

“He who is not angry when there is just cause for anger is immoral. Why? Because anger looks to the good of justice. And if you can live amid injustice without anger, you are immoral as well as unjust.”

Tomas Aquinas, Priest and Philosopher

Concerning the letter that was sent to you about me:

Wow! Did you get a letter from the pastor (May 21st of 2021) that was surprising or confusing? For those who have known my character (and Amy's) since 2011, such vague and elusive insinuations in a letter were not only inappropriate but were also a clear and concise attempt to cover up something very disturbing...done within the leadership of First Baptist Church of Decherd. As someone who also works a secular job, I do not have the office time to sit all day and type something to persuade you or bolster a following of unaware people. Yet, in order to prove my sincere concern and provision for those Amy and I grew to love at DFBC since 2011, I have invested early morning and late-night hours in providing something for you. I believe this documented information is necessary for you to intellectually, spiritually, ethically and morally discern what has happened to the church you attend.

The content of this document is a response to that accusation you received in the mail on May 21st 2021. Due to its length, it will have to be broken up into smaller sections. Though it is lengthy, it does not contain everything. *“The right of a man to the protection of his own reputation from unjustified invasion and wrongful hurt reflects no more than our basic concept of the essential dignity and worth of every human being—a concept at the root of any decent system of ordered liberty.”* Rosenblatt v. Baer, 383 U.S. 75, 92, 86 S. Ct. 669, 679 (1966) (Stewart, J., concurring).

In order for you to grasp the truth, **it is imperative** that you see the **methodical process** used to psychologically condition the thought processes of those attending the modern-day church. *Rev. 3:13 He that **hath an ear, let him hear** what the Spirit saith unto the churches.* When the majority of those attending a postmodern church have never personally led anyone to Christ, cannot quote the books of the Bible in order, nor can they offer (using the scriptures) a clear presentation of the gospel...it will be evident that the church will be divided into two distinct factions. **One group** (the majority) are excessively distracted from the actual intent of the church as they are consumed with entertainment in the music, enamored with the décor, and enchanted by the promoted narrative that supports the financial “justifications” of the budget and those who financially control or benefit from it. This group is the easy prey for those of the Nicolaitans (*Revelation 2:6 But this thou hast, that thou hatest the deeds of the Nicolaitans, which I also hate*) who continue to implement an ecclesiastical organization to “rule” the churches. **The other group** (few in number) are those who have led multiple souls to Christ, can apply the scriptures for instructions and exhortation but are not bewitched by the same controlling enticements which enslave the first group. **This is the group** that knows the scriptures and can test the pulpit (administration) to see if the things be so...which their narrative proclaims. For it is the small group that holds the majority in check, demands answers to actions, and identifies deception, distraction, and dishonesty for the purpose of protecting their brethren. *Ac 17:11 These were more noble than those in Thessalonica, in that they received the word with all readiness of mind, and searched the scriptures daily, whether those things were so.* When someone from this group speaks out to expose

those in control...the controllers avoid answering questions, evade their accountability, and breach their fiduciary responsibilities to those they have pledged their loyalty, duty, and trust.

The modern church movement is oblivious to this diligent searching of the scriptures or self-verification of what is being taught or presented from the Pulpit. In conjunction with the dumbing down of our society through the **elimination of critical and rational thinking skills**, today's parishioners will consistently attend church and will **never question anything**. It is the pulpit that must convince the membership that it is a societal problem that has reduced the membership down to just a handful of people. Is this



because the parishioners have been robbed of scriptural knowledge or spiritual discernment so they cannot think logically about what was actually preached, promoted, or the end product of all the combined ministry work for the week... **that is missing in front of the pulpit during the invitation (converted souls)?** *Ho 4:6 My people are destroyed for lack of knowledge: because thou hast rejected knowledge, I will also reject thee, that thou shalt be no priest to me: seeing thou hast forgotten the law of thy God, I will also forget thy children.* Sounds like God can be pretty critical and negative toward his people...unless you know and understand that God is holy and He is not tolerant of ignorance... especially when it is done "on purpose". **It is also His biblical example to send men and women to address the issues, who will take a stand, expose the corruption, and risk their lives for the good of others.** Woe to those who ignore or rebel against these messengers of righteousness, repentance, and restoration.

For myself...and I believe a few of you that will read this text, **the knowledge of the truth** is paramount. For those that hate to study/read but just want to sit and let someone tell them what is going on, these pages will be too difficult for you to endure and I would suggest you stop reading here and go turn to some ballgame or entertaining movie. **Proverbs 1:22 How long, ye simple ones, will ye love simplicity? and the scorers delight in their scorning, and fools hate knowledge? Pr 22:3 and Pr 27:12 A prudent man foreseeth the evil, and hideth himself: but the simple pass on, and are punished.** But for those who will not reject knowledge and have the capability of finding their own facts and principles to follow, the following tests will prove helpful in understanding not only the church issues that plague our community, but also the bigger picture that forms the destruction of our society as a whole. But I must warn you that, **those who seek to protect themselves** from scrutiny, evade conflict, or any financial difficulty...they will be forced to make those of us who actually fight the "good fight of faith" to appear to you as... "the bad guy". **They will deceive multitudes with their claims of perfection, flawless reputation, and illusion of a successful life.** Yet, you might want to compare these claims along side those in scripture...who suffered greatly for their testimony, service, and devotion to righteousness. *"You have no enemies, you say? Alas, my friend,*



the boast is poor. He who has mingled in the fray of duty that the brave endure, must have made foes. If you have none, small is the work that you have done. You've hit no traitor on the hip. You've dashed no cup from perjured lip. You've never turned the wrong to right. You've been a coward in the fight." **Charles Mackay**

Soon, you will be told from the pulpit or through some form of deception that I am suing the church. **This will be a blatant lie and will be purposed to protect those who actually breached their fiduciary duties to you...the membership.** At this point, I would suggest that you read the 2021 edition of the church's constitution, articles, and bylaws and take note that all the polity of the church is done through the vested members. There is also the document issued by the State of Tennessee entitled "What Every Board Member Should Know." This document spells out the obligations and personal accountability of the board of directors for any organization (for profit or for nonprofit) to fulfill their duty, loyalty, and trust to the membership of the organization. On your behalf, I submitted multiple pages of written reports, photographs, questions, evidences, and demands for your leaders to answers for things going on at FBCD. To put the entire scenario into a quick and concise statement, I addressed in writing 45 questions concerning suspect financial activities, conflicts of interest, pay for work not performed, self-dealing, and illegal Internet activity. These questions (as an employee) placed me into a protected category (whistle blower) according to Tennessee State law. Though my 45 questions included these whistle blowing facts, four days after demanding these questions be answered, there was a meeting held and the pastor fired me. The total absence of the leadership's response to my questions and reports has quintessentially provided the evidence of their ignorance, incompetency, and dereliction of duty. I will also offer you their own **written evidence of collusion and conspiracy with the director of the Duck River Baptist Association to circumvent the authority (you the membership)** and defraud you of the right to know the truth about what was taking place, your right for discussion, and your right to vote in the matter.

Putting some Critical Thinking Skills to work

The litmus test is something so simple that even **the least esteemed among us** (1 Corinthians 6:4) can use it to immediately see the truth. Yet, before any verifiable test can be administered, **we must have some rules and policies before we begin.** **First**, we will have to agree that the results of our tests will be conclusive (as indicated by the pH results) and not be up for any appeal or argument. **Second**, our test questions will be graded on the conclusive metrics of having **acidic, alkaline, or neutral** results. **And third**, the test will be performed by using global industrial standard materials (litmus paper) that will leave out any interpretation being done by someone who has a conflict of interest in the matter. This will give us the **true health report of the church** as seen in the pH indication which will conclusively telling us if the matter is **acidic** (corrosive to the membership's effectiveness on the community), **alkaline** (that prevents oxidation and will hydrate the health of the body), or **neutral** (which will indicate a waste of time, energy, and money.)

"It is usually futile to try to talk facts and analysis to people who are enjoying a sense of moral and superiority in their ignorance." Thomas Sowell



Litmus Test 1

The first bowl of collected material in which to apply the litmus test paper is upon is last year's (2020) Easter egg hunt during the pandemic. I received a text from the pastor asking if anyone had ideas for the egg hunt that could be hindered by the pandemic restrictions. I answered the text with the response, "I have a huge idea" which received no response from the pastor. Immediately, I got on the phone and organized a few Skype conversations with people and planned out what would be a game played over the radio and internet which would put area vendors (businesses affected by the pandemic) in touch with area customers through an egg hunt done over the Internet base out of a church. On Sunday March 29th 2020, I spent from 1:30-5:30PM with (*a pastor in question*) in a presentation of the idea, its necessity, his responsibility, and the church's opportunity of the moment (the pandemic). Well aware as I set up my camera and lighting while we discussed the studio set of the employee show in my garage, he understood that the presentation in its entirety was being filmed/recorded for records and review.



As a paid staff member of the church and working in the best interest of the membership, I presented to the pastor the opportunity to 1) gain the church influence in the community during such an economic difficulty, 2) to obtain recognition during a global turmoil for being an organization reaching out into their community, 3) and to gain possible state and national attention to present the gospel through the public interest of the media and news agencies. At 2PM, I had finished the presentation of what

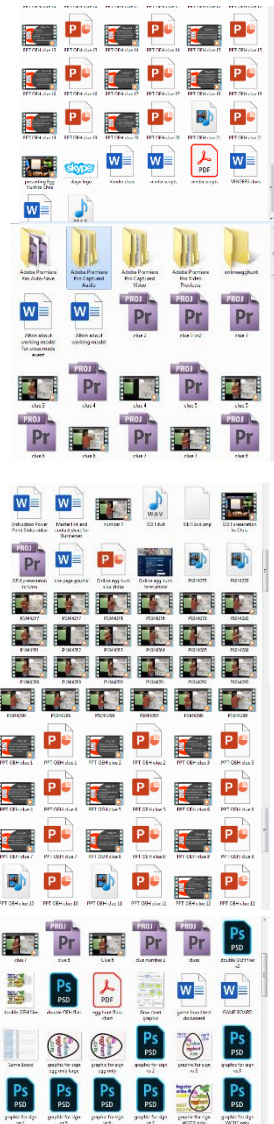
could be done, how I could get it done, and why it must be done. He was convinced of the program's capability and in context of other impacting things I had accomplished, he also knew that I would do it with or without the church's involvement due to the fact that (the local radio station) **was willing to do the broadcast the entire program for FREE**. I persisted pressuring him (that in the next 24 hours) he should contact the deacons and accompany me in presenting the onlineegg hunt idea to each of them and obtaining the money to pay for 1) a web domain, 2) website hosting package, 3) and paying a network guy to build the site. I included the names of **two IT professionals** to build the site/game that were going to be at home as the result of the virus stay at home policy.

The pastor wanted the program and started his comments of derivatives and variations of the program that would best fit his agenda and other programs to benefit his plans. **His off-the-cuff deviations and changes to the idea prompted me to spend the next 2.5 hours** with him addressing his manipulation of idea(s) and addressed (as his staff member) the other programs he had implemented and the extreme **lack of effectiveness/productivity** of those events and skewed ideas. My main focus in this attempt to **correct a brother in Christ** (Matthew 18) was to mention to him the futility of planning a mission trip to a foreign country with a group of people from his church...**that he had yet to take (in the past 4 years) across the street of the church to knock on doors as a visitation program.** This effort on my part was to stress the fact that no one was getting saved at our church and that the excitement about anyone transferring their membership to our church was a sad distraction from our core purpose in reaching the lost. My communication to him is always on point, documented, and intended for the best interests **to the people I knew and served several years** before he came as the pastor.

As with all churches in this area, it seemed that the pandemic was not a chance to reach the community that were in stuck in their homes but instead it was an opportunity for our area pastors to take advantage of this down time and to use it to spend time (while still getting their salaries from the church) to stay home and play with their family instead of getting out into the community and using the pandemic to spread the gospel. In the context of my presentation to my pastor... was my rebuking him for the comments during our church's Facebook broadcast where he was showing footage of him spending time riding bikes, hiking, and playing with his family as the broadcast was being shown to a multitude of members that had been laid off or were not getting paid.

The next day (Monday March 30th) he texted me that if I would get all the work done, the church would give away a prize (Walmart card) he would pick up, the church would not pay for any of the work but he requested that I have the network guy volunteer his time (???), and then when everything was working...he would promote it. (Keep in mind the expensive camera we bought to have just a handful of people watch the services) I though it shameful to ask a hardworking man who was laid off to do anything for our church for free knowing that our church was **very financially secure with a large cash reserve**. Nevertheless, I too was laid off for a couple of weeks from my job with Richey's House Calls and I put in the time to make the idea work. (note: just some of the documents, videos, and files shown in attached photos) As to what the pastor agreed to, on April 21st I had finished all the work, tested all the links, and spent a considerable amount of my money putting together the onlineegghun.com game.

That morning I delivered to his office: 1) Professionally printed signs (\$250), 2) a stack of printed fliers, 3) the list of 30 business participating in the event, 4) All the printed instructional material for the egg hunt, 5) The web domain that I purchased (www.onlineegghunt.com), 6) The domain redirect I paid for to a page for the egg hunt I had built on my www.ministryengineering.com site, 7) And the working form for the participants to register for the game, 8) and I directed the pastor to type in the www.onlineegghunt.com address and to view the registration form. The form complied to our child



protection policy, that which is required by the Federal Trade Commission, and sought parental permission for participating in the online activity. He questioned me as to why the www.onlineegg hunt.com was on my website and why it was not its own independent website. I reminded him (from the presentation I gave to him in my garage) that he would not get money from the Deacons/church (**a \$250-\$500-dollar segment of my purposed amount**). He then began to ask why it couldn't be directed to the church's website and I reminded him that I do not/did not have access to the church's website, that was not offered to me, he could have offered that help but chose not to, and that his instruction was for me to do all the work.

Upon delivering all the finished work to him that morning, he then stammered by saying that there were things on my website that he suggested "could be a hinderance" to evangelism. (???) For those who have not read my www.ministryengineering.com website, I would suggest that you see the items that **I have offered our leadership for years to use in our community for evangelism.** There is the empirical evidence of hundreds of kids, teens, and adults saved and also teens that surrendered to full-time ministry. When I asked what hinderance he was referring to, he replied the link to a word document to a book I had been writing entitled **"Double Standards...Right about what's Wrong"**. First off, this document was not active and had been on the "original written material" tab and if it was an active file, a person would have to download the document in order to read it. Now, I have made it available so you can read it for yourself at <http://www.theemployeeeshow.com/church-work.html> So, suggesting that someone playing the onlineegg hunt could or would have access to it was incorrect. When prodding him to expound on the problem with the content of the website (www.ministryengineerig.com), I asked if his problem was the multiple successful evangelism tools that I had personally invented and built on my website (**that he consistently refused to use**), the well-documented success of these evangelism tools, or was the excerpts from the book he mentioned that may indicate some of his own conflicts of interest/actions? I did not get a clear answer and I reminded him that he had obligated himself (*that when I had done "all the work"*) that he would promote the egg hunt. I left his office around 9:30 to return back to work. You must consider, I put in over 100 hours on the onlineegg hunt without pay and if he was not going to use it then I should have used the time to do something else for the benefit of my family financially.

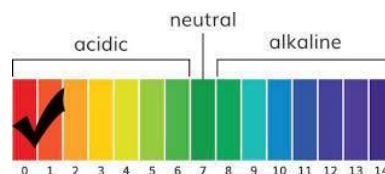


At 2:15PM that afternoon, he texted me a link to look at where he had built a registration form on the church's Facebook page. (What I had expected of him on one month earlier). I immediately texted him back and asked if he had put any of my signs out yet? He responded to my question by saying that *"his page for the form was "just a quick rough draft, that he could add some color."* He again asked if there was a way *"to redirect the www.onlineegg hunt.com page to it that it would look a lot better and produce more participants. Let's get the website looking more professional before we promote heavily. I'll get signs out and put on Facebook as soon as everything looks professional and every detail is ready. There also needs to be a confirmed date instead of a projected date before you promote something"*. I responded at 2:26 PM saying, *"I guess that means no."* (referring to the fact that he had not put out any of the signs...**with the exact date on them**) I then said, *"Leave the signs on the steps (outside his office) and I will take them to radio station when I finish project (secular job I was on)."* He left the signs locked in his office and I do not have a key.

On 4/22 he texted me, “Looked over sight this morning. I see where you fixed some spelling errors and spruced it up a bit. Looks much better. Just let me know when you get the “original written material link removed and I’ll put out signs today.” On 4/23 he texted me, “I see you took down the document on your site but still have the link with several paragraphs that would be confusing for lost people. I still think you would be more effective by having a single page with just the egg hunt info an nothing else. But, I am finalizing preparation for Sunday so I can get those signs out. Do you want me to wait til after the storms so they wont blow away?” I replied, “Just leave the signs inside door and I’ll pick them up at lunch.” He replied, “OK yeah, I think the weather will be cleared up tomorrow without all wind... just call me if you need help putting them out.” (This was the job he agreed to on March 29th and 30th) Without prior stipulations on how I was to get the work done, the promotion of what work I had just handed him...**he had unlimited time to promote** this evangelistic and public supportive event. (Remember the pastor’s Facebook page bragged on riding bikes, hiking, and spending time with his family while church was closed) Yet, his impromptu and instantaneous implementation of stipulations (concerning material he thought would hinder a child registering for the event? Really?) was placed on the working business model of the online egg hunt at a crucial hindering time and he could have communicated all of this earlier. I placed signs out on the week of 4/23 and rotated them through 4/29.

As of 5/1, the pastor had not placed any advertisements for the item designed to promote his church based upon an obscure and minute item on www.ministryengineering.com that was multiple pages away from the onlineegg hunt page. As of 5/2 there were 4 registered players. I took my daughter and we knocked on all the doors in an entire neighborhood and gave fliers and personal invites to play the game. We played the game over the radio on that Saturday and gave away prizes to three winners. According to the owner of the radio station, his original expectations on the game gaining community wide coverage with **more than a thousand players**...was drastically hindered by the one who promised to promote it...**if I got all the work done**. Having (the local radio station) involved in the program and dedicating their time for free, I felt I owed them an explanation and apology for the lack of involvement lof the church and sent the owner a letter detailing the entire program’s development, content, files, and the actual administrative obstructions of (the church in question) that hindered its impact. Again, I told the pastor that he did not do (lied) what he said he would do.

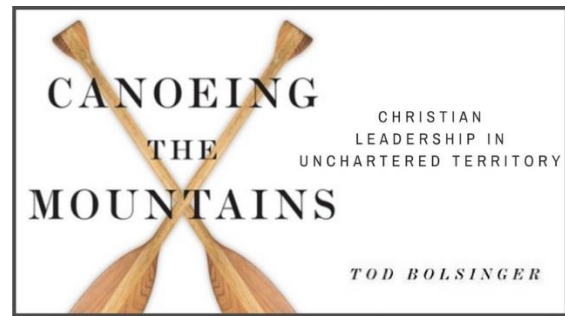
Results of this litmus test event: ACIDIC



Litmus Test 2

The second bowl of collected material in which to apply the litmus test paper is upon the events that took place on a Wednesday evening service in the fellowship hall in July 2020. During the summer, everyone gathered in the fellowship hall for a meal and then Chris would deliver a devotion. At this time, the pastor had been on a kick of reading a couple of Presbyterian authors and was placing their material into his messages. On this particular Wednesday’s message, the outline distributed to those in attendance was concerning the **changing of the church’s DNA** and the **acceptance of the “new normal”**

being proclaimed by our modern society. Tod Bolsinger's book *Canoeing the Mountains* sets its premises on exploring uncharted territory in our Christianity and uses the example of the explores who were sent out west in search of the river that the "wealthy investors" assumed ran from east to west. Of course, none of these wealth investors were willing to risk their lives to explore the uncharted territory but thought is only proper to pay someone else to blaze the trail for them to later follow as ruling authorities/business professionals.



