front. 23 A. I can't speak to that. All I can say is 24 But if they walked around to the backside, yes, they 24 that I don't -- I don't feel any threat to my safety

25 by him.

25 would see it.

Page 86 Page 88 1 Q. But my -- my question was: Did you 1 correct? 2 consider him a threat to the health or safety of 2 A. Yes. 3 anybody at NAMB? Q. Okay. And you responded to Kevin Ezell A. Not really, no. 4 saying, I'm supposed to speak at their convention 4 5 5 meeting. Will NAMB supply a bodyguard? Q. Let's move on to an exhibit. 6 THE CONCIERGE: Counselor, are you going Do you see that? to mark Tab 7 as the next exhibit? A. I do. 7 7 8 8 MR. GANT: Yes, please. I'm sorry. Q. And was that a serious question or was 9 I -- I said earlier unless I specify otherwise 9 that a joke? 10 I'm going to mark everything I bring up as an 10 A. I think it was probably a joke because I exhibit. 11 11 don't even remember saying that -- even asking that. 12 O. And you think it's a joke because of what THE CONCIERGE: Understood. 12 13 you said a few moments ago, that you did not 13 MR. GANT: Thank you. 14 (Deposition Exhibit No. 3 was marked for 14 consider Dr. McRaney a threat to -- to you or anyone 15 identification.) 15 else at NAMB, correct? 16 MR. GANT: Let's bring up Tab 32, please. 16 A. Right. 17 THE CONCIERGE: (Complies.) 17 Q. Okay. And then Kevin Ezell wrote: I'm 18 MR. GANT: While we're waiting for it to 18 serious. Do you see that? be brought up, for the record, Tab -- Exhibit 4 19 A. I do. 19 20 will be Bates-labeled NAMB 7401 through 7408, 20 Q. And you wrote: Me too, correct? 21 21 but I'm only going to ask about the first page. A. That's what it looks like. 22 If you could make it just a little smaller 22 Q. Okay. 23 just so we can see what the top part is a 23 A. Okay. 24 24 response to. Q. Your testimony today is that from your 25 THE CONCIERGE: (Complies.) 25 perspective that was a joke, correct? Page 87 Page 89 (Deposition Exhibit No. 4 was marked for 1 1 A. Well, I mean, looking at -- maybe it 2 identification.) 2 wasn't looking at the -- at the note. I don't know. 3 Q. (By Mr. Gant): Dr. Davis, if at any point 3 MS. CARRINGTON: I'd object to this 4 you want to slow down or look at more of an exhibit 4 witness not being able to be afforded an 5 that I put in front of you, please let me know. But 5 opportunity to see the remainder of the 6 just for expedience I'm going to get to the parts I 6 document to inform whether or not he was or was 7 7 want to ask you about. But obviously you can look not serious in these questions. I would ask 8 more closely or longer at anything you'd like. Just 8 that you give him the opportunity to read those 9 9 let me know if you'd like to do so. emails. 10 So the -- the bottom of the first page is 10 MR. GANT: I was -- I was very clear in 11 an email from Kevin Marsico to Kevin Ezell, giving him the opportunity to look as much as 11 12 yourself, Jeff Christopherson. 12 he'd like. I can tell you that the underlying 13 Do you see that? 13 email doesn't have anything to do with it. 14 A. Yes. 14 Q. (By Mr. Gant): But would you like to 15 Q. Okay. And it's entitled Forward 15 scroll through the whole thing, Dr. Davis? 16 Dr. McRaney's Termination from the BCMD M.D. A. That might help, yeah. 16 17 Do you see that as the subject line? 17 Q. Okay. Go ahead. Please instruct the 18 A. Yes, I do. 18 court reporting staff to guide you through the 19 Q. Okay. And then in response to that right 19 document. Take as much time as you'd like. 20 above Kevin Ezell wrote: Geeeshh. Do you see that? 20 MR. GANT: Stop right there, please. 21 Q. (By Mr. Gant): Do you know who Steve 21 22 22 Wolverton is? Q. Okay. And then there's a response; that's A. I don't -- I don't recall, to be honest 23 from you, correct? 23 24 A. It has my name on it, yeah. 24 with you, who he is. Q. Your email at NAMB was sdavis@namb.net, 25 25 Q. I'll represent to you he's a pastor at a