But before we go further in this litmus test, has it ever "occurred" to you...that nothing has ever "occurred" to God? He knows our future and our situation does not take Him by surprise. *Ps 119:35 Make me to go in the path of thy commandments; for therein do I delight. Ps 37:23 The steps of a good man are ordered by the LORD: and he delighteth in his way. Ps 37:24 Though he fall, he shall not be utterly cast down: for the LORD upholdeth him with his hand. Pr 4:11 I have taught thee in the way of wisdom; I have led thee in right paths. Pr 4:12 When thou goest, thy steps shall not be straitened; and when thou runnest, thou shalt not stumble.* In light of these scriptures, the "uncharted territory" analogy so many of these liberal authors are expounding in their writings, their philosophical ideology is used by those in full-time ministry (who will not take the gospel door to door) as one more opportunity to explain away their lack of ministry productivity. Yet, it is these ministry "professionals" that use these types of books and weave the material's content into an excuse for their lack of productivity exemplified in the absence of converted souls at the altar on Sunday morning. That is why the reader of this document must understand that a fundamental truth concerning leadership... "Far too often, a bad leader will use good books about leadership...to only make himself better at leading badly." *CNH*

The Lord Jesus charted our course, planned our path and specifically described the activity of those that have the ministry as their main vocation in life. *Ac 5:42 And daily in the temple, (not just on Saturday hanging a few leaflets on doors) and in every house, (actually knocking on the door and getting inside to talk, meet, and share the scriptures) they ceased not to teach and preach Jesus Christ.* This verse explicitly describes that they went where there was a crowd and they went door to door...spreading the gospel. *Ac 2:46 And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, Ac 2:47 Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.* Based upon this premise, consider these passages: *Ps 126:5 They that sow (go) in tears shall reap (have productivity) in joy. Ps 126:6 He that goeth forth (gets out of his office and off of his computer and knocks on doors) and weepeth, bearing precious seed, (actually preaches the gospel to lost people) shall doubtless come again with rejoicing, bringing his sheaves with him. (Notice the words goeth forth, come again, and bringing with him)* In light of this, is it a waste of effort spending the week on a sermon that does not go, does not come back again, or brings anyone down the aisle. Therefore, the philosophy of "build it and they will come" does not fit the Lord's description of ministry method. The Lord takes the description of the full-time servant further when he states: *Joh 15:5 I am the vine, ye are the branches: He that abideth in me, and I in him, the same bringeth forth much fruit (Quantity of Productivity) for without me ye can do nothing.1 Joh 15:8 Herein is my Father glorified, that ye bear much fruit; (Quantity of Productivity) so shall ye be my disciples.* It is bewitching for any Pastor to preach on the Will of God to the people of God when he is not winning people to God...which is THE

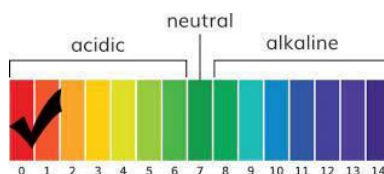
WILL of GOD for every believer and the **job requirement** for everyone getting paid in a ministry position. **Any full-time pastor that will tell you it is not his job to go out and knock on doors...is calling the Lord a liar, he will never bear much fruit, and he needs to something else ... to earn a living.**

Base on the premise of the church entering into uncharted territory, that Wednesday night's message back in the summer of 2020 took a serious wrong turn. (See Attached copy of that Wednesday night's handout) Several of those in attendance heard the pastor use the "Canoeing the Mountains" material and suggested changing the church's DNA with things like eliminating Sunday night church, church training, and changing a couple of other traditional "Baptist" practices that have been statistically effective over time. At this point my wife raised her hand and said that if you change the DNA (*her having understanding of Deoxyribonucleic acid which holds the genetic design of what you are*), you will no longer be what you are. I also explained to him the context of **not accepting the "new normal"**, Sandra Miller, Debbie Roberts, Amy Crabtree, and Brett also spoke out against his sermon's suggestions. At this point several others opposed what the pastor was suggesting and it was **so obvious** the pastor had lost control of the crowd when you could hear him in the background trying to get the conversation back to having the crowd follow his outline. During this open and but confrontational discussion, **non-members** were throwing in their suggestions, teens were trying to bring in their Covid19 traumatized suggestions, and it ended up with Steve Dixon having to say something that brought the conversation back to letting the pastor once again have control of the people.

Yet, it was undeniable that **a different discourse, different direction, and different doctrine had been sown (Proverbs 6) among the congregation.** You may want to consider the passage in Proverbs 6 and discern if the sower in the scripture is an outsider or if the sower is the one who has been cultivating the ground and has the people's consent. Consider this, when is the last time a pastor used a book for a sermon series where the author of the book was the pastor of a church **were people were getting saved every Sunday** and was teaching the readers of his book on how to do the same? Two of the books the pastor had used to teach the Wednesday night crowd and the Sunday night crowd were written by Presbyterian authors. As a minister for over 30 years, I can testify of not knowing any Presbyterian church aggressive with evangelism, soul winning, door knocking, or neighborhood outreach. I addressed this creeping in doctrine in a specific email to Steve Dixon (August of 2020) and cautioned our leadership to observe the **continual downsizing** of our membership **and the total absence of conversions.** I received no response whatsoever.

Needless to say, when discussion was made in the leadership concerning these writers, their doctrine, and the actual implications of what they were purposing...it was easy for the pastor to discern who it was that was intellectually able to debunk the psychological effect it was having on our church.

Results of this litmus test event: **ACIDIC**



Litmus Test 3

The third bowl of collected material in which to apply the litmus test paper is upon is the incident concerning the organ and guitar amplifier purchased in August 2020. As a former career musician and member of Nashville's Musician Union, I had **a limitation placed upon our church's musical ministry** by the Pastor... that was astoundingly absurd. His proclamation was astoundingly incorrect and to my shock and horror, he had not even performed a simple google search before he placed his emphatic rule on paper (**Copy provided**). (A google search on the subject gave me 6,500,000 responses in just .37 seconds) This occurred when I bought the guitar amplifier and the new organ. The first Sunday, I asked the sound man to place a microphone in front of the guitar amp and he told me "no" ...that doing that was just like sticking a microphone in front of an old hand held cassette player so you could sing along with a sound track." I asked him to humor me and to trust that I knew what I was doing.

The following Sunday, was the church's substitution for VBS and the pastor asked me and Amy to only sing Junior Church songs and the puppet stage was set up which took up the entire platform. That Saturday night, Amy and I came to practice at the church and due to the entire stage being taken by the puppet stage, our microphones had to be placed on the floor which would cause FEED BACK in the sound system with them placed in front of the house speakers. (Note the provided photo) No problem, I had purchased the guitar amplifier with a separate Microphone channel for us to sing through. We practiced and everything sounded great.

The next morning when Amy and I came in, our microphone had been taken down, the microphone stand had been taken upstairs, and those that had taken the equipment apart did not want to explain what their "decision" process was based upon. I gathered up our equipment, placed it back in the orientation we had verified to work at the previous evening's practice. When our sound man came through from his Sunday school class, I requested a quick sound check but his reply was that "he didn't have time to argue with me and that he had to get the streaming video up and running." Nevertheless, the proper mix of sound that was generated by the equipment I had purchased was not transferred to the house sound system by a microphone placement in front of the amplifier thus making what Amy and I had practiced...sound incorrect to those attending the service.



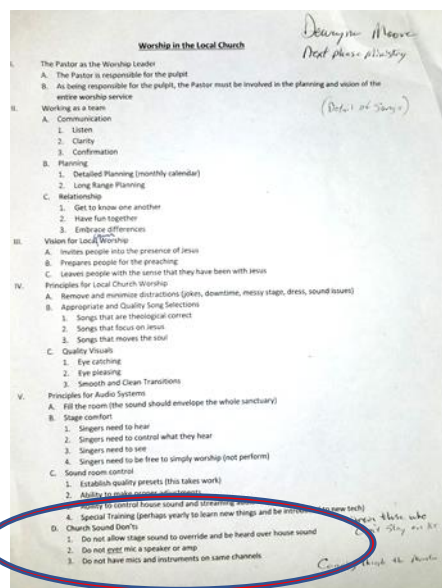
The following Tuesday, I saw the gentleman running our sound system at the church and struck up a conversation with him. I asked him (in light of the years of our cooperative communication) why he thought I was trying to provoke an argument with him Sunday morning. Offering him my assistance in anything he thought could be done to fix our sound issues, I let him know that I was willing to crawl across the rafters and pull additional wires, drill holes, and do whatever modifications...he may have thought were necessary. My conversation with him resulted in the pastor calling me later to offer his "insight" to what he (the pastor) classified as communications problems. I assured the pastor that I had copies of all the emails, text messages, and verifiable conversations that I had with our sound man (for years) and that there was not a problem with communication. Upon the realization that our pastor who cannot sing or cannot play an instrument was making an attempt to unconditionally support the opinion and preferences of a sound man who also does not sing or play an instrument, I quickly informed the

pastor that the issues concerning the sound system was not up for debate and that in this area...I was the experienced and accomplished authority to be trusted.

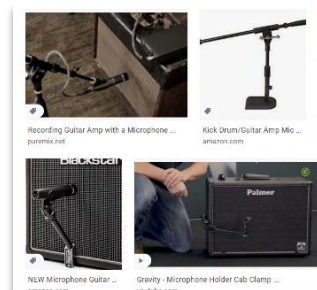
This Segway in the conversation prompted me to explain to the pastor on the phone that, though as the pastor he may be afraid of upsetting one of the Dixons in an area where they have control, I was not afraid because I assured him I would prove to them my position ethically, technically, and submissively. The pastor scheduled a meeting with me and Andrew for the following Thursday night (August 20th 2020). Before getting off the phone with the pastor, I told him an easily verifiable way to pin point our sound issues and that was for him to obtain advice from an independent 3rd party (someone from a local music store). **I also stressed to him that I expected his loyalty and support as a staff member on an issue where I was experienced, knowledgeable, and required cooperation.**

I prepared for the meeting by placing into a document the known industries that sale guitar microphone stands, schematics of the stage of musical groups showing the microphones on the amplifiers, the schematics of our present sound system, the owner's manual for our existing Yamaha sound board, and a 50-page document on the physics and sound engineering of room shape dynamics.

The meeting started out with the pastor handing each of us an outline and then explained how he had called his friend Dewayne Moore to come and work on the equipment and work with the choir. (Keep in mind, there was no choir during the pandemic). He then spent 35 minutes going through his outline on how to build the mood, set the tone, build the atmosphere of worship, etc. At the close of his outline he had printed two opinion-based observations that were not correct, totally illogical, and shamefully unresearched before he placed them into emphatic written statements (all capitalization and underlined). When he was done, I asked the sound man if he had any comments and he just said that we needed to get something done to fix the sound issues.

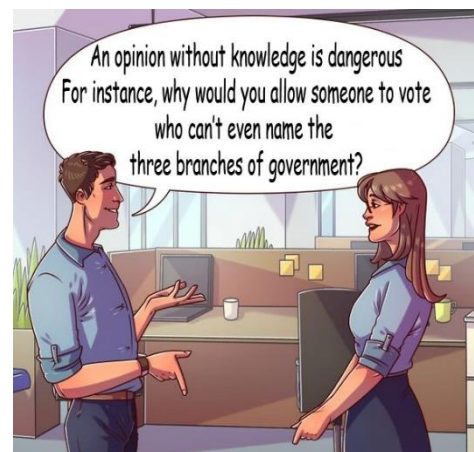
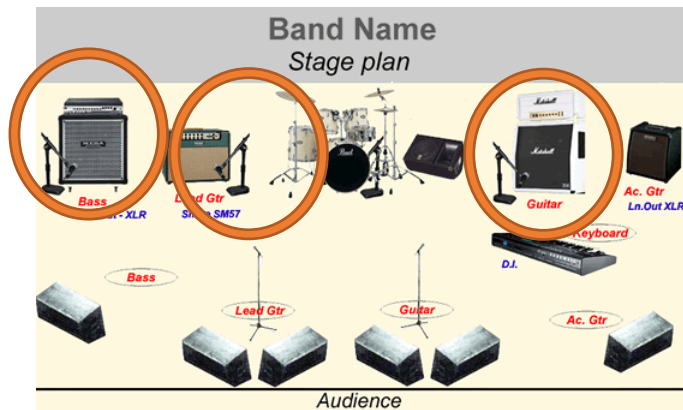


I then handed the pastor and the sound man my printed proof of my argument being correct. I also told the pastor that Dewayne Moore was his personal friend and was not an independent 3rd party as had been agreed upon (conflict of interest) and I didn't see the needed expense of paying his friend to come and spend time with him just to fix something as simple as where to place a microphone. I also expanded on the material from David Gibson's book Canoeing the Mountains that he used (first 20 minutes of the meeting) to illustrate that we were using new equipment and this was uncharted/unknown area. **Quickly, I refuted that subterfuge by showing on paper that our sound system was not unknown and uncharted territory because I held in my hand the schematics, user manual, and in-depth proofs of what I had presented as fact. Essentially, I held in my hand the printed map of his supposed "uncharted" area.**



At that moment I pointed out the two emphatic statements in his outline and asked the pastor did he really not even do a **simple google search** about this subject before he had spent an obvious amount of office time typing out this one-page outline. (?) I then told him that this type of unverifiable opinion based emphatic statements makes me to question his character in other areas where he could or would make such rash and unverified statements/assumptions.

Yet, I used the material that I had brought to the meeting to verify my knowledge, experience, and authority in the area of discussion. **You the reader must understand the complications and frivolity of trying to communicate/argue music, sound, and room physics to two individuals who cannot or do not sing or play an instrument of any kind.** The meeting ended with the pastor assigning the sound man to find an independent 3rd party person to come in and meet with us. **Again, this was a denial of infallible proofs I provided to him and others... on paper.** I was also told by the sound man that he was “hurt” because I did not include him on the decision of what organ to purchase. Hind sight had now made it clear that, when I told him that the “what” instrument to purchase was not his decision and based upon the criteria of him not being a musician his “opinion” would have what significance? I did apologize for hurting his feelings but I reinforced my opinion about the purchase of the organ with the illustration that, I do not get mad at the farmer who grows the food that I eat because he didn’t ask me what kind of tractor he should purchase to plant the crops.

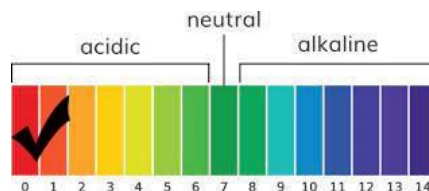


The next Sunday, I came in and asked our sound man on how his search for the independent 3rd party was going and he told me that the pastor was taking a different direction. In a text message from the pastor, he informed me that he had contacted Scott Shepherd of the TBC to come and work on our sound system. I sent the pastor an email explaining how he was continuing to not get the point (remember the documentation) and that Scott coming to DFBC to fix the sound system was like **killing flies with a sledge hammer**. I addressed the pastor’s seemingly need to take a small technical issue and to use it to justify a great expense. Having someone like Scott come to the church that would result in his or the sound man’s embarrassment when the “authority’s” assessment (of the sound system) simply validated everything I had previously said and put on paper.

Two Sundays later, as a means of following up on our meeting, the pastor texted me saying that he thought that the sound for the music was great. I asked him on what criteria did he make that opinion because I had not used either piece of the new equipment? So, to arbitrarily say that it sounded better... was again based upon his inability to tell the difference, the use of another's opinion on the matter or was a comment purposed in subterfuge. (?) Again, attempts to communicate that are based on unverifiable evidence only identify communication that is formed out of an attempt to manipulate. Therefore, restrictions were placed on the music program by someone oblivious to music knowledge, experience, or willing to do simple research of the matter. This complicates, suppresses and hinders ministry effectiveness. Nevertheless, I let the pastor know in an email that this sound system issue was another in a series of manipulation and untruthful actions from him.



Results of this litmus test event: ACIDIC



Litmus Test 4

The next bowl of collected material in which to apply the litmus test paper is upon was when the pastor said that he wanted to talk and we met one evening after the service on October 18th 2020. The pastor met with me before Church on Sunday night to discuss items that he said was brought to him in meetings with the deacons and the possibility of the deacons asking me to leave. In consideration of his discussion and him entitling it a “**cross roads**”, I thought the event was in **great contrast** to the recent text message from him on (10/12 and the email) of his approval of what was going on in my duties and responsibilities. Since the purchase of the new piano/organ and the guitar amp, there were 3 or 4 events that may have been bothersome to him concerning **my addressing of a couple of mishandled administrative issues**. As the conversation began, I



enquired for Chris to clarify whether he was trying to convey a fork in the road (a wrong way and a right way) or if he had truly envisioned the “cross roads” as a four way stop (a time for the church to consider) the 3 options of turning left, continuing on the same path, or to turn right.

On the following Monday, I called a Deacon that I have known since the early 2000s. He was **unaware of any meeting** where Chris and the “deacons” had discussed anything concerning my unsatisfactory performance or possibility losing my job. Upon that information, I called another deacon and asked him the same question. He also was unaware of any meeting where the deacons discussed anything unsatisfactory in my performance. **According to the two (of the five deacons) that I immediately called, the “discussion” concerning my job performance which Chris told me about... was a lie.** After spending a couple of hours at the Waffle House with Steve Dixon, it was obvious that the disappointments with the performance of the pastor were becoming overwhelming. His shared concerns assured me that the damage to the church was being done by men who were oblivious to their fiduciary responsibilities as board members of a nonprofit organization. I had sent this deacon a long report on the doctrine that was being used that was Calvinistic and contrary to Baptist Doctrine to which I never received an answer or a response. This email is included in this document.

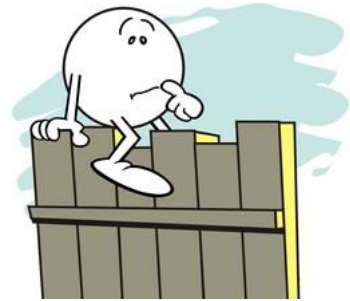
Upon that realization and assuming that Chris **had not thought through** his terminology in deciding to labeled the discussion as a “cross road” event, I would offer my response to Chris’s 10/18 statements with a positive response, **I spent week fasting** (*I mean a Biblical fast of going without food and I don’t mean going without watching football or sports as the pastor attempts to justify for himself*), and prayerfully sought the Lord’s help in seeing that I was going to be called upon **to blow a whistle** on a management doing wrong. Yet, my questioning of the deacons did prompt their action. **According to three of the board members, they had “picked up” on statements being said from the pulpit that were directed at me. These statements were condescending or rebuttal remarks made after I had brought someone that I had led to Christ to church or after I made a prayer request for someone I had led to the Lord during my secular job. As presented to me by the Chairman of the board, the deacons had a private meeting without the pastor where they voted unanimously for me to stay.**

Nonprofit officers have similar fiduciary duties to board members. As with board members, officers must act in good faith and in the best interests of the nonprofit organization. Officers must also be loyal to the nonprofit and exercise care in managing its affairs. Like board members, nonprofit officers can be held personally liable for harm to the nonprofit caused by breaching the fiduciary duties of good faith, loyalty, and care. In addition, officers must inform a superior officer or the board of material information about the nonprofit. If, as an officer, you learn about actual or potential violations of the law by the nonprofit, or if you learn that another officer or board member has or will breach a fiduciary duty to the nonprofit, you must notify your supervisor or the board. Quoted from Tennessee’s Non-Profit Handbook on the subject, “What every Board Member Should Know”.

So, as I began the lengthy paper (in accordance to the law) detailing my observations, questions, and documented evidence, I soon realized that statements in the pastor’s October 18th meeting were an attempt in drawing straws in an effort to defend himself on his actions ...or lack of actions. Feeling that I should at least have one trusted elder in the church review what I had been writing, I allowed a deacon to read my papers and to offer me advice before taking further action. **He not only confirmed all of my findings but also gave me valuable insight to other factors, decisions, and events that I had questions from the start of the pastor’s employment at DFBC.**

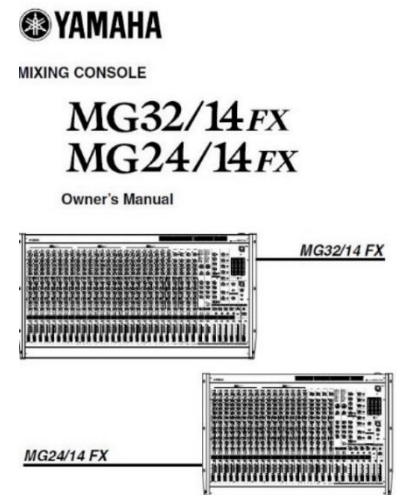
This deacon discussed my writings with another deacon which decided he wanted to meet (in private) with me to discuss the situation. At the elder deacon's house, I met with the Chairman of the deacons who admitted that they (all the deacons) were aware they had heard harassing statements from the pulpit that were intentionally directed at me. (Statements where I led someone to Christ but the pastor would make negative comments against those who "claim or announce" that they led someone to Christ) Knowing that these statements were harassing and provoking, he told me that the deacons had met without the pastor and all agreed (voted) that they wanted me to stay at the church. Now, do you think that this sounds like a group of me who are in disapproval of anything related to my work record? **He also admitted that they "the deacons" had let the situation with the pastor "go too long and too far."** The most amazing information I got out of the Chairman of the deacons that night was that **he admitted that this (FBCD) was really the Pastor's first church...**at least of any size and that the leadership had hired him (an independent Baptist) without letting the church know that **he was not a Southern Baptist.**

These revealed facts put a lot of the "supposed" 20 previous years of the pastor's experience in perspective to the decisions that were now being made by him (the pastor) affecting our church. It also stands as empirical evidence that **we hired someone who was not effective where he was (the church in Main) and now, we are experiencing the same nonproductivity of the first 20 years of his ministry... being played-out in Decherd.** Though some church members would claim that the Good News clubs are a great work being done and use it as an argument against the previous sentence... I would suggest that you put a few facts into perspective. Reaching the 17,000 school children is a great goal. FBCD hired a man to build a church that is only reaching 3 people a year with a \$250,000 dollar budget. Just how many of the 17,000 school children throughout middle Tennessee are going to be reached when FBCD is not reaching the people across the street? The 17,000 "potential" students divided by 3 (the rate the church is going) getting saved per year =5666 years. The financial investment for such an attempt would be \$1,416,500,000 (Annual budget of \$250,000 x 5666 years)



Well, the fact that he was hired as an independent Baptist and that he had never operated a large church let me know that I was dealing with **two factions** (the pastor and the deacons) **that were not honest and were lacking vital integrity with their fiduciary care of the membership.** (Fiduciary Responsibility of an officer in a 501c3 Non-Profit Organization) The chairman had been given some information from a list of questions I had asked a deacon and had requested the I talk to him. His opening statement to me was alarming as he confessed that **he was a "virgin"** when it came to his leadership position (concerning his position in mitigating/dealing with such issues). I stated clearly that his inexperience now placed me in a more vulnerable position with my job. I assured him that my years of experience dealing with management issues was well established and that I knew what I was presenting to him would hold him accountable. In defense of himself, the chairman asked me what was my "manifesto" as to imply that my indication of fiduciary responsibilities meant that I had conjured up some type of **radical takeover.** I immediately addressed his inappropriate choice of terminology when I clarified that I was having to address their (the deacon's) failure in their fiduciary responsibilities to the membership of DFBC. You may want to keep in mind, this is the same Sunday School teacher (teen class) that my children reported to me that his wife was continually "correcting" him as he taught. Dear God, I wish now that I had taken my children out of his incompetent influence.

My fiduciary responsibility was simply to report misconduct or suspect activity to the board. Since we are a nonprofit corporation...this is a matter of law and not doctrine or religious preferences. His discussion continued to poise questions toward me in an **accusatorial fashion** until he revealed to me that the pastor said that I had printed off paperwork where I was wanting to purchase an expensive sound system and elaborate hardware that we (the church) didn't need. This is when I explained **(to the chairman who had now identified himself as the one the pastor pumps up with false information)** the details that you (the reader) have already seen in litmus test #3. **Remember, the printed material I discussed** *(I prepared for the meeting by placing into a document the known industries that sale guitar microphone stands, schematics of the stage of musical groups showing the microphones on the amplifiers, the schematics of our present sound system, the owner's manual for our existing Yamaha sound board, and a 50-page document on the physics and sound engineering of room shape dynamics)?*



I think **it was at this moment the chairman realized that he had been lied to by the pastor.** Nevertheless, that discussion that took place in early January and as of May 16th I had received no formal reply from the chairman. I ran into the chairman on February 2nd and had to chase him into the parking lot to get him to talk to me. His analogy of the "issue" between me and the pastor was as he put it, **"the old bull verses the young bull"**. Seeing that his interpretation of the 37 pages of written material (whistle blowing documentation) was reduced down to his rude analogy of a fight over "breeding rights", I was disturbed that the fate of our membership rested in the hands of someone **incapable of deductive or critical reasoning skills and someone who had a mental predisposition to think of leadership matters with such crude and inappropriate descriptions. This type of ignorance is also exacerbated in the fact that he (as a board member) was my employer and telling me something indicative of my "old age" being something he was using a judging criteria is discriminatory...in an employment action.**

Simultaneously, I got a copy from Debbie of the survey that was going to be handed out. Upon seeing a copy of the survey, I called a deacon to see if it was true that the survey was a cooperative effort between them and the pastor as the pastor had "proclaimed from the pulpit". I asked these questions because the survey was going to be handed out **without rules, established methods of tabulation, and no one (independent 3rd party) was designated as the recipient to tabulate the results.** **This was in contradiction to the constitution/bylaws of FBCD.** I found out from one deacon that **"they" had cautioned the pastor not to do the survey.** We read to the deacon some of the questions and he revealed that some of them were discussed as not being a good idea. We also called another deacon who was taken by surprise with our questions. He told my wife that they saw the original copy, didn't like it, asked for changes, but never saw it again. **He went on to say that "the pastor had placed them (all the deacons) in a "difficult" situation."** We took the questions and typed them into a document so we could answer them in detail. Here is the opening statement that I placed on my survey:

Statements to consider before reading the following answers to the survey:

1. *This survey is open to those who have no accountability or investment into FBCD. Thus, the refusal of designating the survey to specific individuals (i.e. active membership) jeopardizes the investments of time, finances, and talent of the church's history.*

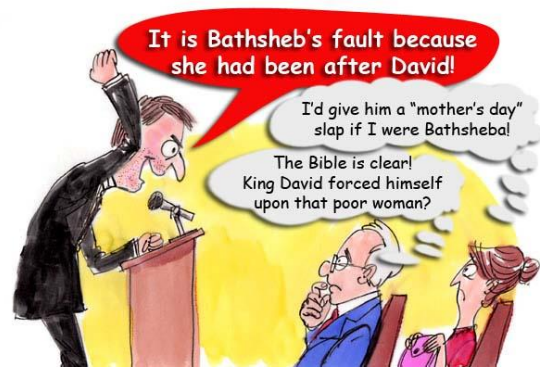
2. *The format in which the survey is written, the ambiguity of the questions, and the questions that are two questions with only one answer (multiple choice) given are serious flaws in communication. It is also known that the Deacons were not in agreement with this survey. Therefore, all announcements from the pulpit communicating the “joint effort” are false, manipulative, and are disqualifying.*
3. *The survey does not designate or identify “who” will be grading/tabulating the survey. When the questions are indicative of the actions and performances of the leadership, it is ludicrous to place the collected surveys into the hands of those in question. There has been no independent 3rd party designated to interpret the survey.*
4. ***Therefore, I cannot answer any of the following questions*** and feel that any results of the survey will be detrimental to the UNITY we falsely assume will be gained from it.

From the date the surveys were handed in (Feb 3rd) until May the 16th, there was not one mentioning of the survey from the pulpit... **but it was evident that the messages from the pulpit were aimed at the answers people had given in their surveys.** On a Sunday night in April, the pastor said from the pulpit, “**if you do not like your church, go somewhere else**”. Knowing that many people had placed critical comments on their surveys concerning the pastor’s performance, there is not one account where he addresses them personally but instead...**chooses to use the pulpit to attack his members** (as a group) with material he obtained...against the wishes of the deacons.(?????) Again, this is contrary to the FBCD constitution.



Getting back to the conversation with the Chairman of the deacons and the documentation I presented, I waited 3 months to get some type of response...and got none. Yet, after hearing the most embarrassing Mother’s Day sermon on how “Bathsheba was the one that had been chasing and tempting King David”, how the pastor suspicioned the spies sent to Jericho of doing something immoral in the “harlots” house, and the accusations against Tamar... it was apparent that our leadership was not going to do anything to address the heresy being preached, the incompetency of the pulpit, or **the undeniable 5 year absence of people getting saved, and the KNOWN negligence (admission by the Chairman) to correct/stop it.** Again consider: *Ho 4:6 My people are destroyed for lack of knowledge: because thou hast rejected knowledge, I will also reject thee, that thou shalt be no priest to me: seeing thou hast forgotten the law of thy God, I will also forget thy children.* My suspicion for this neglect is simply the difficulty of having to find another pastor or the embarrassment they will have to face in admitting how he came here in the first place.

I again retyped my 37 pages and narrowed it down into **14 pages of introduction, illustrated facts, and 45 questions I wanted the deacons to answer.** I sent the document in an email to the 4 deacons with email accounts. I also had a text message from the pastor that day that he wanted to meet with me and the Chairman of the deacons that following Sunday night. For the two deacons that did not have an email account, we personally delivered a copy to their house. **When**



deacons tell me that they are ready to leave the church, their wives confess that they hate attending the services, and they are disgusted in what has become of our church...just who is it that maintaining or protecting the NON-Productivity? *Pr 13:12 Hope deferred maketh the heart sick: but when the desire cometh, it is a tree of life.* Are our members so unknowledgeable of the church's constitution and bylaws that they cannot distinguish what member/members **are a liability** to the church according to its own constitution?

Exposing the Narcissist: *"Narcissists get mad at you for getting mad at them. They view defending yourself, or standing your ground, in any situation, as a form of disloyalty. Any kind of adversary is betrayal in their eyes. The unspoken rule is they are always right, no matter what!"* Maria Consiglio

After hearing again... comments **from the pulpit concerning the material submitted in people's surveys,** the accusation concerning those who have a bad attitude, and knowing that the pastor was directing the "attitude" at the 45 questions in my paper held by the deacons, **I let him and the deacons know that I would publicly object to the abusive bully pulpit** and the negligent (6 months waiting for answers) from the chairman of the deacons. This was made evident in the statement I said after the message on Sunday morning May 16th.

Our people have been diluted into believing the false narrative of the "good heart" deception. It is subterfuge to convince people that God is more interested in someone having a good heart than talent (training) or ability. **There simply is no substitution for knowledge, skill, and experience and for someone to suggest that an individual that "has a good heart" can replace or compensate for the lack of talent, capability, or certification...it is simply deception and subversion.** If you do not believe me, the next time you want a Doctor to operate on you, then don't look for a doctor with a large clientele, degrees of certification, list of accomplishments, or high rating in patient referrals...and just go find yourself some shade-tree want-to-be paramedic that just has a "good heart" ...and get him to cut you open. I believe we put people in jail for practicing medicine without a license (proper credentials). But when it comes to putting someone in position over the eternal destiny of souls...we

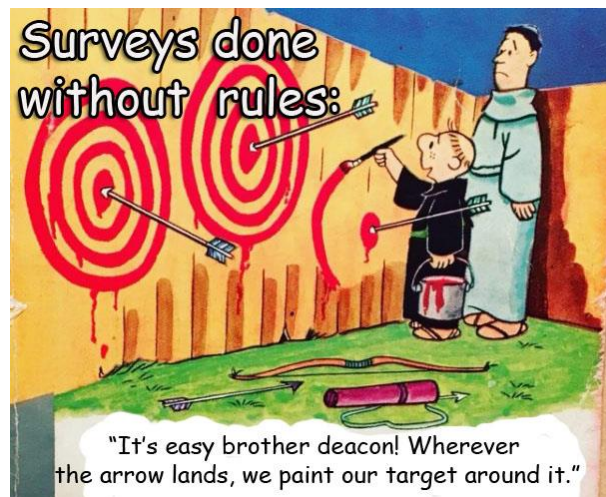


will just settle for the first volunteer we can get...just as long as they haven't been caught molesting somebody. The promotion of "offering classes for every age group" is a false narrative when the ratio of teachers is almost equivalent to the number of students. The logical approach should be for the consolidation of groups and place someone in the class that can teach and build attendance.

Understand what God is saying clearly in the scriptures. *Jer 17:9 The heart is deceitful above all things, and desperately wicked: who can know it? Jer 17:10 I the LORD search the heart, I try the reins, even to give every man according to his ways, and according to the fruit of his doings.* Don't you see? *Who can know it* means that no one can know the heart...**even you can't know your own heart...period!** This is why the Lord searches man's heart and judges him by the **FRUIT** of his doing. So, if you find a man who **HAS FRUIT** (manifested in converted souls in church) ...then you may distinguish who it is that has a good heart through productivity. (*Jas 2:18 Yea, a man may say, Thou hast faith, and I have works: shew me thy faith without thy works, and I will shew thee my faith by my works.*) Therefore, when you find someone claiming to have a good heart but has no fruit (manifested in having no personal converts) ...you will find a deceiver, followed by people who deceive themselves, who also...have NO FRUIT and are clueless about the condition of the heart, the scriptures, and the personal responsibility we all have to be fruitful and multiply (make personal converts).

Use you critical thinking skills and consider, if someone is "called" to preach the gospel, getting paid for 40 hours of "ministry" time, and never leads anyone to Christ...how stupid do you have to be to believe that a full-time pastor is not expected to be productive in his job's effectiveness and consistency in reaching people from the community? Have church members been deceived to the point that they cannot see that our secular employers hold us accountable to be productive in our work so we can "fund" the work of the church but in the church...we actually think that the Lord of all creation is happy about the lack of productivity, lack of Holy Spirit power, and absence of the reaching of the lost...for which he died?

In explanation of the meeting that took place Sunday night May 16th, it was (for me) the saddest demonstration of rational thinking among intelligent men that I have seen in a long time. The chairman of the deacons handed me the "results" of the surveys in an attempt to cover a couple of flawed assumptions on his part. 1) He thought that presenting me the results of the survey among three of the other deacons (one deacon was left out of this meeting) would seem to cover up for **my discovery of them actually not working together on the survey** as claimed from the pulpit, and 2) that the survey actually accomplished something beneficial for the church. When the chairman and the pastor had already admitted to my wife that **all the critical surveys were thrown away** (*deemed nonproductive...by what prior established criteria???*), I told him that the tabulated results of the survey were false, totally suspect, and that their actions (his and the pastor's) were simply them throwing a dart at a wall...and then painting a target around the dart.



I STRESSED that any survey without rules prior to its distribution was simply an exercise in the manipulation of the submissive membership, deceptive tactics used upon those lacking discernment, and the gathering of information to use against honest and caring participants. Simply the meeting was not to address the MONTHS of discussions and questions I had been asking but instead it was an **attack on me for asking questions and standing for principle**. For DFBC members who have not been educated on the doctrine and deeds of the Nicolaitans, the **first tactic of the Nicolaitans is to bring into question...the one who is asking questions**.

Then, the pastor accused me of running off a “potential” church member (last year...???) by telling her that the **church was ran by one family**. I thought that was funny because in the context of my conversation with the person... it was in conjunction to the pastor’s desire of having one more member of a particular family also becoming deacon. (That would mean that he actually wanted the third member of the same family on the deacon board) At that time in our conversation (I and the “**potential church member**”) discussed this type of majority of “any” family serving on a board of a corporation, NPO, counsel, etc. and **we mutually agreed that it would be illogical**. If my business logic and ethical standard of **anti-nepotism** is considered to be “critical” by our present administration, then I will proudly stand on the side of ethics, integrity, and business professionalism and gladly be considered by this perverse leadership mindset as a critical or negative cognizant objector. Also, I told the men in that meeting that there is a **law of clergy and parishioner confidentiality** that I would not disclose the contents of the conversation with this “potential” member with them and discussing anything without that person being present is out of order, is not constitutional, and the bylaws did not apply for the accusation Chris Noland was arbitrarily bring against me in the meeting...to avoid answering my 45 questions.

The FBCD constitution of the church gives specific processes for this accusation found in Matthew 18.

The leadership is bound to follow the constitution but in this discussion on May 16th...**the pastor and leadership ignored the constitution/bylaws** and disobeyed the instruction of the scriptures associated with 1) an accusation against an elder without witnesses, and 2) there was not record of the “supposed” offended person coming to me personally, nor was there any record of two or three witnesses being brought to me, and there is no account of where the offense was delivered to the church for its judgment in the matter...according to Matthew 18. **Therefore, bringing the supposed “offense” against me in that meeting was unbiblical and in direct disobedience to the bylaws of the church and was a prima facie adverse employment action of retaliation for my whistle blowing documentation.**



So, this gives the church the astounding complication of seeing a group of men who totally overlooked...no, they intentionally avoided the Matthew 18 principle and again the provisions in DFBC's constitution and bylaws on the subject of Reconciliation. *Mt 18:15 Moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother. Mt 18:16 But if he will not hear thee, then take with thee one or two more, that in the mouth of two or three witnesses every word may be established. Mt 18:17 And if he shall neglect to hear them, tell it unto the church: but if he neglect to hear the church, let him be unto thee as an heathen man and a publican.* If it is true that I "offended" a potential church member **last year**



(2020, I do not have any record of anyone approaching me, I have never had this person come to me with two or three witnesses, and I most definitely have not had the church leadership (as required in the constitution and bylaws) come to question me about offending another member. Why would these men want to use this accusation in a way that would make a smart, spiritual, and compassionate woman look like a biblical idiot? Why would they bring up something never discussed or addressed and why would they want to make this person seem so deceptive and weak? Chris's bring up this issue was inadmissible (did not apply) due to the person not being a member according to the constitution and bylaws of the church...which he had rewritten with his own computer. (??) **(Remember...the deacons met without the pastor and unanimously voted for me to remain at the church. This meeting was done because they "the deacons" were having issues with the pastor making harassing comments toward me from the pulpit whenever I brought a convert to church or requested prayer for someone I had led to the Lord)** Nevertheless, our DFBC's constitution does have the expressly written restoration written in it...but of course, the leadership (pastor) will not use that document of Unity to address a situation ...in something that supposedly happened last year. On that particular Sunday night (May 16th 2021), it seemed to be more advantageous for Chris Noland to bring up an accusation against me as a distraction to avoid answering the 45 questions I had spent months trying to get the deacons to address! Then tell me... in light of the Mt 18:17 scriptures, in this situation who should be treated as the heathen man and a publican in this scenario? Therefore, the argument posed by the pastor concerning this "nonmember" was made VOID and inadmissible for discussion or causation of any disciplinary action. I believe this is called "drawing at straws".

Tennessee has a statute that protects employees from employers who terminate an employee in retaliation for reporting illegal activities. This statute is found in [T.C.A. § 50-1-304](#) and is called the Tennessee "Retaliatory Discharge" statute. The design of the statute is to protect employees from being terminated solely for opposing or speaking up about illegal activities at the employer. It is a whistleblower protection statute that is important to protect employees who have the courage to speak up about illegal activities.

The most important sections of this statute are found which describe the intent and purpose of the statute are found in subsection (b), (c) and (f) as follows:

(b) No employee shall be discharged or terminated solely for refusing to participate in, or for refusing to remain silent about, illegal activities.

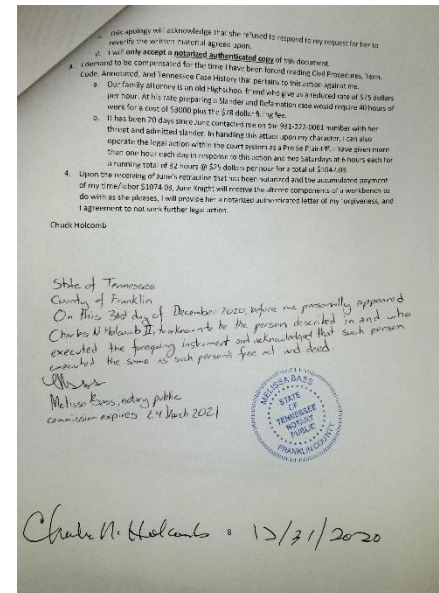
(c)(1) Any employee terminated in violation of subsection (b) shall have a cause of action against the employer for retaliatory discharge and any other damages to which the employee may be entitled, subject to the limitations set out in [§ 4-21-313.](#)

(2) Any employee terminated in violation of subsection (b) solely for refusing to participate in, or for refusing to remain silent about, illegal activities who prevails in a cause of action against an employer for retaliatory discharge for the actions shall be entitled to recover reasonable attorney fees and costs.

Then the pastor said (in that May 16th meeting) that he had to tell the deacons about ***“another issue that had really disturbed him”*** involving what an area business woman said to him on the phone on December 7th 2020 concerning a “shady” business deal with me. This action on the part of the pastor exposed his ultimate motive/agenda he had for that meeting. **He had to do something to avoid having my whistleblowing questions from being discussed.** *Pr 18:5 It is not good to accept the person of the wicked, to overthrow the righteous in judgment.* I was blown away by **his decisiveness to do something illegal** in choosing to **“repeat or republish”** slanderous statements that I had proven to him to be false (in exhaustive documentation of the business emails, photos, and text message printouts provided to him on December 9th 2020.) In an effort to defraud me of my reputation to my employer (FBCE) he **chose to use his authority to “falsely” persuade the deacons** against me.

My conversation with the pastor on December 9th 2020 (*after sending him an email with the attached documented thread of all written conversations between me and the customer owing me a couple hundred dollars*) he (the pastor) he finally agreed that there was no problem. **The pastor had informed me that the woman told him over the phone on December 7th that I had stolen her desk and that issues of this nature would be harm to the reputation of the church with me being an employee.** Upon seeing all the written documentation, he knew that her accusations were false. Yet, because the chairman had informed the pastor concerning my exhaustive questions and the 14 pages that I wanted answered that week of May 12th, the pastor knew that multiple items of his leadership failure, deception, and manipulation had been exposed. This paperwork on my effort was/is an attempt to **blow the whistle** on possible and suspect financial arrangements unapproved by the voting membership, abuse of work hours, and work done unrelated to DFBC being done on church time, illegal internet activity according to the Federal Trade Commission, and breaches of our child protection policies. In an effort to attack my character, the pastor of First Baptist Church Decherd (***in temporal proximity and in casual connection for the purpose of retaliation***) made the conscious decision the publish orally the slander and defamation of a customer of mine that **I had already warned I would take legal action against for her false statements if she did not provide a written and authenticated letter of retraction.**

In compliance to the Rules of Civil procedure, I issued a certified and Authenticated document requesting the customer’s written retraction and the remaining balance of my labor back on **December 21st 2020...** just 12 days after the pastor confirmed **what she had said to him over the telephone.** Up until that date, her actions had only cost me a few hundred dollars and her actions did not complete all the elements of a slander civil suit. The Rules of Civil procedure give the Plaintiff the responsibility to **avoid involving the court by making a “good faith” attempt to resolve the issue through the use of a certified request.** I sent the customer a legal document requesting her retraction of the statement said to the pastor on December 7th 2020. The



customer was given until June 7th 2021 which was a couple of day before the statute of limitations expired on me taking legal action. Although, on May 16th, her slander became **defamation that was exacerbated** when the pastor of Decherd First Baptist Church **used her statements as causation to say, "I (the pastor) can't work here as long as he (the Worship Pastor) is working here, so I say you are fired because of the critical statements to a potential member and the testimony of what your customer accused you of!"** The decision was not a discussion of the leadership and he (alone) does not have the authority to fire someone who is required to have 75% of the votes of the membership to become an associate staff member. But there again, the deacons are allowing you (the vested member) to be defrauded of your right to know, to discuss, and to vote on what was to be done.

Under the pressure of his own scrutiny in the **months of questions I had asked the deacons**, the pastor was backed into a corner ("*he would not work at the church while I was on staff*") and claimed the statements of my customer **as a causation for my dismissal**. His willful actions of repeating the known false slanderous statements of my customer to persuade the deacons to doubt my character and reputation actually **completed the slander and defamation suit's required elements in the resulting damages in the loss of my income/job**. Note: "*The right of a man to the protection of his own reputation from unjustified invasion and wrongful hurt reflects no more than our basic concept of the essential dignity and worth of every human being—a concept at the root of any decent system of ordered liberty.*" Rosenblatt v. Baer, 383 U.S. 75, 92, 86 S. Ct. 669, 679 (1966) (Stewart, J., concurring). Paul's addressing the brother going to law with a brother in 1 Corinthians must be considered in respects to 1 Corinthians chapter 1 when Paul lets the recipient of his letter (the pastor) know that Chloe had blown the whistle on him and the administration. **So, the entire book of 1 Corinthians is dealing with the issues ADDRESSED TO PAUL BY CHLOE**. Therefore, you may better understand Paul's statement in chapter 6 verse 5 when Paul states it is the shame of the leader because he will not let the "least esteemed" vote and because there is not a wise man among them. Then, Paul makes it clear that brother will (expose to stupidity of the church leadership) and will go before unbelievers to get the things settled which the church neglected. Verse 8 makes it clear that all fault is placed upon the leader "ye (singular) do wrong" and that it is the leader who defrauds the brethren.