Page 271 Page 273 1 question, the prior one. I didn't get to --1 MS. CARRINGTON: He can, but I've raised 2 2 A. Yes. my objection for the record just so that it's 3 MS. CARRINGTON: -- interject it. 3 A. Yes. But I was probably referring to 4 4 MR. GANT: I don't understand the 5 the -- the CP -- the church planting dollars at 5 objection, but it is noted. Okay. 6 600,000. Q. (By Mr. Gant): We have in front of you 7 Q. (By Mr. Gant): But all you wrote in 7 what will be marked as Deposition Exhibit 30. 8 response was, Yup; isn't that --8 It's entitled Initial Disclosures of the North A. Right. 9 American Mission Board to the Southern Baptist 10 Q. -- the case? 10 Convention -- I said to -- Initial Disclosures of 11 A. Yes. 11 the North American Mission Board of the Southern Q. You didn't add anything; you didn't ask 12 12 Baptist Convention, Inc., Pursuant to Federal Rule 13 anything, correct? 13 of Civil Procedure 26(a)(1). A. No, sir. 14 14 (Deposition Exhibit No. 30 was marked for 15 Q. No, sir, meaning I'm not correct, or I am 15 identification.) 16 correct that you did not add or ask anything in 16 Q. (By Mr. Gant): Do you see that? 17 response to Kevin Ezell's email? 17 A. Yes. A. No. I didn't add anything to it. 18 Q. I will represent to you, since I presume Q. And you didn't ask him anything? 19 19 you're not familiar with Federal Rule of Civil 20 A. I did not. 20 Procedure 26(a)(1), that what this is a document 21 Q. His email to you seemed clear, correct? 21 that NAMB prepared and provided to the plaintiff 22 MS. CARRINGTON: Object to the form of the 22 in -- earlier in this case identifying, as it says 23 question. 23 here -- you see Roman Number I: Individuals likely 24 A. As far as I can see, yes. 24 to have discoverable information, along with the 25 Q. (By Mr. Gant): And what you understood 25 subjects of that information, which NAMB may use to Page 272 Page 274 1 was Kevin Ezell wanted you and he to be cautious 1 support its claims or defenses. 2 until you knew who was replacing Dr. McRaney, 2 Do you see that? 3 correct? 3 A. I do. 4 MS. CARRINGTON: Object to the form of the 4 MR. GANT: Now, if we could scroll down, I 5 question. 5 think it's to Number 5, please. A. That's what it says, yes. 6 THE CONCIERGE: (Complies.) 6 7 7 MR. GANT: You can put that aside. Thank MR. GANT: Stop. Right there is good. 8 8 THE CONCIERGE: (Complies.) Q. (By Mr. Gant): If you're asked to come 9 Q. (By Mr. Gant): Okay. Do you see your 10 and testify at trial in this case by either side, 10 name? 11 either by Dr. McRaney or NAMB, will you do so? 11 A. I do. 12 A. Sure. 12 Q. Okay. And NAMB listed you as someone, at Q. Okay. I appreciate that on behalf of 13 least when this was prepared, who they thought had 13 14 Dr. McRaney. 14 information relevant to NAMB's defenses or 15 MR. GANT: Will you bring up Tab 3, 15 plaintiff's claims. please, which will be Exhibit 30, I believe. 16 16 So you see your name and then under your 17 THE CONCIERGE: (Complies.) 17 name it says: NAMB vice president of convention 18 MS. CARRINGTON: I'm going to object 18 relations. 19 to the -- it's a late objection, but to the 19 Do you see that? 20 extent that you're trying to utilize the 20 21 deposition as a way to work around the subpoena 21 Q. Was that your title at one point at NAMB? 22 22 powers of the Court to be able to require this A. Yes. 23 23 Q. When? witness to testify at trial. 24 MR. GANT: It's your position that a 24 A. When? I can't remember when it was 25 witness can't come to trial voluntarily? 25 changed, but when I was serving more than one