Now fasten your seat belts! This happens when the leadership not fulfilling their fiduciary responsibilities becomes more complicated. The slander civil action suit against my customer has become the other element (libel) **due to the letter that was sent to you concerning the implied "reason" for my dismissal**. The advice (to send the membership a letter) was given to the pastor **by the Duck River Baptist Associational director. According to the email (I was given by someone loyal to the membership)**, the pastor called the Associational director on Monday to get counsel... to see if his actions (not the group) of that proceeding evening's rash decision were "legal". He also "needed" the associational director to "interpret" FBCD's bylaws to see if he (the pastor) "actually" had the authority "legally" to fire another voted-in employee associate. Remember, this action is predicated upon the purpose of not allowing the voting members to be informed on the issue (my whistleblowing questions), not allowing them to have discussion on his actions, and to defraud them their "vested" vote in the matter.

Note: A copy of this letter is seen at the end of this document.



I have known the director of DRBA since he came in 2010 which was 6 years before our pastor came to Decherd. So, what reason would he have to not “investigate” the matter before making a quick judgement unless something **exceptionally deceptive** was said to him? For whatever reason, the associational director did not choose to call, text, or email me for any information necessary to “discern” such decisions. *Pr 18:13 He that answereth a matter before he heareth it, it is folly and shame unto him.* *Pr 15:2 The tongue of the wise useth knowledge aright: but the mouth of fools poureth out foolishness.* The director (in light of **what is written** in our bylaws under the section entitled RESTORATION) should have told the pastor, due to **“not following what was written in the bylaws,”** that he (the associational director) had been arbitrarily prohibited from commenting on any action ...**after the fact.** Bylaws of First Baptist Church Decherd section (G) Restoration which states:

*Should there be a conflict within the church that involves issues **between the pastor, staff, deacons, and the church member** that could destroy or hinder the work of the church, the church will call an outside mediator to work with the parties involved to make every reasonable attempt to resolve the conflict. The church should request a mediator **before the problem escalates** to the point it causes a break in the unity, harmony and fellowship of the congregation. Mediation services must be obtained through the Duck River Association or the Tennessee State convention.*

For the correct interpretation of the **“before and after”** used in the bylaws, it does not take a rocket scientist to understand the meaning of the text and what is written can be easily understood by the “least esteemed” among any congregation. (I Cor. Chapter 6) According to this provision in DFBC bylaws (that the director had to have read when giving the “advice/counsel” to the pastor on May 17th 2021), it should have prompted the director to inform the pastor that DFBC had **forfeited any assistance of the DRBA and the TBC.** He should have informed the pastor that his actions in the Sunday evening’s meeting **rendered the association incapable** of providing any of their “described” assistance as mediators of any kind seeing that the request for information/assistance (according to DFBC’s constitution/bylaws) was not requested **before the problem escalated** but instead, was requested **“after the fact”**. After all, Article 2 of the constitution says that the government of the church is **vested** in the members who comprise it and the church is not subject to the control of no other civil or **ecclesiastical body** (DRBA and the TBC are their own 501c3 organizations. So, did the VESTED MEMBERS have a “say so” in what was done to the Worship Pastor on May 16th? It is clearly demonstrated that the constitution is breached when the leadership (secretly among their own little group) runs to **another ecclesiastical body (DRBA is its own independent 501c3)** for decisions and direction. **This action alone should make any VESTED member that has given money to the “church” furious and call for the dismissal of all involved.**

After all, I was told by the three of the deacons back in December of 2020 that they had let the situation with the pastor (and I quote) **“go to long and too far.”** I waited for months on answers to my questions. **Although, one deacon had spiritual discernment and cognitive understanding of the written provision in our constitution/bylaws.** *This deacon went to the DRBA director just over a year ago and told the director that if he didn’t do something about the pastor, that he (the director) would be implicated in the church’s failure. Needless to say, what the deacon told the director prompted the director to close the office door so others in the building could not hear the conversation.*



But now we have another conundrum resulting from leadership's inaction and procrastination. Has the DRBA promoted itself as a source for legal assistance/counsel for the financially supporting churches? Is the DRBA associational director a licensed attorney?

For an organization to get the correct interpretation of their legal documents, procedures, and actions, it is imperative that they consult with someone that is licensed to practice law in the State of

Tennessee if they want to avoid entanglements with the court. If the director is not a licensed attorney, does he have the legal authority/credentials to give the correct interpretations of 501c3 documents, a corporation's legal written obligations, or issues pertaining to employment law? From what I could see from the items **the pastor said that the director suggested**, he (the director) made an ultimate failure in understanding the "*before it escalates*" grammatical implication of the section on **restoration**.

Organizations or individuals that advertise, promote, receive or take payment for services to perform legal work are illegal in the State of Tennessee. For example, the state of Tennessee under the UPL statute (Unlicensed Practice of Law), it is a class A misdemeanor (\$10,000 fine) to practice law without a license. Actions to correct these abuses of authority is done by the Attorney General of the State of Tennessee.

On May 17th 2021, I sent an email to the deacons discussing the accusation of June Knight which Chris used as causation for "firing" me. This email was the information I sent Chris on December 12th 2020 which included all the text threads, emails, photos, drawings exchanged with June Knight's desk project. I had told Chris that repeating her slander against me to the deacons was him committing slander. Each these men know the details of what was discussed concerning June Knight in that meeting. Seeing that June Knight's statement was used as causation by Chris for firing me, I filled a slander and defamation suit against June Knight. On October 5th 2021, Chris Noland submitted an Affidavit to the attorney of June Knight as stated that June Knight's statement had nothing to do with the reason for my dismissal. Chris said that the leadership fired me for my personality, poor communication, and methods. He went on to say that I spread contention throughout the church and for this reason they fired me and that June Knight's statement had nothing to do with "their" decision. This is not true and the affidavit is in total contrast to what took place in that meeting on May 16th 2021. After all, the reasons he mentioned in his affidavit would not call for a special meeting to fire someone nor would it require sending out a special letter informing the membership of the termination. The constitution of the church details exactly how issues (that he named in the affidavit) would be dealt with in the church. Since none of these issues were dealt with according to the constitution, bylaws, and articles of the church...is affidavit is designed to protect himself from a retaliation termination action against an employee who blew a whistle on his illegal activity and should be considered perjury.

Now for those of you who have never owned your own business or formulated some type of legal organization, a lawyer is used to draw up you corporation papers for the purpose of keeping you from suffering legal entanglements. Too often, churches have staff that sit in their comfortable office and write what they think sounds good... **for their own purposes**. Many of them can sit the entire day on their computer because no one (who pays their salary) places upon them actual Biblical expectations of leading by example thus requiring them **to go** out (get out of the office) and knock on doors and **actually lead people to Christ and show productivity on Sunday Morning**. This type of organizational leadership would rather place upon the church's financial supporting members the added burden/expense of paying a subcontractor to come and mow the church's 1/4 acre of grass or to have them sweep the floors, replace light bulbs and place toilet paper in the bathrooms that are used by **less than 50 people per week**.

Still, with whatever these men are allowed to sit around and type out on paper, they should have the business acumen of their profession and have an attorney look over their documentation for loopholes, conflicts, grammatical mistakes, potential abuses of power, or errors in legal implications. FBCD's constitution was changed by the pastor a couple of years ago and the church approved it. **(You know...no need for an actual logical number Quorum required to conduct business and just leave all matters of business to the 10 or so people who come on Wednesday nights)** In his writings, he changed the terminology of the pastor to the "lead" pastor. The interjection of the descriptive identifying word "lead" must be clarified in its specified grammatical (verb versus noun) form. A quick google search will find two words spelled "lead" and will show the usage of both the verb and noun forms. After doing this search, ask yourself why a word would be chosen that has such a variety of meanings and usages. If the writer of the DFBC's constitution/bylaws wanted to give the office of pastor more exclusiveness, using "the" as the definite article before the noun pastor would have sufficed and implied more exclusivity. It would seem that, in an attempt to show superiority or allude to certain positional dominance, the writer chose to use the "lead" as a verb to describe being in charge of (i.e. Chief of staff) or the noun form that denotes an exclusive "example" to follow. Therefore, the verb form is voided in the fact that a 501c3 is controlled by a board of directors (according to Tennessee's Nonprofit Corporations Act) and the noun form would indicate an "example" to follow. Upon that defined terminology, I would have to interject that I know men who work difficult secular jobs who lead more people to Christ in our community than what our church accomplishes (with a full-time pastor) in one year. **Thus, it is evident that our membership follows his "lead" when in the past 3 years I have observed the membership explicitly follow his example...as he never leads someone to Christ just they also do not personally lead people to Christ.**

Anyone in leadership that suggest or implies that the nonprofit organizational structure of the church is just for tax exemption purposes is either totally ignorant of the law or **purposefully trying to deceive you**. In a **501(C)3 non-profit organization (DFBC)** there are legal operational parameters and criteria in which the leadership **must function**. In this type of system, the approval and vote of a sub-set of leaders (deacon board, pastor, employees, committees, etc.) operate according to their "filed" organizational papers. Changing one's title to "lead pastor" still does not offer the pastor complete authority, individual autonomy, or immunity from consequences (fiduciary responsibilities) **when trust is broken, procedures are not followed, and laws are broken**. When someone tells you that, "*the 501c3 rules don't apply to a church and that the only reason the church formulated under the provision is for the benefit of not paying taxes and the financial security if the church gets sued...*" they are letting you know their extent of ignorance of the law.

Due to the fact that this may be the last time you give me the opportunity to teach you something as a member of FBCD, I must interject a special thought here. The church is suppressed by the false narrative of the position of the pastor being related to the King or Prophet in the Old Testament. **This is where the confusion for New Testament believers comes into play** and the authority of the individual believer is misconstrued. *1Ti 5:17 Let the elders that rule well be counted worthy of double honour, especially they who labour in the word and doctrine. 1Ti 5:18 For the scripture saith, Thou shalt not muzzle the ox that treadeth out the corn. And, The labourer is worthy of his reward.* There is the **implication of Productivity** in these passages (*elders that rule well*) sets the understanding of the OT passage that is quoted (Deut. 25:4) of the productivity of the Ox (increase). The grammatical inference in this passage denotes an elder that does not rule well ...is not worthy of any honor. This same confusion

is proliferated through the church in its understanding of government, leaders, rulers, and those in authority. **Thus, the church can be the bad example/influence on society as it follows the operational methodology...the government is simply a reflection of the church.**

With the understanding that the Bible is written for us...but it was not written to us, we must keep in mind who and in what situation the scriptures were received. Those that understand “*We the people, in order to form a more perfect union...*” means that **we** are the rulers of the country and that the elected officials are the employees of the taxpayers. The “WE” in the context is too often misunderstood by those in our society who are still bewitched into believing WE are under the authority of a King or Rulers. This bewitched crowd is comprised of men and women who are oblivious to the constitution, naïve in matters of civics, and clueless to the process of law. **So, when an informed citizen who knows his authority within the confines of the governmental framework speaks out or speaks up, there is a majority of misinformed people that assume him to be the problem.** This is the opportunity that those who lead in the doctrine of the Nicolaitans step forth and activate our churches to work contrary to its own benefit. Just ask yourself, in all the years you have been saved and in church, how many sermons have you heard on what that doctrine of the Nicolaitans (that the Lord hates) is all about?

Letting someone create a false narrative of you is a small price to pay for having rid yourself of their toxicity. Let them say what they want, if you and the most high know the truth, your life will flourish and their lies will rot theirs.

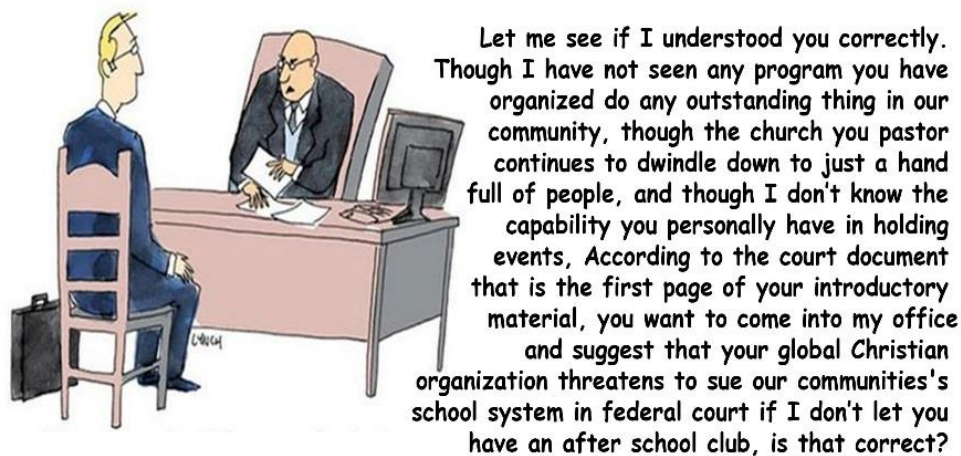
Author Unknown

You should also have the understanding that the NT elders were men who worked a job (providing for their family) and also had the productivity and stamina to work for the church (providing for its needs). **This is the implication of being worthy of double honor.** The assumption that the elder is worthy of double honor just because of his position... placates to the mindset of owing homage to an ecclesiastical “position” like a member of the Sanhedrin. **Jesus NEVER spoke kindly to these types of leaders.** Our NT interpretations of such honor can clearly be seen in the life of an ordinary deacon in Acts 6. *Ac 6:7 And the word of God increased; and the **number of the disciples multiplied** in Jerusalem greatly; and a **great company of the priests** were obedient to the faith. Ac 6:8 And Stephen, full of faith and power, did **great wonders and miracles** among the people.* If these **accomplishments** “wonders and miracles” are performed by a “deacon” (who we all assume had a regular day job), **would you not expect those who were “employed” full-time by the church to be doing even greater and mightier “wonders and miracles” among the people...during the unhindered 40 hours of paid work time?** Are church members really so deceived that they can’t see simple biblical logic? Clearly, honor is given to ACCOMPLISHMENT as seen in the productivity of the man in Acts 6. After all, good old Stephen was knowledgeable enough in the scriptures that **he convinced a great company of the priest (devout religious men)** to believe the gospel. You didn’t find him running through the devout Jews with a wordless book or face painting and you most definitely will not have him claiming “he is a virgin” when it comes to making hard leadership decisions. We have a multitude of paid staff with master degrees in Theology that can’t even convince teenagers to believe the gospel and build a youth group attendance **above 10... in a 5-year period.** Does this not make you cringe every time we keep promoting the wordless book and face painting...as the devices to win the masses? **This is why, from a historical observation, FBCD operated more effectively in the community with a bi-vocational pastor.**

These actions of ordinary men (deacon Stephen) make it paramount that you **divorce yourself from the mindset** that the pastor is a ruler. But the post-modern church attenders have been conditioned to **not**

judge the spiritual condition of the church based upon the **accomplishments, impact, and influence** it has had in the community but instead, they want to base their judgement upon being in agreement (having unity) with whatever “narrative” is exclaimed from the pulpit. **As an exercise in critical thinking skills**, let us look at the contrast between the word achievement and the word extortion. One man’s work and care for the community wins the respect of the leaders, business owners, and residence of a community thus getting him access to public facilities, public events, and entrance into the public schools through his achievements. The other man is not known in the community, he ignores community events, and never accomplishes something to make the community take notice of his care or influence. But, in an attempt to present to his financial supporters a personal “achievement” or to build for himself an additional income, he uses the intimidation/threat of a global religious organization that will sue the school if they don’t let him have a club at their school? **Now, which man uses accomplishments to influence the community and which man uses extortion?**

Having personally spoken to one of our area’s school system administrators, he verified the tactics that are used by “such” organizations who want access to the schools. These organizations start off their presentations with documents proposing “legal threats” for establishing their rights to the publicly owned facilities. The argument that I am purposing is simply, if the church would be effective enough to reach the community (salvation decisions and events building respect and trust), the population of the school (both administrative and students) would receive the programs of the local church with open arms and with full cooperation.



To continue this critical/logical thought exercise a little further, consider the following: If an individual starts a program at a school that has 35 kids and continues to grow to where there are 50, 75, or 100 kids attending at that school, this will gain attention and prove itself as an EFFECTIVE program requiring more workers, training more workers, and the necessity of replicating itself elsewhere. But, if the program starts out great with 15 to 35 kids, and dwindles down to 20, 15, or 12, ...is this an effective program needing more workers, requiring the training of more workers, and presents itself as a program that needs to be replicated elsewhere? Does it really require the registration of another 501c3 (para church) organization just to operate these small numbers? When this new para church organization tells

other churches that “their money” will be a partnership in reaching school children, should hard data be provided to these perspective “contributors” of the effect the first club had on the church which started it? Did these children and their parents ever attend the services of the church, follow up with baptisms, or increase the membership of the church and provide a ROI (Return On Investment) to the church members who financially supported it? Yet, contributors are constantly bombarded with the “possibilities” of reaching thousands of children in the schools **but the horrific offset to this argument must be considered when it is obvious that the church is not reaching anyone the community during the 40-hour work week by its paid employee.**

Are church people so far removed **from requiring tangibility of their church staff investments** that they are willing to “allow” the paid work time that they pay their pastor... to have it spent on administrative involvement in these organizations which only takes away from actual productivity of church work? Is this absence of productivity not manifested in the fact that **months go by and no one is seen on Sunday morning being saved or presented to the church?** Let’s top off this critical exercise by considering the ultimate weapon the pulpit keeps promoting to reach the community and to storm the gates of hell in **the frivolity of the battering ram called face painting.** Are our church’s members so anemic in their knowledge of the scriptures that they (as adults) must rely on the wordless book as their mighty sword of truth? The excuse will be posed that the children need something simple to understand...but I would suggest...test the adult giving the wordless book presentation and see if they can navigate the scriptures to lead someone to Christ without the wordless book.



The fulfillment of Joel’s prophecy in Acts 2 explicitly shows God pouring out His Spirit on **all flesh and the salvation to all that call upon the name of the Lord.** This prophecy’s fulfillment **abolished any need** for the religious institution of a Sanhedrin, the sacrificial offerings, Ecclesiastical authority of any ruling body or individual, and placed within each saved human the authority of the priesthood of the believer. *1Pe 2:9 But ye are a chosen generation, a royal priesthood, an holy nation, a peculiar people; that ye should shew forth the praises of him who hath called you out of darkness into his marvellous light:* This is seen in the fact that each believer has the same book as the clergy, the same resources to understand that book, and the SAME Holy Spirit to guide us unto all truth. *Joh 16:13 Howbeit when he, the Spirit of truth, is come, **he will guide you into all truth:** for he shall not speak of himself; but whatsoever he shall hear, that shall he speak: and he will shew you things to come.* **The church fails when they continually try to reestablish their dependency upon a baby sitter or having some religious organization/ruler over them.** Individuals that need a nanny state and leaders who take advantage over such needy people implement the constructs of these controlling organizations/associations. This is why the majority of followers never see the manipulation of those lording over them and finically profiting from their ignorance.

Nevertheless, the implication of changing the constitution/bylaws of the church and placing the descriptive “lead” position into the wording provides an “inference” (implication) **to other pastoral** (ordained) positions brought into employment by the same procedures and policies of the organization. (i.e. Youth Pastor, Family Pastor, Worship/Music Pastor) These positions of ordained offices of the church are expressly described as a procedure which requires being “voted-in” by the church. The

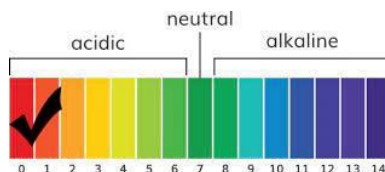
constitution also has a **strong distinction** placed between the voted-in ordained associate staff and that which is described as support staff (non-ordained) when it gives **specificity** describing that the support staff do not have to be voted on by the church to obtain employment. Therefore, a distinction “between” and the specificity “of” give **inference** (infer) to the difference in formality when dealing with employment issues of an ordained and voted-in position being **required to be voted out** by the membership. But of course, you will have to have people who operate above the intelligence of the wordless book presentation to understand the legal and logical implications of such grammatical constructions.

When the description of the pastor states that he is to **oversee the general operation** of the church, it is necessary to obtain the dictionary definition of the adjective “general” which will state, “*concerned or dealing with universal (items) rather than particular aspects.*” This is why hiring and firing is done by the “vested” church membership due to its **particularity to process, is obligation to follow policy, and its specificity to keep the voting “vested” membership the ruling authority in the 501(C)3 non-profit organization.** (You may want to read *Tennessee’s Guide for Nonprofits. Here is the link to the pdf document giving you oversight to the law.*)

<https://www.tn.gov/content/dam/tn/attorneygeneral/documents/nonprofits/nonprofitguidebook.pdf>

This is why **it is paramount for you** to understand (at least those of you that received a letter from the church concerning my “termination”) that in the meeting on May 16th, the false statements of my customer were given as a **causation for my dismissal by the pastor**. This **known false information** was used contrary to DFBC’s written constitution/bylaws by the pastor. It was purposefully done in a conspiratorial manner to initiate a wrongful employment action for the purpose of retaliation against me (*for fulfilling my fiduciary responsibility as a voted-in officer of the church*) because of me whistleblowing on the pastor’s illegal activity, asking questions, and my refusal to allow the leadership to abuse the membership. This action was done to also defraud the membership of the discussion on the matter in a specially announced business meeting as required by law and to disenfranchise the membership of their privilege to cast their vote based upon evidence, discussion and documented facts. Therefore, **according to section F(3)(c) of the bylaws of the First Baptist Church of Decherd which states:** “*those who fail to adhere to the doctrine, rules, principles, and practices set forth in the constitution and bylaws and **shall be forced to forfeit (his/her) membership to said body**”.* So, **essentially** (if a **deacon or intelligent church member has the intestinal fortitude to do their fiduciary duty**) ...those in the leadership on May 16th are to be removed (**forced**) from membership...or whoever actually wrote this bylaw of FBCD was insane because... you can’t interpret it any other way!

Results of this litmus test event: **ACIDIC**



<http://www.theemployeeshow.com/church-work.html>

Litmus Test 5

Then there is the litmus test that church members across America need to perform and get results for themselves. 1Pe 4:16 Yet if any man suffer as a Christian, let him not be ashamed; but let him glorify God on this behalf. 1Pe 4:17 For **the time is come that judgment must begin at the house of God**: and if it first begin at us, what shall the end be of them that obey not the gospel of God? In order to place this story into perspective, it will be necessary for me to place comments in highlighted text in between parts of the sentences. Lu 14:16 Then said he unto him, A certain man made a great supper, and bade many: **(GO out and invited a multitude of people)** Lu 14:17 And sent his servant **(His employee to go to their houses)** at supper time to say to them that were bidden, Come; **(a confrontational invitation in accordance to what his master commanded of him to GO and do DOOR TO DOOR)** for all things are now ready. Lu 14:18 And they all with one consent began to make excuse. **(Some chose not to come and informed the servant who came to their house)** The first said unto him, I have bought a piece of ground, and I must needs go and see it: I pray thee have me excused. Lu 14:19 And another said, I have bought five yoke of oxen, and I go to prove them: I pray thee have me excused. Lu 14:20 And another said, I have married a wife, and therefore I cannot come. Lu 14:21 So that servant came, **(returned from his going DOOR TO DOOR...and gave account of his going to those bidden)** and shewed his lord these things. Then the master of the house being angry said to his servant, Go out quickly **(don't sit in your office making plans, programs, or promotions but go...go get them!)** into the streets and lanes of the city, and bring in hither the poor, and the maimed, and the halt, and the blind. **(Those who will embarrass those of the elite social status who were first invited to the supper)** Lu 14:22 And the servant said, Lord, it is done as thou hast commanded, and yet there is room. **(the full-time servant gave account of what work he did by going)** Lu 14:23 And the lord said unto the servant, Go out into the highways and hedges, and compel them to come in, that my house may be filled. **(Three times the command is consistent go, go, go...no matter what the difficulty, society changes, or people's opinions)** Lu 14:24 For I say unto you, That none of those men which were bidden shall taste of my supper. **It is undeniable to say that the work of the Lord requires us to go...and preach the gospel.** Therefore, any man who is hired by church to serve in a position should be effective in "going". Mt 28:18 And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. **(He will not accept any excuse from us concerning our fear to go)** Mt 28:19 Go ye therefore, **(remember the "therefore" is there for a reason...this an emphasis on what power He just said He has in conjunction with the command to go)** and teach all nations, **(go witness to everybody where they are and not just when they are sitting in the airconditioned congregation)** baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: **(manifest the change in their lives to those who may observe their conversion)** Mt 28:20 Teaching them to observe all things whatsoever I have commanded you: **(first thing to teach them is to go and witness to others)** and, lo, I am with you alway, even unto the end of the world. Amen

The NORMAL method for reaching the world with the gospel does not change and will never be subjected to a NEW normal, uncharted waters, or unfamiliar circumstances. The method does not vary and is not affected by wars, pandemics, or any social barriers. We are to **GO and when we actually go**, there will be evident productivity from it. Isa 55:11 So shall my word be that goeth forth out of my mouth: it shall not return unto me void, but it shall accomplish that which I please, and it shall prosper in the thing whereto I sent it. **Talk about preaching the gospel without having visible increase in salvation decisions is prima facie evidence of the gospel...not really "going" out to anyone other than those who assemble to hear...what they already know.** Any full-time Christian servant who says that he does not

have to go (reach the community) is a liar, is abusing the financial support of the church, needs to be fired and go get a job which will teach him the necessity of productivity.

The command of the “great commission” in Matthew 28 is not about having a church with fancy stained windows. It is not about having a wonderful sounding choir or musicians. The social status of those attending the services is not an indicator of a healthy church. It is not the expensive décor or elaborate furnishings of the sanctuary extended in the property’s other buildings such as a gym or family life center that indicate the effectiveness of the church. **The PARAMOUNT manifestation of a healthy church fulfilling the great commission shows activity where X marks the spot! Joh 15:8** *Herein is my Father glorified, that ye bear much fruit; so shall ye be my disciples.* If people are not getting led to Christ by those who are being paid to reach the community, being presented at the altar for public profession, or if people are not moved by the Spirit during the service to receive salvation...**the end product of the church’s work is missing and the manifestation of WASTED EFFORT is undeniable.**



Let us put into perspective the command placed upon the servant to go and compel them to come to the marriage feast by comparing it to the following passage. Mt 25:14 For the kingdom of heaven is as a man travelling into a far country, who called his own servants, and delivered unto them his goods. Mt 25:15 And unto one he gave five talents, to another two, and to another one; to every man according to his several ability; (consider their religious educations, degrees, experiences, and “callings”) and straightway took his journey. Mt 25:16 Then he that had received the five talents went and traded with the same, and made them other five talents. (Productivity) Mt 25:17 And likewise he that had received two, he also gained other two. (Productivity) Mt 25:18 But he that had received one went and digged in the earth, and hid his lord's money. Mt 25:19 After a long time the lord of those servants cometh, and reckoneth with them. Mt 25:20 And so he that had received five talents came and brought other five talents, saying, Lord, thou deliveredst unto me five talents: behold, I have gained beside them five talents more. Mt 25:21 His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord. Mt 25:22 He also that had received two talents came and said, Lord, thou deliveredst unto me two talents: behold, I have gained two other talents beside them. Mt 25:23 His lord said unto him, Well done, good and faithful servant; thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord. Mt 25:24 Then he which had received the one talent came and said, Lord, I knew thee that thou art an hard man, reaping where thou hast not sown, and gathering where thou hast not strawed: (Sounds like he is setting up the Lord for taking the blame of not giving increase...you know...all those messages on the sovereignty of God...God who doesn't need us to do the work...sermons trying to give excuse for no productivity because of the “new normal” or the uncharted territory placed upon us by the pandemic) Mt 25:25 And I was afraid, (Consider Jesus saying all power is given to me in heaven and in earth Matthew 28:18) and went and hid thy talent in the earth: lo, there thou hast that is thine. (An absurd attempt to tell the Lord that HE hasn't lost anything) Mt 25:26 His lord answered and said unto him, Thou wicked and slothful servant, thou knewest that I reap where I sowed not, and gather where I

have not strawed: (This is a clear and concise communication of the Lord to the servant that the investment was in the servant to do the sowing...where the Lord had not sowed or strawed.) Mt 25:27 Thou oughtest therefore to have put my money to the exchangers, and then at my coming I should have received mine own with usury. Mt 25:28 Take therefore the talent from him, (Who actually takes the talent from him...is it not the deacons who have the fiduciary responsibility to monitor the productivity of the church?) and give it unto him which hath ten talents. Mt 25:29 For unto every one that hath shall be given, and he shall have abundance: but from him that hath not shall be taken away even that which he hath. Mt 25:30 And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth.



The Lord's simple definition of "well done" for the servant is not about maintaining unity, being faithful to checking off a scheduled task of activities, discipleship, nor is it about having a good heart... **but is totally conditional upon the tangible increase found in PRODUCTIVITY!** The unjust servant was not in immorality, he was not identified as a drunkard nor does the passage indicate that he was not providing for his family. Yet, he was still **considered wicked** by the Lord because of his

unproductivity. Php 3:16 Nevertheless, whereto we have already attained, let us walk by the **same rule**, let us mind the **same thing**. Php 3:17 ¶ Brethren, be followers together of me, and mark them which walk so as ye have us for an ensample. Php 3:18 (For many walk, of whom I have told you often, and now tell you even weeping, that they are the **enemies of the cross of Christ**: Note, the same **rule** and same **thing** are both in a singular form which is emphasized in the following verse instructing the Philippians "to mark them which walk so among them" (their Productivity is known because they effectively lead people to Christ) thus being the examples that the Philippians are to follow. Those among them (**who do not follow their productivity**) are the enemies of the Cross (the work) of Christ. Through the use of **subversion**, they (the church rulers) want to change the main purpose of Christ leaving us here (for winning the lost) and want to change "rule" and "thing" from Php. 3:16 into their own "rules" (plural) and "things" (multiple). For more information on **propaganda and subversion**, watch the following videos <http://youtu.be/-WpFzTlp28> and <https://youtu.be/Y9viluXPSE>. Both of these topics with help you to understand the usage of **sowing discord among the brethren** found in Proverbs 6 and **who it is that actually is doing the sowing**. These changes from singular forms to plural forms will make it necessary for the church to be bogged down in the administrative organization of rules and things that will be sought out by those who do not, cannot, or will not be the example of making **consistent conversions of the lost** in preaching the gospel.

A quick look back at the preceding verses in chapter in verse 2 (Php 3:2 Beware of dogs, beware of evil workers, beware of the concision) helps us to keep the mental thought of Paul's warning that is given in this passage. There is no love-love superfluity, false promises of unity, required compliance, or other deceptive Nicolaitan tactics being used here. Paul is giving **specificity** to his warning in verse 2 by expounding on **the concision** that will take the sufferings of following Christ 3:10 and will change them to be a **profitable "professional" status** of becoming administration instead of a position of the transformational power of His resurrection. After all, the man who speaks each week on the subject of the Power of God who never manifest the power of God in converted souls presented at the altar...is a charlatan taking advantage of individuals who are too ignorant to see the deception. So, Paul speaks specifically about those walking among them (who is a prominent staff member, leader, elder,

upstanding tither, or someone with a good heart that volunteers their time) and unequivocally identifies them as **the enemy of the cross** of Christ! They (the enemy) do not follow the same rule (singular) nor do they follow the same thing (singular).

This is the crowd who are those who must find strength in numbers, associations, and organization memberships because they are not dependent upon the Holy Ghost to do the work. They preach that if you will build it ...they will come instead of obeying the command of Christ who said to “go” and then they will come when you bring them in. Through their use of a crowd, they expound their teachings on “sharing the gospel” ...but never having tangible evidence seen in a converted soul walking down the aisle on Sunday morning. **Therefore, they identify themselves as the enemies of the cross of Christ.** *Ga 6:12 As many as desire to make a fair shew in the flesh, they constrain you to be circumcised; only lest they should suffer persecution for the cross of Christ.* They constrain you to conformity (unity, signing membership agreements, rules, and mandatory vaccination) so their crowd will be large enough that they (these enemies of the cross of Christ) can hide themselves among the multitudes making sure they never have to stand alone and will do whatever is necessary to avoid being persecuted as an individual. *“It is better to be alone, that to be in bad company.” George Washington Ga 6:4 But let every man prove his own work, and then shall he have rejoicing in himself alone, and not in another.*

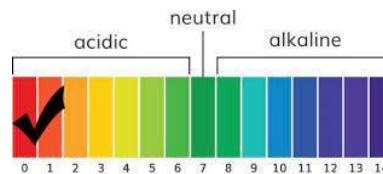
Coercion is evil precisely because it thus eliminates an individual as a thinking and valuing person and makes him a bare tool in the achievement of the ends of another.

– Friedrich Hayek

As a logical suggestion to weed out these enemies of the cross of Christ, what performance requirements have been placed upon the pastor for employment? For the secular working members, each of them has Performance Based Management systems in place at their job that indicates productivity/value to their employer. Bad performance reviews will eliminate them from the workforce and replace them with individuals that will come into employment and meet or exceed the minimal expectations. **When we wonder why the church of the Living God is not reaching the masses, one must ask himself why would the church members pay a man’s salary to go and sit all day with other pastors at a fellowship meeting when the pastor hasn’t led anyone to Christ and baptized them in a 6-week period?** What if the leadership required the pastor to fill out a weekly job activity report that documented the addresses and family’s name of each house he visited? Just how difficult would it be for him to find 30 minutes to mow the .3 acres of grass during the summer or just how many hours would take out of his 40-hour work week to sweep, vacuum, dust, and clean toilets in preparation... for just the **hand full of people** using the facilities on Sunday morning? What if the leadership had a rule that whoever came to perform a revival at the church was obligated to spend the day knocking on doors in the neighborhood instead of eating out, playing golf, or fishing on the lake? Wouldn’t it be more effective if whoever was brought in for such services was paid upon the amount of effect or productivity?

As a greater method of finding a pastor, instead of listening to one of his sermon tapes, reading a book he has written, or looking at a picture of his family... what if the pulpit committee simply sent each candidate for pastor a single sheet of paper numbered from one to twenty and told the perspective pastor to write down the names and phone numbers of the last 20 people he had personally led to Christ? **Logic would dictate, if he is not reaching the community where he is, he will not come here and reach our community.** The Idiots guide to Psychology states that, *"The best indicator for an individual's future behavior...is past behavior."* Again, consider the implication of what the Lord said: **Joh 15:8 Herein is my Father glorified, that ye bear much fruit; so shall ye be my disciples.** Therefore, based upon the continual decline in membership, absence of salvation decisions, and unproductive events sponsored by the financial supporting members of the church, how do we judge **the servant who does not have increase** for the Lord?

The results of this litmus test event: **ACIDIC**



Litmus Test 6

Now we are placing our litmus test into the gigantic bowl of fluid as we try to find the cause of **global corruption and suppression of the "power" of God**. We will use two litmus strips as we test two categories of causation. **First**, there are those who hold the truth in unrighteousness (they keep truth away from people) for the purpose of maintaining dominance, influence, or financial gain. *Ro 1:18 For the **wrath of God is revealed** from heaven against all ungodliness and unrighteousness of men, who hold the truth in unrighteousness; Ro 1:19 Because that which may be known of God is manifest in them; for God hath shewed it unto them.* They know the truth but **refuse to go and tell it to someone. This is because they are either trying to figure out how to capitalize (make money with it) on the ownership of it or they are simply cowards who do not have the boldness of the Holy Spirit to go deliver the message door to door.** Instead of knocking on doors in the community they serve, they spend hours in their office writing books giving their opinions on how the church should operate...while the church simultaneously starves. The wrath of God is against those who HOLD the truth in unrighteousness. This holding can be best explained or illustrated by the old wise saying that, **"If you give a man a fish, you feed him for a day but if you teach him how to fish, you will feed him for a lifetime."** This logic has been used for years to inspire people to teach others on how to reach others... but there is a deceptive side of this wise saying that the majority of people cannot grasp nor will they ever see it... unless someone slaps them across the face with reality.

What if (in this old wise saying) you are a person **that makes a living (financial income)** by teaching people how to fish? It will be to the financial advantage of the teacher to "Hold out, hold on, hold up" the length of time that it takes to teach his students... how to **actually catch fish**. With all institutions that have their income based upon students or members, it is paramount that the



institution first establishes within their financial support base a “dependency” upon the teachers in which the students...just will not be able to survive without their guidance and direction. This teacher’s conflict of interest will use the first weeks fishing lesson (\$50 an hour) to explain to the student how to grease the seat on the fishing boat so it will not squeak and scare away the fish. At the end of this lesson, the teacher may quote something he has plagiarized from someone’s book, give an illustration, poem or end up with some familiar cliché...but no fish will be caught at that lesson. The following week, he will again tell his students of his years of experience and knowledge then he will expound on the necessities of keeping the trolling motor’s battery charged and in proper connection...at the cost of \$50 dollars an hour. Again, at the end of this lesson (quotes from someone’s book, illustrations, poems or familiar clichés) no fish are caught. After several weeks of these expensive lessons on semantics, philosophy, sovereignty, and exhaustive plagiarism of books that others have written on the subject, one enthusiastic student with a miniscule amount of self-worth may ask the teacher “**when are we actually going to go and catch fish?**” In order for the teacher to keep from being exposed by the student’s epiphany, the teacher will need to protect his income, maintain his influence to keep the other students from seeing his INTENTIONAL delay in process, he (the teacher) may scold, ignore, or label the questioning student as critical or disruptive.



By tactfully influencing his other students to view the questioning student as a negative person, the teacher will continue in his collection of monetary gain from his **naïve, clueless, and immature students**. Once the enthusiastic student goes and **starts to catch fish without assistance from the teacher**, the teacher will find every opportunity possible to **defame, belittle, or cast contempt** on the student who wishes to share and inspire others to “catch their own fish”. Once this student realizes the conspiracy among the fishing teacher professionals who are abusing the students, (like the priest in Ezekiel 22:25) he may feel the calling of God upon his life experience and start warning others to see the truth...of just who are the real enemies of fishing (the cross of Christ from Philippians 3:18).

This is when those within the system who abuse the system become so consumed with their own agendas and conflicts of interest that they become destructive to the entire system. Once the authority feels that his external duties as the CEO of his own nonprofit organization can “infringe” upon the duties that he has as the CEO of his “employer’s nonprofit organization (his job at the church)”, he will eventually and ignorantly demonstrate that conflict of interest in plain sight for all to see. Remember your critical thinking skills must be used to have the proper insight and discernment of this observation. Having influence as the authority (CEO) of the church’s NPO and obtaining financial support from the church for his personal NPO (of which he is the CEO), the financial resources will inevitably manifest themselves...in conflict with his original responsibilities, duty, loyalty, and care. As seen in the 2021 church egg hunt, a volunteer of the church did the work **to promote into our community a FBCD event**. This person was vocal about not receiving help from the pastor and voiced disappointment in the seriously flawed promotion of the event.



Although, an intelligent look at the photos of the event would conclude three distinct observations. **First**, the event was seriously unpromoted as seen in the photo of the crowd watching the puppet show. The substandard attendance was evident due to the posting of the event on social media being done in less than 24 hours before the event. **Second**, the individual who has unlimited time to promote, campaign, advertise, and knock on doors in the neighborhoods for the purpose of drawing a crowd to this evangelistic event...as seen over a 5 year period, did not do his job but instead...placed the burden of accomplishment off upon his volunteer help. Then **third**, the obvious conflict of interest or distraction from his actual employment responsibilities is seen in his UPSTAGING of the volunteer's work, time, and investment in the ministry of FBCD as the photo adequately shows that his CEF tent (purchased with that money from the church) seemed to be the focus, intent, or reason for the entire event thus distracting from something that was to be exclusively a First Baptist Church's event.



If you are one of these clueless followers, these facts will not make you happy and should (by Holy Spirit conviction). This is why it is important to draw a distinction or contrast between a shepherd and a sheep farmer. The good Shepherd knows that the sheep actually feed themselves. This is why he (the shepherd) constantly leads them to fertile and thriving ground for them to grow and reproduce. When the Lord told Peter to feed my sheep, it is easy to see Peter's confusion of the command because sheep eat grass. The Lord's command was later verified as they (the disciples) were told to take people (go) to fertile ground...where the sheep could eat. For after all, these sheep are the "bank account" of the Shepherd's wealth and future and he wants them to be fruitful and to multiply. This good Shepherd will illustrate his love as he leaves the 99 to go and recover the one that goes astray. He also demonstrates for the sheep his protection as he watches over the flock by night. The good shepherd will also illustrate to his sheep the potential danger he will take upon his life as seen in the scares on his hands where he has fought off the lion or bear.



But Sheep of the sheep farmer are not free, they are kept in a pin, have no shepherd to follow because **they "go" nowhere** but inside the pin. The sheep farmer usually has some new employee (visiting pastor or evangelist) who does not know them by name come in to tend the fences, feed them supplements they aren't getting from the fertile land, and to inoculate them so they do not have to develop heard immunity (fight off anything for themselves). The sheep farmer will not give up the comfort of his home and family to stay out in the field at night protecting the sheep. He has them eating whatever is placed in their trough that just happens to be at the same spot in the pin where they poop. But this doesn't bother the Sheep farmer because he has someone one hired to shear the sheep or that will take them off to the slaughterhouse. The sheep farmer never has to stay up protecting the sheep, never goes out to rescue them, nor does he have to prove to the sheep that would ever risk his life, his family, or financial stability...for any **one** of the sheep.



Second, there are those within that system (those who hold the truth in unrighteousness) that know this manipulation is taking place upon God's people... but choose to do nothing about it because they

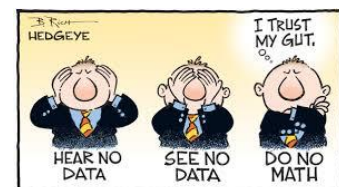
fear losing their income, influence, or inclusion. *Eze 22:25 **There is a conspiracy of her prophets** in the midst thereof, like a roaring lion ravening the prey; **they have** devoured souls; **they have** taken the treasure and precious things; **they have** made her many widows in the midst thereof. Now read verses 26-29 and you will see the activity of the modern-day professional pastor, his lack of productivity, and his dishonest gain. *Eze 22:26 Her **priests have** violated my law, and have profaned mine holy things: **they have** put no difference between the holy and profane, neither **have they** shewed difference between the unclean and the clean, and have hid their eyes from my sabbaths, and I am profaned among them. *Eze 22:27 Her princes in the midst thereof are like wolves ravening the prey, to shed blood, and to destroy souls, to get dishonest gain. *Eze 22:28 And **her prophets** have daubed them with untempered mortar, seeing vanity, and divining lies unto them, saying, Thus saith the Lord GOD, when the LORD hath not spoken. *Eze 22:29 The people of the land have used oppression, and exercised robbery, and have vexed the poor and needy: yea, they have oppressed the stranger wrongfully. **Having this information (of the priest and prophets in mind) will make verse 30 understandable in its true context.** *Eze 22:30 And I sought for a man among them, that should make up the hedge, and stand in the gap before me for the land, that I should not destroy it: but I found none. God was not and is not looking for someone to be brought in to preach a sermon, someone to show up and address the issues, or a bogus independent 3rd party (DRBA or TBC) to come in and assess the problems with the church. He **(God) is simply looking for a whistleblower (one among them)** a staff member to stand up, address the issues, and demand correction.******



This person God is seeking for will be willing to lose his 401k, income, insurance, car allowance, and comfortable job to be obedient to the Lord and address the corruption happening in the office next to him. He or she suffers this loss because his or her love for the Lord supersedes the love for income, fellowship, or approval of those...who are oblivious to what has taken place. **Let those who continue to “claim their love for the people from the pulpit” be given the opportunity to do so... without an income...and just see who loves who.** If you are a serious Bible student, you will also find that it was a whistleblower who prompted the apostle Paul to write the two epistles to the Corinthians. 1Co 1:11 **For it hath been declared unto me of you, my brethren, by them which are of the house of Chloe, that there are contentions among you.** So, it is because this whistleblower reported to Paul the names, events, and issues taking place in the church, that we find Paul giving us such clearly defined meaning of the gospel (1 Cor. 15:1-4) church discipline, defined love, understanding of gifts, and accountability of the recipient of the letter (the pastor) as seen in 1 Cor 6:8. For those who want to follow the philosophies and psychological influence of some modern-day deception like Walt Disney’s Frozen and walk around singing “let it go”, you may choose to ignore the fight in which the Lord has placed/called you but I understand what the Lord was telling Ezekiel and therefore, I cannot participate in the stupidity of the hear nothing, see nothing, or speak nothing crowd.