Page 275 1 convention, they changed the title to -- to one

- 2 region I mean, they changed the title to vice
- 3 president of convention relations because I was
- 4 handling three different regions.
- Q. Okay. So you understand Number 5 to refer
- 6 to you; is that correct?
- 7 A. Yes.
- Q. Okay. Now, Ms. Carrington will probably
- 9 be embarrassed, but under the subjects of your
- 10 potential testimony can you -- do you see what it
- 11 says?
- 12 It refers -- says: Mr. Christopher is
- 13 expected to have knowledge and then it continues on.
- Do you see that?
- 15 A. Correct. Right.
- 16 Q. That's obviously not you, correct?
- 17 A. Correct.
- Q. All right. So I don't know which typo
- 19 this was, whether it's intending to list you or
- 20 Mr. Christopher, but my question for you is: Do you
- 21 believe you have any information relevant to this
- 22 case as you understand it other than what you've
- 23 already conveyed during your testimony today?
- 24 A. No.
- 25 Q. Let's -- let me give you a hypothetical.

1 situation, correct?

3

- 2 A. Correct.
  - MS. CARRINGTON: Object to the form of the

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- 4 question.
- 5 Q. (By Mr. Gant): What if you were told by
- 6 someone who had worked with the candidate, and that
- 7 source was someone that you believed was credible,
- 8 that the candidate was a nutcase; would you hire the
- 9 candidate?
- 10 MS. CARRINGTON: Same objection.
- 11 A. Again, you'd have to consider the source
- 12 whether you, you know -- I mean, we're speculating
- 14 Q. (By Mr. Gant): It's a -- it's called a
- 15 hypothetical, so...
- A. If it were true -- if it were true, then,
- 17 yes, I wouldn't want to hire somebody like that.
- Q. What if you couldn't independently verify
- 19 it, but you trusted the source and the source told
- 20 you that the candidate who they had worked with was
- 21 a nutcase; would you hire the candidate?
- 22 A. I wouldn't -- I wouldn't base it just on
- 23 that.
- 24 Q. Would it help or hurt the candidate's
- 25 chances with you?

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- 1 I understand you're retired and this may be far from
- 2 your thoughts, but imagine you were still working
- 3 and you were looking to hire someone for a position
- 4 to work in your organization, let's say for an
- 5 executive director of a state convention or a
- 6 similarly prestigious and demanding position. So
- 7 that's your job, is to find the right person for a
- 8 position.
- And let's say you were told by someone who
- 10 had worked with a given candidate that the candidate
- 11 had lied. How would that affect your evaluation of
- 12 the candidate?
- MS. CARRINGTON: Object to the form of the 13 considering that the candidate had broken agreements 13
- 14
- 15 But you can answer.
- 16 A. I wouldn't hire him.
- 17 Q. (By Mr. Gant): What if you were told by
- 18 someone who had worked with the candidate that the
- 19 candidate was delusional?
- 20 A. I mean, in anything, you'd have to
- 21 consider the source, right, whether it's a reliable
- 22 source. I mean -- and if it were true, then you
- 23 wouldn't hire someone like that.
- Q. Okay. If it were true or if you trusted
- 25 the source, you wouldn't hire the candidate in that

- Page 278 A. I think it would be information I'd want
- 2 to explore for myself first. I mean, sometimes
- 3 there are people that can -- don't work out very
- 4 well in one place, but they work out great somewhere
- 5 else. So I've never written anybody off based on
- 6 just an initial, you know, evaluation by somebody.
- 7 I like to -- if I'm interested in them, I'm going to
- 8 talk to them myself personally and try to wade
- 9 through that.
- 10 Q. What if -- strike that.
- What if you were told by a trusted source 11
- 12 who had worked with a candidate that you were
- 14 with partners?
- 15 MS. CARRINGTON: Object to the form of the
- 16 question; vague.
- 17 A. Well, again, you know, it's a hypothetical
- 18 kind of situation that you're describing. And --
- 19 and in my case on anything like that you just have
- 20 to find out is it -- is it really true or not, you
- 21 know. You'd have to --
- 22 Q. (By Mr. Gant): Would you agree with me
- 23 that it would not help the prospects of the
- 24 candidate that you were considering hiring if a
- 25 trusted source who had worked with the candidate

Page 279 Page 281 1 told you that the candidate had broken agreements 1 Q. How about a nutcase? 2 with business partners? 2 A. Not that I recall. A. I would say there's always two sides to 3 Q. How about someone who broke agreements 4 every story. And it may or may not be true. And so 4 with business partners? 5 I would want to talk to the other person so I get A. Not that I recall. 6 both sides of the story before I'd make a -- make a O. Those are undesirable characteristics for 6 7 a candidate to work in an organization; would you 7 decision. Q. Is that what you did with Jeff 8 agree with me? 9 Christopherson when he told you all these negative 9 MS. CARRINGTON: Object to the form of the 10 things about Dr. McRaney in 2014? Did you go and 10 question; also speculation; vague. 11 ask Dr. McRaney for his perspective? 11 A. I would -- probably. Q. (By Mr. Gant): Do you recall that at the A. No, I didn't. And it wasn't my place to 12 13 go talk to Dr. McRaney at that point. 13 beginning of the deposition I asked if you would Q. How many people have you participated in 14 give truthful and complete answers to my questions? 15 the hiring of during your career? 15 A. Yes. A. I couldn't give you a number, but quite a 16 Q. Have you done so to the best of your 16 17 ability? 17 few. 18 Q. A dozen, more? 18 A. To the best of my ability, yes. 19 A. More, lots more. 19 Q. And sitting here now having gone through 20 20 our conversation, can you think any -- of any Q. Over a hundred? 21 A. Probably, yeah. 21 answers that you gave me that were inaccurate or 22 Q. More than 200? 22 incomplete or you think you need to change to make 23 23 accurate or complete? A. I don't know. 24 A. I don't think so. Q. Okay. At least a hundred, maybe --24 25 A. When you're talking 50 years of ministry 25 Q. Okay. Page 280 Page 282 1 in some large churches and a convention and NAMB, 1 MR. GANT: Let's take a few-minute break. 2 yes, quite a few. 2 Let me see if I have anything else and then we Q. And among all those at least a hundred, 3 can either wrap up or Ms. Carrington may have a 4 maybe more, hires that you've participated in, do 4 few questions. 5 you remember ever hiring anyone that a professional 5 Let's go off the record, please. 6 colleague had called a liar or said had lied? 6 MS. CARRINGTON: How much time do you want 7 A. I never had that. I never ran into that 7 to take, Scott? 8 situation personally. 8 MR. GANT: Let's go off the record. Q. It's a pretty extreme accusation to call 9 THE VIDEOGRAPHER: We're going off the 10 someone a liar or say that they lie, isn't it? 10 video record. The time is 3:39. MS. CARRINGTON: Object to the form of the 11 11 (A brief recess was taken.) 12 question. 12 THE VIDEOGRAPHER: We're back on the video 13 A. Sure. Unless it's true, you know. 13 record. The time is 3:50. 14 Q. (By Mr. Gant): Because if it is true, 14 You may proceed. 15 it's a pretty damning characteristic and not one 15 MR. GANT: Welcome back, Dr. Davis. I 16 that one would want to have in their organization, 16 just have a few more questions for now. 17 correct? 17 Q. (By Mr. Gant): I believe I saw in the 18 MS. CARRINGTON: Object to the form of the 18 document a reference by you to a separation 19 question. 19 agreement between BCMD and Dr. McRaney. 20 A. Yes. 20 Sitting here today, do you know whether Q. (By Mr. Gant): In the hires that you've 21 there was a separation agreement between BCMD and 22 participated in, do you remember ever hiring someone 22 Dr. McRaney? 23 who a professional colleague of the candidate had 23 A. I have no knowledge of that, of any 24 called delusional? 24 specifics on that. 25 A. Not that I recall. 25 Q. Now, when Dr. McRaney was terminated by