Finally, consider Paul’s warning to his brethren: 2Ti 4:15 *Of whom be thou ware also; for he hath greatly withstood our words.* The human author of 17 of our New Testament books knew of the accountability he had to warn his brethren of individuals that had harmed him and could potentially hurt them. Contained in the attached documents in this packet, there is the letter from Chris Noland to Mark Puckett and the



deacons from May 17th. Though the pastor said that Amy and I were welcome to keep attending the church, you will see by the content of his letter and Mark Puckett's instructions... that we were not going to attend a church where there was going to be a **security detail** setting with us and following us around to keep us from telling members what took place on May 16th 2021 and what was contained in my whistleblowing documentation.

You have been provided all the information I could put together in my limited time after working my secular job. I do not have the freedom to sit all day in an office conjuring up a bogus defense of myself. Just maybe, you will see that I have made the investment of time to prove (by my works) the love and desire I have to see FBCD to be the rescue station at the edge of eternity. **As other church members who also expressed serious concerns, negative comments, and disappointments in the pastor and administration...but were not willing to risk their jobs or stand for righteousness,** I have sacrificed and suffered for the cause of Christ in this matter. According to the constitution, after six months of not attending the church, the leadership will remove us from the membership. This is unfortunate because we still love the people, place and possibilities. The church has a constraint that they have brought upon themselves and we can do no more to help you. **You must help yourselves.** This letter is to allow the membership to know what has taken place. **Joh 8:31 Then said Jesus to those Jews which believed on him, If ye continue in my word, then are ye my disciples indeed; Joh 8:32 And ye shall know the truth, and the truth shall make you free.** The freedom that is talked about in this verse is freedom from the ecclesiastical overlords, the administration tactics of the Nicolaitans, and social pressure of a false advertised/publish narrative. For those devout Jews that just believed, the Sanhedrin and their deceptive manipulation can no longer hurt them financially, administratively, or socially. Jesus offers them freedom in their belief on Him. Don't ever think that you cannot make a difference. Sir Edman Burke said, "The only way for evil to triumph, is for good men to do nothing." How long will leadership ignore the Elephant in the Room?



Chuck Holcomb

My purpose in sending this to you is to ask you the question, do you think that I have the right to address this person?

When a defendant has previously remained silent under an accusation of crime, this may be construed against him as an admission. What this actually means is that the silence of a defendant may constitute conduct from which guilt may be inferred by the finder of fact. Another result of considering the defendant's silence as an admission is that it operates as an exception to the hearsay rule. Lengthy statements of third persons who may or may not later appear as witnesses are admitted into evidence in the form of an accusation. The hearsay rule would render such statements inadmissible were it not for the fact that the accusations are allowed into evidence only to predicate the reaction of the accused. It is necessary to admit these accusations since otherwise the defendant's response, on which the jury is to pass, is meaningless. It is not the accusation itself which constitutes the evidence against the accused, it is his own reaction.

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Article 6

Silence - An Admission of Guilt

The Facts

"It is the responsibility of intellectuals to speak the truth and expose lies."

— Noam Chomsky

Now it is important for the membership of FBCD to understand the actions/inactions of those men who received (on May 17th) a copy of the forwarded email to Chris Noland from December 12th 2020. Their failure in fiduciary responsibility to deal with the slander and defamation, their silence in addressing/answering the 45 questions is now excelled far beyond anything that could be perceived as a mistake or negligence. (Refer to the collusion email concerning Mark Puckett's instructions to Chris Noland at the end of this document) Failure to address and deal with the two "out of context" issues presented on May 16th in accord with the constitution and bylaws of the church has resulted in the need to cover up someone's adverse employment actions. When the accusations of my customer were used as causation for my termination on May 16th, I filed a slander suit with the Franklin County court due to the damages in lost income. My filing is dated on June 7th, service was made on June 25th, and no answer to the claim was filed within the 30 days according to the Tennessee Rules for Civil Procedure. So, I filed a Motion for Entry of Default with the Franklin County Court system on July 30th. I did not receive an answer from the Defendant or the Court and I would not have missed such an important reply due to our entire family being home with C-19 for the first two weeks of August. Yet, on September 12th, I got a Motion on the mail from the Defendant's attorney stating that **an Affidavit from Chris Noland was attached to the Motion for the Judge to read.** Funny, I didn't receive a copy of the motion as required by the rules of Civil procedure. There was not "signed affidavit" in September in existence.

Yet, in October I was provided an affidavit dated October 5th where Chris Noland stated that *"for an extended amount of time"* I was a difficult person to work with due to personality, communication and methodology differences. I thought this statement was absurd seeing the text messages that I had from the previous month where he was thanking me for the good job performance. If there were issues with personality, communication, and methodology do these issues sound like something that the least esteemed in the church should not be allowed to discuss or vote on? Could this extended amount of time be from May 12th and my whistle blowing documentation till May 16th when he fired me? There were 4 men in that room that night and they will each have to lie to deny that Chris's reason for the termination was not based upon "his suspicious feelings" about what June Knight told him in December of 2020. On the basis of personality, who did I have a conflict with? On the basis of communication, I can provide over 200 pages of emails, text messages, and documents written to Chris, deacons, and church members since 2011 to May of 2021. On the aspect of methodology, I believe I can give more names of people I have personally led to Christ while working a full-time secular job in our community than he has as a full-time pastor in the past 5 years. This affidavit is the same type of lies I exposed in the material I presented to the deacons (board members) identifying illegal activity of the pastor. This paperwork was submitted to them 4 days before Chris fired me.

I cannot provide you a copy of the Affidavit (seeing that it is part of a court case in process) but can tell you that it is in direct conflict to the two reasons "causations" used by Chris Noland to unconstitutionally fire me on May 16th 2021 and it is as deceptive as the letter mailed to the church membership that following week. I am sure that, after my email to the deacons on Monday May 17th 2021 containing the email sent to Chris Noland on December 12th 2020 (including the attachments, text, emails and exhaustive evidence that June Knight's statement that "I had stolen her desk" was false), someone

sought legal advice and found out that 1) they had fired an employee under a “protected status” who would not be silent on illegal activity being committed by Chris Noland or 2) that once Chris named June Knight as causation for my termination he and June Conspired (collusion or conspiracy to commit fraud) against me by stating (under oath) that June Knight’s statement was not mentioned/had nothing to do as causation in the May 16th 2021 meeting.

Action Items Contrary to FBCD Constitution, Articles, and Bylaws for FBCD members to consider

In the actions of May 16th, here are the clearly stated offenses of the Pastor and leadership (minus one deacon) of FBCD:

- 1) The Pastor and Deacons broke procedural and legal instructions of the bylaws thus committing clear actions contrary and in defilement of the constitution of FBCD
 - 1.1 Clearly contradicted and worked contrary to principles stated in the Articles
 - 1.2 Ignoring clear procedural instruction under the section E Discipline,
 - 1.3 Ignoring the clear procedural instructions under 1.G. on Restoration
 - 1.4 Defrauded the voting membership of their legal rights to vote on a matter.
- 1) Actively and collectively worked together to silence questions concerning suspicious use of finances, defined job responsibilities, conflicts of interest, and documented lies
- 2) Committed the civil action of slander and defamation (**by repeating/spreading information proven to be false**) **See Attachment:** Email from December 12, 2020 sent to the pastor with complete threads of text messages and email to a former customer)
- 3) Collectively (in written form) it is evident that the leadership sought to “verify” their adverse employment actions “**after the fact**” with Mark Puckett. (**See Attachment:** Read the attached email to Deacons from Chris Noland concerning **his meeting** with Mark Puckett-should be pages 96-98)
- 4) The pastor and leadership implicated themselves in writing as they sought legal advice (legal interpretation/counsel) of corporate 501c3 documents (Constitution, Bylaws, and Articles) of FBCD from someone who does not have the license to practice law in the State of Tennessee. (**See Attachment:** Read my email to Mark Puckett to which he has refused to respond-pages 99-100)

When a defendant has previously remained silent under an accusation of crime, this may be construed against him as an admission. What this actually means is that the silence of a defendant may constitute conduct from which guilt may be inferred by the finder of fact. Another result of considering the defendant's silence as an admission is that it operates as an exception to the hearsay rule. Lengthy statements of third persons who may or may not later appear as witnesses are admitted into evidence in the form of an accusation. The hearsay rule would render such statements inadmissible were it not for the fact that the accusations are allowed into evidence only to predicate the reaction of the accused. It is necessary to admit these accusations since otherwise the defendant's response, on which the jury is to pass, is meaningless. It is not the accusation itself which constitutes the evidence against the accused, it is his own reaction.



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Article 6

Silence - An Admission of Guilt

- 5) The contents of the leadership’s written material to Mark Puckett and his instructions are **an absurd and shameful attempt** to defraud the financially supporting members of the church (501c3) on issues which they have “say so” (discussion and a vote) in the matter. This “plan”

initiated by Mark Puckett and Chris Noland is also a conspiracy and collusion to defraud a member of his constitutional rights of free speech and freedom of assembly.

- 6) False Advertisement on the Camp Good News website and posting of our children's photos to promote such a false advertisement are against the law according to the Federal Trade Commission.

Detailed Breakdown of List

Item 1.1

The Pastor and Deacons broke procedural and legal instructions of the bylaws thus committed clear actions contrary and in defilement of the constitution of First Baptist Church Decherd.

1. The Pastor and Deacons broke procedural and legal instructions of the bylaws thus committing clear actions contrary and in defilement of the constitution of FBCD

- a. Pastor and leadership of FBCD clearly contradicted principles of Article 8 in paragraph 4 when the Article states: *"We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense but always read for reconciliation and mindful of the rules of our Savior to secure it without delay."*
 - i. The Worship pastor submitted (to the deacon board which has fiduciary obligations to monitor and correct executive leadership) validated records, written documents, written descriptions, and multiple questions concerning the actions and illegal activity of the pastor. These documents were not accusations of personal offense but instead, they were proofs and questions constituting the content of a whistle blowing investigation.
 - ii. This **"slow to take offense"** investigation on the part of the worship pastor was done in the ascribed methods of the laws of the state, the constitution and bylaws of FBCD, and the procedures instructed in the Biblical text.
 - iii. The meeting on evening of May 16th was scheduled (only after) the worship pastor had RESUBMITTED to the deacons the multiple pages of issues, questions, evidence, and photos concerning the actions of the pastor through his condensed version of the 45 questions which he demanded they answer on May 12th. Therefore, the impromptu meeting scheduled was not a **"slow to take offense"** action and was ended with a **"quick adverse retaliation reaction"** on the part of the pastor.
 - a. This volume of material presented to the deacons concerning the pastor consisted of 50+ pages of documentation given to the deacons between October 2020 and May 2021.
 - b. One on one, each Deacon (and wives) shared their frustration concerning the pastor, the absence of people getting saved, substandard activities, non-productivity, doctrinal errors, and the decrease in the membership.
 - c. As for the written statement **"secure it without delay"**, the well-documented **DELAY** in the leadership addressing the submitted issues is **a prima facie evidence that the claims of Article 8 have been breached.**
 - d. There are no documents on record submitted to the worship pastor concerning any offense on his part, no action contrary to scripture of the organization's documents, nor is there any written response concerning the worship pastor's question on the illegal activity.
 - e. This is an evidentiary breach in fiduciary responsibility on the part of the board who are to hold the executive leadership accountable.

- f. Thus, the issues have still not been addressed due to the adverse employment action taken by the pastor on May 16th upon the Worship pastor who submitted the whistle blowing documentation
- vi. The meeting opened with the chairman presenting me the results of the surveys as a means of responding to the comments made by the worship pastor after the morning service.
 - a. Why would the chairman of the deacons share the result of the survey with the worship pastor instead of the church?
 - b. Was it because the worship pastor had found out that the pastor had lied about the surveys being a collaborative work done with the deacons? Three deacons independently reported that the pastor was advised against doing the survey.
 - c. Was it because the worship pastor said that the survey was something that would hurt the church because it had no rules to follow?
- i. Concerning the leadership's breach of the bylaws which state that, *the attitude of members toward one another shall be guided by a concern for redemption and restoration rather than punishment*, the worship pastor responded that:
 - a. results of the surveys done without GUIDELINES were suspect and that he (the chairman) and the pastor had already admitted that the "critical" surveys had been thrown out.
 - b. that a survey without rules (guidelines) was like throwing a dart in the wall and then painting a target around it. Thus, the entire process was fraudulent, disruptive to the membership, **and the claimed cooperation of the deacons and the pastor putting the survey together was a lie...according to three of the deacons.** (View Attachment: Worship Pastor's submission to the leadership on 2/3/21)
- 2. **The pastor then turned the meeting into one of accusing the worship pastor of two offenses. Definitely, this action was in defiance to the written claims of Article 8. These "issues" claimed by the pastor had not been discussed with the worship pastor before the meeting.**
 - i. This was an obvious attempt on his part (and plan) to keep from answering or discussing the questions submitted to the deacons over the 8 months. (Slow to take offense)
 - ii. There had been some type of communication between the pastor and the deacons just before the May 16th meeting where the pastor gave the deacon board "information" preparing them that he was going to take the meeting in a different direction.
 - vi. The two so called offenses that were brought up in the May 16th meeting were
 - 1. an accusation that I had offended a potential church member in a conversation (that took place in October of 2020)
 - 2. and that he (the pastor) had received slanderous statements of a business customer of the Worship pastor secular job by the name of June Knight (on December 7th 2020).
 - v. In order to "secure it without delay" as mentioned in paragraph 4, it is undeniable that, if these two accusations (6 months prior) had any validity, the leadership would have had to take "action without delay" to settle the matters in 2020. There is no evidence that any discussion "without delay" was taken, there was no discussion of the so called "offenses" during the previous 6-8 months, any meetings verified that these accusations were true, and no paper work or documentation was provided to the worship pastor concerning these two accusations within that "secure without delay" time span.

- a. Yet, the pastor purposefully chose to use these “items” as a means of diverting attention away from him mentioned in the verified in the accumulated 50+ pages of documents, questions, reports, and evidence and divert the leadership’s attention to his accusations against the worship pastor.
- b. The accusations against the Worship pastor were in **temporal proximity and in casual connection** to the May 12 revealing of the **8-month-old** whistle blowing documentation being held by the board of deacons.
- c. Thus, the actions of the pastor were **retaliatory** in the aspects of employment law and were the willful commission of a civil crime in the repeating of slander to the deacons (which had been extensively documented to him on December 12th 2020 as being false.

3. The Worship pastor submitted validated records, written documents, written descriptions, and multiple questions concerning the actions and illegal activity of the pastor.

The prime responsibility of the deacon board in a 501c3 is the fiduciary obligations to membership to monitor and correct executive leadership. These documents were not accusations of personal offence but instead, they were proofs, evidence, photos, and questions constituting the content of a whistle blowing investigation initiated by the Worship Pastor. Therefore, the impromptu meeting scheduled was not a **“slow to take offense”** action and was ended with a **“quick adverse retaliation reaction”** on the part of the pastor. This volume of material presented to the deacons concerning the pastor consisted of 50+ pages of documentation given to the deacons between October 2020 and May 2021. The meeting opened with the chairman:

- Scolding the Worship Pastor for the comments made after the service.
 - Again, the pastor message was aimed at someone who was asking questions and the sermon was directed at someone with a “negative attitude”. The Worship pastor reminded the chairman of his comments in December when he (the chairman) disclosed the fact that the deacons had taken note of the pastor’s pointed comments directed at the Worship pastor and that the deacons had met without the pastor present to discuss the issue.
 - The Worship pastor’s statement was, ***“Bro Chris, you preach about attitudes, I have submitted questions that I expect you and the deacons to answer.”***
 - ***I informed the chairman that I would not remain silent on the neglect, abuse, and suspicious actions of the leadership. This is clear and witnessed by the congregation of Whistle blowing on my part.***
2. Then the chairman presented the Worship pastor with the results of the surveys as a means of responding to the comments made by the worship pastor after the morning service.
 3. Why would the chairman of the deacons share the result of the survey with the worship pastor instead of the church?
 4. In the conversation the Worship pastor’s wife had with the pastor and deacons immediately following the Sunday AM service on May 16th, they admitted to destroying all the negative surveys...so, how do you tabulate the “surveys” when you arbitrarily eliminate those you don’t want????
 5. One on one, each Deacon (and wives) shared their frustration concerning the pastor, the absence of people getting saved, substandard activities, non-productivity, and the decrease in the membership. Were their comments eliminated?

D. As for the written statement in the bylaws “secure it without delay”, it is a well-documented **DELAY** in addressing the submitted issues by the leadership is a **prima facie evidence** that the claims of Article 8 have been breached.

1. This “DELAY” is an evidentiary breach in fiduciary responsibility on the part of the board. Thus, the issues have still not been addressed due to the adverse employment action taken by the pastor on May 16th.
2. Was the delay in addressing the “issues” or accusation the pastor made against the Worship pastor because the pastor needed to use the “issues” as tools of subterfuge for his defense?
3. Was the Delay in discussion on the part of the deacons because the worship pastor had found out that the pastor had lied about the surveys being a collaborative work done with the deacons? Three deacons independently reported that the pastor was advised against doing the survey.
4. Was the delay because the worship pastor said that the survey was something that would hurt the church because it had no rules to follow...and the chairman (who evidently got the negative surveys) saw that the Worship pastor was right and would hold the leadership accountable for their actions?

E. Concerning the leadership’s breach of the bylaws which state that, *the attitude of members toward one another shall be guided by a concern for redemption and restoration rather than punishment*, the worship pastor responded to the chairman of the deacons that:

1. opening the membership up to suggestions, advice, comments of those that are NOT members (attending nonmembers and those over the internet) **is not constitutional**
2. results of the surveys done without GUIDELINES were suspect and that he (the chairman) and the **pastor had already admitted that the “critical” surveys had been thrown out.**
3. that a survey without rules (guidelines) was like throwing a dart in the wall and then painting a target around it. (View Attachment: Worship Pastor’s submission to the leadership on 2/3/21) Thus, the entire Survey was fraudulent, disruptive to the membership, and the “claimed” cooperative effort of the deacons and the pastor putting the survey together was a lie...**according to three of the deacons.** This action alone (in view of the bylaws 1.E. Discipline) makes the pastor and deacons fitting of the description of the serious condition which would cause a member(s) to become a liability to the general welfare and harmony of the church.

F. The pastor then turned the meeting into one of accusing the worship pastor of two offenses.

1. Definitely, this action was in defiance to the written claims of Article 8.
2. These “issues” claimed by the pastor had not been discussed with the worship pastor before the meeting.
3. This was an obvious attempt on his part (and plan) to keep from answering or discussing the questions submitted to the deacons over the 8 months. (Slow to take offense)
4. There had been some type of communication between the pastor and the deacons before the May 16th meeting where the pastor gave the deacon board “information” preparing them that he was going to take the meeting in a different direction.
5. The two so called offenses that were brought up in the May 16th meeting were:
 - **an accusation that the Worship Pastor had offended a potential church member in a conversation (that took place in October of 2020)**
 - **and that he (the pastor) had received slanderous statements of a business customer of the Worship pastor secular job by the name of June Knight (on December 7th 2020).**

In order to “**secure it without delay**” as mentioned in paragraph 4, it is undeniable that, if these two accusations (**6 months and 8 months prior**) had any validity, the leadership would have had to take “**action without delay**” to settle the matters in 2020.

There is no evidence that any discussion “without delay” was taken, there was no discussion of the so called “offenses” during the previous 6-8 months, any meetings verified that these accusations were true, and no paper work or documentation was provided to the worship pastor concerning these two accusations within that “secure without delay” time span.

Yet, the pastor purposefully chose to use these 2 “items” as a means of diverting attention away from himself in the documentation submitted by the Worship Pastor

- a. The accumulated 50+ pages of documents, questions, reports, and evidence and divert the leadership’s attention to his accusations against the worship pastor.
- b. The accusations against the Worship pastor were in **temporal proximity and in casual connection** to the pastor’s discovery of the revealed **8-month-old** and resubmitted (May 12th 2021 to the deacons) whistle blowing documentation.
- c. **Thus, the actions of the pastor were retaliatory in the aspects of employment law (questions for investigation over the use of finances, work hours paid when he was absent, possible misappropriation of funds, conflicts of interest**
- d. **the willful commission of a civil crime in the repeating of slander to the deacons (which had been extensively documented to him on December 12th 2020 as being false.**

Item 1.2

Broken procedural and legal instructions of the bylaws (As previously stated, the following adverse employment actions were done in retaliation to the 8 months of questions, documents, and demand for answers submitted by the worship pastor)

1. According to the Constitution of FBCD Article 4, the Pastor and leadership of FBCD disobeyed the clear instructions stating: ***the church shall not conduct any business transaction contrary to the constitution.***
 - a. The Constitution of FBCE gives three distinct areas of employment (Lead Pastor, Associate Staff, and Support staff)
 - i. The removal of an ordained member of the pastoral staff (voted into position by a specified percentage of votes) is a business transaction associated with a line item in the budget.
 - ii. Hiring or firing associate staff members is an order of business of the church where the membership is to be present. This business transaction must be called for through notification of the members as required by law.
 1. This “business transaction” is an expense item in the budget of over \$10,000 dollars and is to be voted upon by the church members. The pastor does not have authority to make these decisions independently of the membership.
 2. The only circumstances that would ever call for an immediate removal of an ordained staff member would constitute that the ordained employee **had committed an illegal criminal offense or an action of moral turpitude. Yet, the church would have to still vote on such an action in order to stop the financial employment package.**
 3. **Having not committed any action of such nature:**

it is an action of cognitive dissidence on the part of the pastor and a breach the clearly defined policies of the church.

- b. As an ordained minister, (section II(B)(1)) the Worship Pastor is an Associate Staff member that required 75% affirmative vote for salaried employment at FBCD.
- i. This position is designated different with **specificity** in the bylaws from that of support staff position.
 - ii. The pastor made a change in the constitution under the assumption that his interjection of the term “lead” pastor into the documentation would give exclusive authority to his the position which would somehow diminish or negate the authority established by the State that is placed upon the board members and trustees who have fiduciary authority over him.
 - iii. The noun or verb form of the word “lead” gives inference to other such authoritative positions (Assistant Pastor, Youth Pastor, Worship Pastor, etc.) that would be subject to and in consistency with the procedures of hiring and dismissal. Thus, the definitive article “the” would imply authority of that nature but this total authoritative position is not legal in the Laws of the State concerning the practices of 501c3 Non Profit Corporations.
 - iv. The legal **inference** to the required vote for termination is undeniable and a clear distinction is made in section II(B)(2) that support staff are not subjected to the process of voting by the membership.
 - v. Did the Pastor or the deacons seek legal advice on how the court or a jury would interpret the written doctrine of the constitution and bylaws of FBCD?
 - vi. Did the Pastor or deacons seek legal services for writing the doctrine of the constitution and bylaws of FBCD or did they have someone write the material that is void of legal terminology, its implications, or the necessary jurisprudence in its construction?
 - vii. **The answers to the preceding questions** makes the questioning of their own activity an indictment on their illegal activity and the “advice/counsel” of Mark Puckett’s for the pastor to not have a specially called meeting (as required by law) ...makes it obvious that an action was taken to **defraud the employee, the membership, and to avoid any discussion** as would be required in Roberts Rules of Order.
 1. This lack of discernment and choice on his part (the DRBA director) exposes a clear incompetency of scriptural instruction against receiving an accusation against an elder.
 2. His answering of a matter before knowing the entire truth (according to Proverbs 18:13 **is folly and shameful to him**).
 - viii. This type leadership may give the supporting church’s members in-depth insight to greater implication as to why the 44 churches in the DRBA only have 144 people baptized in the year 2019 when they are accountable to God for:
 1. 42,208 residence in Franklin county,
 2. 56,520 residence in Coffee county,
 3. For a total of 98,728 souls within 1011 square miles of territory,
 4. the additional 80,000 attendees at Bonnaroo for a yearly total of 178,728 individuals

5. So... are we stronger together? No, we are subject to the weakest link in the chain that is seen in the actions of the pastor of FBCD, some of its deacons, and the Director of the DRBA.
2. This **adverse employment action** manifested in the action made by written form to “**imply in writing**” (the letter sent out) to the community and church membership that such an action of such illegal or moral turpitude had taken place.
 - a. It is material evidence of a **civil crime of slander** in the form of Libel.
 - b. Such a “business transaction” is ethically and professionally perverse and in relation to fiduciary obligations of directors, **it is administratively disqualifying for all those who knowingly initiated or participated** in the adverse employment action.

Item 1.3

Pastor and leadership of FBCD ignoring clear procedural instructions under the section E Discipline.

1. The bylaws state that attitude of members toward one another shall be guided by a concern for redemption and restoration rather than punishment.
 - A. In section E. Discipline, there is the introduction of “*the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member.*”
 - a. This statement does not imply that it will be the responsibility of the pastor and deacons to administer discipline but instead, **the inclusive terminology “church”** is written giving clear intent that all matters pertaining to discipline will be dealt with by the membership.
 - b. This EMPHASIZED statement ensures that matters will be discussed and voted on by **the group known as the church** and not the sub group known as the pastor or deacons.
 - c. The statement of “*the pastor and other members of the church staff, and deacons will be available to counsel and guidance*” is an absolute misrepresentation to the membership in events where counsel is given by a staff member to someone that has questions concerning the actions or lack of actions of the pastor or the deacons.
 - B. The statements in paragraph 2 of E. Discipline states, “*Should some serious condition exist which would cause a member to become a liability to the general welfare and harmony of the church, the pastor and deacons will take prayer and reasonable measures to resolve the problem, following the principles found in Matthew 18:15-17.*”
 - a. The serious “condition” subject matter has an overwhelming amount of ambiguity and is grotesquely flawed **if the principles of Matthew 18 cannot be applied** (with specificity) to the “causation” of an individual becoming a liability to the welfare and harmony of the church. The Maxim of Law states, “*Fraud lies hidden in general expressions.*”
 - i. It is impossible to apply Matthew 18 to someone who is involved in adultery?
 - ii. It is impossible to apply Matthew 18 to someone who is beating his wife or children?
 - iii. It is impossible to apply Matthey 18 to someone in the church who is abusing alcohol or is using illegal substances?
 - iv. All of the above members would be a detriment to the church but the Matthew 18 principle has nothing to do with “dealing” with these members.
 - b. This statement (paragraph 2 of E. Discipline) is seriously flawed when subterfuge is used to make the context interpreted to:
 1. psychologically exclude the pastor and deacons from being “*a member*” that could be the “*liability*”
 2. **philosophically infer to the members that Matthew 18 has an antidote for something other than when one member offends another member.**

- C. From Paragraph 1 of (paragraph 2 of E. Discipline), what “*guided*” methods were put in place for the Church surveys prior to its distribution among the membership that would keep the “*attitude of the members toward on another*” with a concern for *redemption, restoration, rather than punishment*?
- a. With no *guided* procedures/rules put in place, the survey left the invested members of FBCD subject to the views, opinions, and wishes of those who had no invested service in FBCD. This is not following the constitution.
 - b. What grading matrix, method, system was established to “guide” the person taking the survey when there are fill in the blank questions?
 - c. If the questions are concerning the leadership, was there a designated independent 3rd party that would receive and grade the surveys? **Afterall, it would be an exercise in stupidity to hand critical comments written in the surveys about the pastor/leadership to the pastor/leadership for them to grade themselves.**
 - d. Is this the manifested reason **that there were not ANY comments from the pulpit,** website, Facebook page, or encourager (from 2/3/2021 to May 16th 2021) made about the surveys, the progress in grading them, or any results being made?
 - b. Yet, the pastor used the information from those who submitted their survey **to malicious attack from the pulpit** those who gave critical comments on the survey...**an unconstitutional survey without GUIDES or rules!**
 - i. Specifically stating from the pulpit to those in the service that, **“If you don’t like your church...go somewhere else!”**
 - ii. What **attitude of redemption and restoration** can a statement of this nature be interpreted as other than a statement and attitude of punishment...for what someone put on their unguided and unruly survey?
 - c. How can this section of the bylaws be considered “followed” when the deacons “*guided*” the pastor **to not do the survey**’?
 - d. How can someone deny that it was a lie for the **pastor to say from the pulpit multiple times** “that he and the deacons worked together on the survey” when deacons testify that they didn’t work together on the survey? Even worse, what does it say about the deacon’s fiduciary responsibility to the church members when none of them stood up and corrected the lie **the moment is was said from the pulpit**?
 - e. In accordance to the second paragraph in section E,
 - i. The actions of the pastor were in defiance to the advice and instruction of the deacons (against the advice of the deacons to NOT DO the survey)
 - ii. **According to Section E, this makes the pastor a liability to the general welfare and harmony of the church.**
 - f. The worship pastor’s statements after the invitation on the morning of May 16th were to notify the pastor and the deacons that:
 - i. he would fulfill his fiduciary requirement as a voted in member of the staff,
 - ii. express to the pastor and deacons that he would not be silent concerning **the abuse of authority/power and illegal activity of the pastor**
 - iii. he would not allow the voting members to be attacked from the pulpit (concerning the message’s content of “bad attitudes”) in connection to their written critical statements on the bogus and disruptive survey for which **“the pastor had dangerously and unconstitutionally asked of them”**
- D. Pastor and leadership of FBCD broke Doctrinal instructions of the bylaws(I)(E) Discipline

- i. In the May 16th meeting, the pastor accused the Worship Pastor of running off a “potential” church member with critical statements. According to the individual he claimed to have said thus, the conversation would have had to take place in the month of October 2020. (Even the State of Tennessee has a 6-month statute of limitation on statements of accusation/slander TCA §28-3-103)
- ii. It is absurd to see that the pastor and deacons do not understand that the constitution of the church and its bylaws **do not have jurisdiction or application to someone who is not a member of the church. The constitution gives specificity to the offenses that take place between members.**
- iii. The pastor claimed that the Worship pastor’s critical comment to this “potential” church member was “that one family ruled the church.”
 1. This accusation was exacerbated by the fact that nepotism is practiced among the board **thus influencing two members of the same family that are deacons to be emotionally persuaded by the pastor’s accusation.** This is a deliberate action of incitement.
 2. The content of my conversation with the person the pastor was referring to was concerning the pastor’s spoken desire to have **a third member of that family** become a deacon thus making one family to have three votes in leadership decisions.
 3. My comments and the “perspective” member’s statements were in agreement with the dangers and pitfalls of **such unprofessional and unethical nepotism** which most members are oblivious to its **complex conflicts of interest.**
- iv. According to the bylaws which refer to the Biblical Doctrine and Scriptural procedures of Matthew 18: (Refer back to 1.B.1.2.)
 1. The context of the passage says; *Mt 18:15 Moreover if thy brother shall trespass against thee, **go** and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother. Mt 18:16 But if he will not hear thee, then **take** with thee one or two more, that in the mouth of two or three witnesses every word may be established. Mt 18:17 And if he shall neglect to hear them, **tell it unto the church:** but if he neglect to hear the church, let him be unto thee as an heathen man and a publican.*
 2. As in the inferred E. Discipline section of the bylaws, “This person (the “prospective” church member) has never personally approached me to state that I offended him/her. This action for redemption and restoration is the “prospective” members responsibility within the Biblical text.
 3. This person never brought to me two or three witnesses.
 4. This person did not tell it to the church for those who have voting rights to have a say so in the matter.
 5. For the pastor to use this person’s statement (The “prospective” church member) it gives insight to the “prospective” church member’s personal spiritual condition in the fact that he/she could not/would not follow clear Biblical teaching and personally come to me. Is this the type member FBCD is seeking?
 6. What insight to the spiritual condition of the “potential” church member is exhibited when they choose to avoid the Matthew 18 procedure and chose to make a critical accusation/comment to someone else (even the pastor) concerning what he/she perceived as a “critical” comment that hurt him/her? Is this what FBCD

would consider a potential valued and effective participant in our services **or is this someone who may “potentially” bring in more disharmony?**

7. Nevertheless, for the pastor to use this “issue” as an accusation against the Worship pastor exhibits:
 - a. He is willing to make some poor “potential member” out to be more the fool as we consider that they could not follow scripture for mitigation of such offenses.
 - b. He is willing to do such an injustice to someone for his own benefit in an effort to defend himself which shows:
 - i. the purposes of the pastor to be narcissist in nature
 - ii. In defense of his job (considering the 50+ pages of material in a whistle blowing format) the pastor used this “potential” church member’s comments to “monetize” on this person’s trials of life for the purpose of financially maintaining his own conflicts of interest?
 - c. Therefore, everything the worship pastor told the prospective member was, and still is **the revealed truth**.
 - d. The pastor choosing to delay “holding” to use as a defense of himself this accusation was a “need” for subterfuge in the May 16th meeting.
 - e. The obvious violation of the bylaws of DFBC stand as a record of his **INTENTIONAL rogue actions and breach of fiduciary duty (care, trust, and loyalty)** to the membership of the church.
 - f. **Again, According to Section E, this makes the pastor a liability to the general welfare and harmony of the church.**
2. In summary of this offense, this accusation made toward me by the pastor was out of context, out of date, unsupported by scripture, unsupported by the constitution or bylaws of FBCD and was purposefully used by him to retaliate against the 50 pages I had submitted to the deacons detailing his lies, suspicious financial activity, conflicts of interests. Thus, this accusation does not constitute a causation for termination of an employee.

Item 1.4

Pastor and leadership Ignored the clear procedural instructions under 1.G. **Restoration**

The wording of this section has placed within its context, *“Should there be a conflict within the church that involves **issues between pastor, staff, deacons and the church membership** that could destroy or hinder the work of the church, the church will call for an outside mediator to work with the parties involved to make every reasonable attempt to resolve the conflict. The church should request a mediator **before the problem escalates** to the point it causes a break in the unity, harmony and fellowship of the congregation. Mediation services must be obtained through the Duck River Association or the Tennessee State Convention.”*

- A. Take note of the included subject of **“Should there be a conflict between the pastor, staff, deacons, and membership”**, the subject has nothing to do with the restoration of someone to membership when the DRBA or TBC have no authority over an autonomous church (**Article 2 Purpose and Objectives**- Section 1-Polity states, *“The church is subject to the control of NO OTHER civil or ecclesiastical body”*)

1. If the church has “requested” an Exemption from the government to operate as a 501c3 nonprofit corporation, the “request” identifies that the church **IS** subject to the laws of civil government.
 2. If the pastor or deacons have as their first line of support someone other than its own “vested” members, then running to the DRBA for instruction, advice, or guidance **places an ecclesiastical body over the church**. Thus, this makes the claims of Section 1 obviously a fallacy or their actions to avoid the vote of the membership...a clear breach of law.
- B. Note the strong emphasis wording giving specificity to the “*conflict within*”, “*that involves issues*”, “*that could destroy or hinder the work of the church*”:
1. Could these *conflicts within* be Conflict of interest of the Pastor?
 2. Would this cause issues “*between*” the pastor and staff?
 3. Are *issues that destroy or hinder the work of the church* manifested in the leadership’s loss of membership, loss of attendance, and the absence of people getting saved?
- C. There is the claim written that an “Outside Mediator” would be brought in to assist with resolving the conflict.
- a. The wording of an “outside Mediator” implies to the unsuspecting reader that it will be an **independent 3rd party**...with no connections to the church that will be brought in to assist.
 - b. Again, this places authority **outside of the membership** which is a contradiction to Article 2 and is an indication of a failure of *1Co 6:5 I speak to your shame. Is it so, that there is not a wise man among you? no, not one that shall be able to judge between his brethren?*
 - c. This statement is subterfuge when the DRBA (**that has a financial interest in the church’s monthly financial support**) is mentioned as a mediator...**who obviously has a financial conflict of interest**.
- D. There is the claim in this bylaw that “*every reasonable attempt*” will be made to resolve the issue.
1. Concerning the adverse employment action brought against the Worship Pastor on May 16th 2020, **where are the records** over a 6 to 8-month period...if in fact that the pastor had an issue worthy of any disciplinary action toward the Worship pastor?
 2. Upon the worship pastor asking two of the deacons if the statement was true when the pastor told the Worship Pastor on October 18th 2020 that, “he and the deacons had met to discuss possibly getting rid of the Worship Pastor’s job”)
 - i. **two deacons said that was a lie,**
 - ii. they had not discussed any such thing....
 - iii. when they detected that the pastor was making derogatory statements from the pulpit aimed at the worship pastor, they (the deacons) had a meeting without the pastor present to discuss that they did not want the worship pastor to leave
- E. **Request a mediator before the problem escalates???**
- a. **Where is the documentation** showing a request for a mediator that predates May 16th, 2021?
 - b. There is **one deacon that approached the DRBA** for help prior to the May 16th meeting but the subject of the meeting with the director was not the Worship pastor but instead, it was concerning the neglect, conflicts of interest, and actions of the pastor which were hurting the church
 - c. Kasandra’s calendar (DRBA’s secretary) could verify the date of the meeting this deacon scheduled to speak to Mark Puckett
- F. Mediation services must be obtained (***before the conflict escalates***)
- a. **Was the escalated problem the two unbiblical and unconstitutional accusations of the pastor (which both took place in 2020) toward the Worship pastor? Where is the documentation concerning the “need” for mediation services?**

- b. Was the “escalated” problem the documentation presented to the leadership in November 2020, December 2020, January 2020 that was whistleblowing material? Is there any documentation requesting mediation services concerning the subjects/issues presented to the leadership in writing?
 - i. Upon the worship pastor resubmitting his documents to the leadership concerning the pastor and the condition of the church on May 11th demanding answers to his 45 questions, was there any “request” for mitigation services made to DRBA or the TBC prior to the May 16th meeting?
 - ii. Take special note concerning the wording of: “*The church should request a mediator **before the problem escalates** to the point it causes a break in the unity, harmony and fellowship of the congregation.*”
 - iii. Does the document written to Mark Puckett on May 17th comply to the written procedures of the bylaws of FBCD as something being **before the problem escalates**? (See attached Email from the pastor to the deacons concerning his communication to Mark Puckett)
 - iv. Are the “least esteemed” among the church able to see that the request to DRBA was done **“after the fact”**?
 - v. Should Mark Puckett have informed the leadership (according to the clear writing of the bylaws) **that the pastor/leadership had forfeited** any of the DRBA’s or TBC’s assistance in the fact that the request was made **“after the fact”**?
 - vi. Also take note to the wording of the Article 2 concerning the **autonomy** of FBCD and the wording of Article 2 concerning FBCD not being under **any ecclesiastical body** (DRBA or TBC). This means that the voting membership of FBCD has the FIRST say so...**and not the DRBA or TBC!!!**

Item 1.5

1. According to Article 2 Purpose and Objectives Section 1 on Polity states: *The government of this church is **vested in the members who comprise it**, owing allegiance only to its head and founder, the Lord Jesus Christ.*
 - A. Every member is to hear and have knowledge of what is taking place in the financial organization they support (Consider the Definition of the term “vested” - *fully and unconditionally guaranteed as a legal right, benefit, or privilege*)
 - B. Every member is to have opportunity to discuss what is taking place in the financial organization they support (Consider the Definition of the term “vested” - *fully and unconditionally guaranteed as a legal right, benefit, or privilege*)
 - C. Every member is to have the opportunity to vote on what is taking place in the financial organization they support (Consider the Definition of the term “vested” - *fully and unconditionally guaranteed as a legal right, benefit, or privilege*)
2. Church Meeting B. **Regular and Special Meetings** states in paragraph 2: *A special called business meeting may be held to consider matters of **significant nature**.*
 1. The dismissal of a Pastoral member of staff is a significant issue requiring a specially announced meeting.
 2. II Church Officers section B. Church Staff 1. Associate Staff says that a minimum of one week’s notice is to be given and that the vote by ballot must have an affirmative vote of 75% to hire an associate pastor. It is only logical that the inverse method of this procedure must be followed to dismiss an associate staff member.

3. The pastor does not have the authority to hire and fire associate staff.
4. The pastor or deacons **do not have the authority or legal right to terminate an employee who has submitted documentation and questions concerning leadership actions that may be illegal. Terminating an employee during an investigation the employee initiated is illegal.**
5. 50 pages of evidence, documents, photos, and questions concerning the pastor and leadership actions submitted to the board that has fiduciary responsibility to monitor, correct, and terminate the CEO is **testamentary of whistle blowing investigation.**
3. The leadership of FBCD defrauded the voting membership of their legal rights to have a “say so” in an important matter concerning the events of May 16th 2021.

Would this defrauding of the church not be an indication of why the Lord allows the Government to do the same thing to the citizens? “As the church goes so goes the government.” Are we deceiving ourselves about reaching the community when we cannot even reach ourselves?

Item 2

Pastor and leadership of FBCD indicate their own professional fault, fraud, and fiduciary failure as they have **actively and collectively silenced the questions** of a paid staff member (an employee) of the church.

Over the past 30 years of Christian service, I have worked for two nationally known pastor and one world renowned creation evangelist. The www.ministryengineering.com website stands as record of the accomplishments both administratively and evangelistically with the multiple photos and videos. Among these experiences, the total surrender to the Lord’s leading in my life placed me into situations that only He could put me and only He would be able to sustain me. Christians that are sensitive to the Holy Spirit will testify that **they are grieved at the condition of the new testament church due to its lack of power, provision, and productivity**. Consider this, shouldn’t the most advanced civilization in the history of the world be experiencing revival of a magnitude that exceeds the mere three thousand souls that were saved at Pentecost? *Joh 14:12 Verily, verily, I say unto you, He that believeth on me, **the works that I do shall he do also; and greater works than these shall he do;** because I go unto my Father.* Though I have not yet seen 3000 get saved at one moment, I have been provided to personally see a great multitude saved, entire congregations stand in awe of the power of God, and to watch as the enemy of the Cross of Christ rushes in to destroy the work of God. *Php 3:18 (For many walk, of whom I have told you often, and now tell you even weeping, that **they are the enemies of the cross of Christ:***

To the detriment of the church, **it is the failure of the support staff** that allows the enemy to infiltrate, maintain and expand influence. You need to make a conscious attempt to understand the implications of the following passage as it pertains to those EMPLOYED in the system and those who hold positions within the leadership of the church. *Eze 22:25 **There is a conspiracy of her prophets** in the midst thereof, like a roaring lion ravening the prey; they have devoured souls; they have taken the treasure and precious things; they have made her many widows in the midst thereof. Eze 22:26 Her priests have violated my law, and have profaned mine holy things: they have put no difference between the holy and profane, neither have they shewed difference between the unclean and the clean, and have hid their eyes from my sabbaths, and I am profaned among them. Eze 22:27 Her princes in the midst thereof are like wolves ravening the prey, to shed blood, and to destroy souls, **to get dishonest gain**. Eze 22:28 And her prophets have daubed them with untempered mortar, seeing vanity, and divining lies unto them, saying,*

Thus saith the Lord GOD, when the LORD hath not spoken. Eze 22:29 The people of the land have used oppression, and exercised robbery, and have vexed the poor and needy: yea, they have oppressed the stranger wrongfully. Here is where you the reader must examine the grammatical implications of the following verse. Eze 22:30 And I sought for a man among them, (one of the priest, prophets, or paid staff member) that should make up the hedge, and stand in the gap (blow the whistle on the corruption) before me for the land, that I should not destroy it: but I found none. After all, who would want to lose their income (job) that was one without schedule, supervision, spending the day fellowshiping, going to meetings with friends, and never have anyone question as to why you personally do not lead people to Christ during the 40 hours of salaried work?

The paid employee of FBCD brought to light for the purpose of investigation the following:

The pastor's conflict of interest

- A. The worship pastor asked the leadership if documents detailing a "strategic alliance" (part of nonprofit law) agreement had been signed:
 1. Due to the fact that the pastor was the CEO of both the 501c3 of FBCD and the CEO of 501c3 known as Tennessee Valley Chapter of CEF, the worship pastor asked if there had been a Strategic Alliance formed as required by the State. Organizations remain independent, but may have overlapping board or shared staffing arrangements. Close organizational coordination to provide complementary programs, eliminate duplicative services and administrative redundancy, and/or to conduct joint fundraising, public relations.
 2. **Such documentation would detail that CEF work would not be done during the work hours designated as pastoral work for FBCD.**
 3. It would also ensure that the Pastor (who is the CEO of the Tennessee Valley Chapter of CEF) **would not/could not influence** FBCD (which he is also the CEO) to finance his formulated Non-Profit organization (SELF-DEALING)
 4. These questions were necessary when suddenly there were \$4600 dollars designated in a line item in the FBCD budget.
 - a. This amount designated for the Tennessee Valley Chapter which is his personal 501c3 organization
 - b. As a staff member that attends all business meetings, I was not given the information upon which to discuss the matter nor was I allowed to vote on such an expense
 5. This question was avoided, suppressed, and since there was an adverse retaliation employment action taken against the Worship pastor (allowed by the deacons) has still not been answered.
- B. Misappropriation of work hours, time used designated as work hours which were used for furthering education (not discussed or approved by the church) are clear abuses of finances.
 1. the pastor of FBCD introduced a line item #510 Staff Training at the time he was furthering his education for CEF. This line item is \$1250.
 - a. How does the leadership ensure to the financially supporting membership that the pastor does not spend the work hours of the day working on his personal advancements in education? (productivity time in reaching the community "daily house to house as in the book of Acts")
 - b. When the pastor is gone to another state for the purpose of furthering his education, is this absence from his employment duties at FBCD done on his vacation time or did the church vote to give him time away from his daily duties?

- c. How does the church justify the pastor being gone from Decherd to spend the day in another town talking to a pastor about starting a Good News Club? Is the pastor of that church not able to travel to Decherd on Tuesday and observe FBCD's Good News Club? Why must the work of the church be neglected or superseded by the Pastor's own nonprofit organizational work?
2. Having not read or voted on any such "approval" for him to be absent of his duties, is it true that he assumed he could get paid for work that he did not performed?
 - a. The pastor was gone for two weeks to South Carolina furthering his education.
 - b. The worship pastor asked if the tuition for this additional education was being paid for by the church, CEF, or was the finances taken from the money the church gave to the pastor's Tennessee Valley Chapter of CEF that the church suddenly (without voting on it in any business meeting attended by the worship pastor) was supporting him for \$4600 dollars a year.
3. The combined salary time spent away from the church (millage reimbursement, hotel, and food) on TVC of CEF is something spent on his personal NPO and not on FBCD work... is well over \$2500 dollars and added to the \$4600 dollars given to this personal NPO places the amount of contribution over the legal limit of \$5k for a fiscal year. An expense of this amount would have to be approved by the voting members.
 - a. **If not approved by voting members, it is theft.**
 - b. **In the state of Tennessee, it is a Class D felony if the value of the property or services stolen is at least \$2,500 but less than \$10,000.**
 - c. A Class D felony carries 2 to 12 years in prison and a \$5,000 fine.
- C. His personal Conflicts of interest seen in conflict with long-time members of FBCD and regular designated events
 1. The church's 2021 egg hunt was organized by a non-employee of the church
 - a. This person said the pastor did nothing in preparation for this event
 - b. Yet, the pastor placed his CEF tent in front of the fellowship building for the purpose of:
 - i. Capitalizing on the volunteer's work to promote (conflict of interest) something other than FBCD
 - ii. Up staging the volunteer's work is diametrically opposed to principles of leadership
 - iii. Distracting the attending public's attention away from FBCD is in direct conflict of his main purpose (Read the pastor's job description in the Constitution)
- D. The pastor claimed he was chapeling the football team at South Middle School
 - a. This attributed to the time spent there while his child was on the team and was presented as ministry time
 - b. **Being the caplin of a public-school team is a tremendous in-road to a student body but upon his child moving up to another school...why would all investment made in South Middle Schools be dropped...unless it was all spent as a conflict of interest?**
 - c. The pastor alluded from the pulpit to working with the football team at the high school. Why is he not on the sidelines during the game? According to two players, he is at each and every practice.
- E. **Misappropriation of work hours**, time used designated as work hours which were used for furthering assisting other pastors to further his 501c3?
 1. Spending the day away from the church to help another pastor start a good new club:

- i. Is this other minister not able to come to Decherd Elementary on Tuesday and observe FBCD's club?
 - ii. Is this other minister an educated man capable of obtaining CEF material for himself and his church?
 - iii. What is the job of the State Tennessee Director of CEF? Can he not provide assistance to a pastor needing information on CEF or is it necessary for our pastor to spend time with the new pastor to ensure FUNDING will be funneled through our NPO to financially support his personal NPO?
 - iv. Did the leadership (deacons) read the rules, procedures, and financial organizational arrangements of CEF before allowing the pastor of FBCD to be so DISTRACTED from his duties as the pastor?
2. Again, this alternative investment in CEF (conflict of interest) is identified by the ABSENCE of converts seen on Sunday morning which is the culmination of his productivity as a staff member.
3. If the pastor is **first and foremost an employee of FBCD** and is assigned the responsibility of reaching to community of Decherd, how many door-to-door visits were not made because the pastor was fellowshiping, eating out, and recruiting a church for his own personal NPO?
 - i. Again, where did the membership vote to make this a part of his work description or to allocate any of his work hours onto something that is not in his job description?
 - ii. Again, why is it that staff reports that he is not putting in a 40-hour work week?
- F. In a conspiratorial manner, it is obvious that a small group of men worked with the pastor to silence a member of staff who (on paper) questioned actions of leadership and retaliated against the staff member by dismissing an elected official of the church against protocol
 1. No questions on the worship pastor's whistle blowing documentation was answered over an 8-month period.
 2. There is no existing record of anyone of the churches elected officials documenting acknowledgement, progress, or resolution to the questions asked.
 3. In **temporal proximity and in casual connection** with the whistleblowing materials final submission and demand for answers was the adverse employment action of retaliation termination.
- G. Note: the leadership nor the pastor has answered these questions

Item 3

According Tennessee's Code annotated §28-3-103 The Pastor committed an illegal civil action of slander:

1. In the Civil case in Franklin County Court, (2021-cv-81 Slander and Defamation case Holcomb, Plaintiff vs. Knight, Defendant), these false accusations (the defendant called and gave a false accusation against the Plaintiff to the pastor in December 7th 2020) were:
 - a. **Unequivocally proven false** by the printed text messages, email threads, photos, and documents given to the pastor on December 12th 2020. He had no doubts concerning the reputation of the worship pastor upon reading the provided information.
 - b. Yet, six months later the false accusations of the defendant were used by the pastor of FBCD **as he repeated the false accusations to the deacons deflecting attention away from himself.**
 - i. *If defamation is repeated without privilege and without permission, the person who repeated the statement and caused the harm is liable. Frommoethelydo v. Fire Ins.*

Exchange (1986) 42 Cal.3d 208, 217. "A false statement is not less libelous because it is the repetition of rumor or gossip or of statements or allegations that others have made concerning the matter." Ray v. Citizen-News Co. (1936) 14 Cal.App.2d 6, 8-9. In fact, each repetition of a defamatory statement may be considered a separate publication and, therefore, a separate cause of action even if the source is identified. Di Giorgio Corp. v. Valley Labor Citizen (1968) 260 Cal.App.2d 268.

ii. **Having known or accepting that the accusations to be false in December 2020,**

1. Made it a willful action to **repeat and represent** the accusation in a manner to defraud the worship pastor (during the week of May 2021)
2. Made for the purpose to maliciously manipulate the deacons in a false impression of the Music Minister's reputation
3. It is an action of prima facie evidence of slander purposed for an adverse employment action of retaliation termination.

c. 2010 Tennessee Code Title 50 - Employer And Employee Chapter 1 - Employment Relationship And Practices Part 3 - Working Conditions Generally

50-1-304 - **Discharge for refusal to participate in or remain silent about illegal activities,** or for legal use of agricultural product Damages Frivolous lawsuits.

d. The two reasons stated by the pastor in the termination were:

1. Offending a "potential" member (an accusation that is not covered by the constitution or bylaws of FBCD)
2. The "shady" business deal (he knew to be a false and slanderous accusation) An accusation (according to FBCD's constitution requires two or more witnesses) and was unbiblical to use in the meeting of May 16th 2021.

B. In conjunction to the willful decision of the pastor to commit an illegal civil action of slander and defamation by repeating to the deacons just before the May 16th meeting-the **proven false** accusations of December 7th 2020):

1. This adverse employment action against the Worship Pastor's reputation is in RETALIATION to the 50 pages of documented evidence, questions, and verified lies the Worship pastor had presented to deacons concerning the pastor since October of 2020)
2. Note: The pastor had received all documentation concerning the business transaction between the Worship pastor and the Defendant.

C. On the following Monday (after the adverse employment action of May 16th 2021), the Worship pastor sent to the deacons (that have an email account) the email sent to the pastor in December 2020. Included in this communication were the attachments of the email threads, documents, photos, and text messages.

- i. There is no reply or documented evidence provided by the pastor that he was not satisfied and resolved with the Worship pastor's innocence pertaining to the accusation of the "shady" business transaction.
- ii. The absence of such a response on his part (in a 6-month time span) exceeds the statute of limitations concerning his ability to use the accusation in any other form

iii. The Slander and Defamation suit against the Worship Pastor's accuser is filed in the Franklin County court as No. 2021 cv-81 and details the pastor's use of the defendant's accusation as **causation for the Worship pastor's termination**

D. On the following week (after the adverse employment action of May 16th 2021), the pastor and leadership sent out a letter with misleading information (False Light) to the membership of FBCD concerning the event that took place on May 16th.

- i. This letter exacerbates the slander and defamation case into the elevated status of such civil turpitude known as Libel.

- ii. The actions also stand as **material adverse employment actions of retaliation** against the Worship Pastor perpetrated by the Lead pastor.
- iii. These actions are in casual connection to and in temporal proximity of the 14 pages of questions submitted by the Worship Pastor for examination by the deacon (board of directors) which questioned the pastor's documented lies, questionable financial activity, unapproved activity, abuse of power, pay for work not perform, suspicious conflicts of interest, FTC laws concerning photos and misleading content of campgoodnewstn.org site.
- iv. The cooperation with or the condoning of the Deacons with the pastor's actions is a violation of their fiduciary responsibility as officials in the 501c3 corporation known as FBCD.

The documentation (evidence and questions to be investigated by the deacons) that was provided by the Worship pastor fulfills the requirements of an attempted action of whistle blowing. In *Charles Haynes v. Formac Stables, Inc.*, *The court sided with the employer and held that the public policy underlying whistleblower protection requires the employee to "bring to light" illegal or unsafe practices. If the employee merely reports illegal activity to the wrongdoer, the employee fails to blow the whistle in a meaningful manner and advance the public's interest in exposing illegal activity. Thus, the court held, the plaintiff failed to state a claim.* Therefore, Chris making the accusation that I spread seed of division is false seeing I have the legal obligation to address his illegal actions to someone other than him.

- E. There are protections in place for the individual who addresses issues seeing that FBCD is a 501c3 organization with obligations and legal requirements to the employment laws of the State and Federal government. In conjunction to the willful decision of the pastor to commit an illegal civil action of slander and defamation
 - i. Information that may be of assistance:
 - 1. <https://www.minclaw.com/legal-resource-center/what-is-defamation/liability-repeating-defamatory-statement/>
 - 2. <https://www.cof.org/sites/default/files/documents/files/DandOinsurance.pdf>

Item 4

Collectively, the pastor and leadership's written attempt to "check" or make verification that their actions on the evening of May 16th were "legal" only verify the absurd amount of ignorance and incompetency which exist in the office of the pastor and leadership. This is prima facie evidence of breach of fiduciary duty...to an employee of the nonprofit corporation.

- 1. Collectively (in written form) they sought to "verify" their adverse employment actions of May 16th 2021 "after the fact" with Mark Puckett. **(See Attachment: as stated earlier, read attached email to Deacons from Chris Noland concerning his meeting with Mark Puckett)**
 - ii. The Worship pastor has known Mark Puckett since 2010 which was 6 years before Chris Noland came to FBCD.
 - iii. The worship pastor has met personally with Mark Puckett on multiple occasions.
 - iv. He has presented Power Point presentation to Mark Puckett concerning ideas, proposals, and promotions to the point where a professional relationship (as a staff member in two churches of the DRBA) had been adequately developed.

- v. Mark should have taken proper actions to contact, investigate, and fully verify any and all circumstance concerning any accusation against any DRBA church employee.
 - vi. There was no attempt of any kind made by Mark Puckett to contact the Worship pastor.
2. Did Mark Puckett choose to exposed his incompetency when he chose:
 - i. Remind the leadership the constitution (that he said he had read) clearly stated that the church does not have any ecclesiastical authority over it and that he and the DRBA could not comment until the church had done business (a vote on the matter)
 - ii. To not investigate/verify that allegations against an elder of the church according to scripture?
 - iii. To verify that the leadership was held accountable to the written documentation that clearly stated that the request for the DRBA's assistance in the matter was to be done "before the escalation" and not "after the fact"?
 - iv. Did not discern that, according to the written bylaws that FBCD had forfeited their access to DRBA for assistance seeing that the actions of the leadership against the worship pastor had already taken place?
 3. Is the director of the Duck River Baptist Association (Mark Puckett) a licensed attorney?
 - i. Is he legally able to interpret 501c3 legal organizational documents?
 - ii. Bylaws?
 - iii. or employment law concerning 501c3 corporations?
 4. According to the UPL (Unlicensed Practice of Law) Statute in Tennessee:
 - i. For an organization to advertise or receive financial exchange for legal services, it is a class A misdemeanor to give legal advice or practice law without a license.
 - ii. Has the DRBA (**which is supported financially by the church**) advertised or presented itself as an organization to give legal services to its supporting churches?
 - iii. This make the advice given by Mark Puckett a conflict of interest

Item 5

The pastor and leadership implicated themselves in writing.

Seeking legal advice/counsel (Asking Mark Puckett to interpret the rights of their actions of the previous night-May 16th), their questions of the corporate 501c3 documents (Constitution, Bylaws, and Articles) of FBCD are an indictment of their doubts and fears that their hasty decisions were wrong/illegal. (**See Attachment**: Read my email to Mark Puckett to which he has refused to respond)

1. Their open written admission (of having such an overwhelming lack of knowledge **concerning their OWN actions**) is the quintessential manifestation their erroneous interpretations of the constitution and bylaws and is an action demanding that:
 - a. According to the written policy 1.F.3.c- *Any member of this church who fails to adhere to the doctrine, rules, principles and practices set forth herein **shall forfeit** his or her membership in said body, and all claim, uses or possession of this church's property of any kind.*
 - b. Also, in sections II.B.1. & II.C.1&3, the actions of the pastor and leadership forces the bylaws **to call for the removal** of every member of the leadership (deacons and Pastor) and **to have their membership terminated.**
 - c. **any active member** to call for the church to vote each of them out of office and according to the constitution section F(3)(c) of the bylaws ...out of membership.

2. The pastor and leadership's written attempt to "check" or make verification to "see if" their actions on the evening of May 16th were "legal" only verify their knowledge of their adverse employment actions as seen in:
 - a. The avoidance of seeking legal counsel from a licensed attorney
 - b. This action (the actual correct action) was avoided to keep a recordable financial expense to be reported in the monthly business meeting concerning the budget expenses
 - c. Having the expense (attorney's fees) reported in the budget could possibly be questioned by an intelligent and insightful church member in a business meeting who may want to know the purpose of the legal expense and therefore invoking discussion on the purpose of the expense.
 - d. The contents of the leadership's written material to Mark Puckett and his instructions are **an absurd and shameful attempt to suppress relative and important information** from the members of FBCD and to defraud the financially supporting members of the church (501c3) of their "say so" in the matter.
 - i. Read the Associational director's instructions to **put a security taskforce together** to "silence" the Worship pastor if he attends the services.
 - ii. Read the Associational director's instructions to **avoid having a meeting** to "discuss" what took place.
 - iv. Read the Associational director's **instructions to place into writing** something to send out which advertently could cause harm to the reputation of the Worship pastor and to mail it out to people. What was sent out in writing was in clear conflict to the constitution and bylaws (supposedly read and "interpreted" by the Associational director).
 - e. The letter (mailed out from FBCD) that was **advised/instructed by Mark Puckett, written by Chris Noland, and authorized by the deacons** was:
 - a. of a slanderous nature attacking the reputation and character of the Worship Pastor.
 - b. This letter was also mailed to multiple people in the community who are not church members

Item 6

The information on the www.campgoodnewstn.org website was fraud (FTC-Federal Trade Commission) in the aspects of its false advertisement, misleading information (pictorially displayed) as an established camp but did not actually exist, and the illegal use of our (FBCD's) children photos without parental consent. The pastor's actions are in direct conflict with FBCD's child protection policies (which he authored), are egregiously in conflict with the ethics of the office of Pastor, and paramount defrauding of the "vested" members which are paying his salary in which the conflict of interest is being financially supported. **This illegal activity was reported to the deacons who chose to do nothing** thus implicating the financial institution which supported such actions (FBCD) to be held accountable.

1. Historical background
 - a. The pastor and Wayne Stowers chose to put together a youth camp for the church
 - b. They chose to do it at Camp Rain
 - c. It was promoted among FBCD and a fee per child for the week was published
 - d. The first year there were a few children saved but the two following years there were no salvation decisions
2. The established yearly FBCD camp was promoted as usual from the pulpit and the FBCD website.

- c. The proclaimed venue (of change) of the camp would be for FBCD to open the camp registration up to the children that had participated in the Good News club (Decherd Elementary) and the Good News clubs being operated by Oaklawn, Cowan, etc.
 - d. This inferred intent from the pulpit convinced the financial supporters (members of FBCD) that the camp WORK was representative of FBCD.
3. Systematically and simultaneously, the pastor was building a website for camp that **INTENTIONALLY** left out any mention, credit, acknowledgement, or appreciation for the established venue of the camp to the Membership of First Baptist Church Decherd.
- a. It was the pastor's conflict of interest with CEF that frauded the membership of FBCD of their financial support
 - b. **The work for the CEF camp was done on the work hours of FBCD. This** distraction with his conflict of interest can be visibly seen in the fact that, **when he was to be actively reaching the community during his work hours**, the ABSENCE of ministry productivity is manifested in the ABSENCE of new converts at the altar on Sunday morning being presented for baptism...for 5 straight years.
 - c. FBCD is not responsible for the 17,000 school children across the Tennessee Valley Chapter of CEF but instead, FBCD is accountable to the residents of Decherd.

In 2019, Decherd, TN had a population of 3.06k people with a median age of 37.9 and a median household income of \$34,504. Between 2018 and 2019 the population of Decherd, TN declined from 3,151 to 3,058, a -2.95% decrease and its median household income declined from \$42,963 to \$34,504, a -19.7% decrease.

The 5 largest ethnic groups in Decherd, TN are White (Non-Hispanic) (78.6%), Black or African American (Non-Hispanic) (13.9%), Black or African American (Hispanic) (2.58%), Two+ (Non-Hispanic) (2.42%), and Two+ (Hispanic) (1.24%). 0% of the households in Decherd, TN speak a non-English language at home as their primary language, and 96% of the residents in Decherd, TN are U.S. citizens.

In 2019, the median property value in Decherd, TN was \$91,500, and the homeownership rate was 46.5%. Most people in Decherd, TN drove alone to work, and the average commute time was 19.1 minutes. The average car ownership in Decherd, TN was 3 cars per household.

- d. In 2020, FBCD baptized 3 people in a community of 3006 people. That is .09 percent of the population and we spent \$250,000 dollars to reach only 3 people???
- e. Since 2016 when he became the pastor, what is the number of people saved and attending FBCD in light of the \$1,250,000 (five-year combined budgets) dollar investment?
- f. How would FBCD verify how much time was spent and at what time was the work done on the campgoodnewstn.org site?
 - i. Are the computers being used at the church owned by the church or are they the personal property of the staff?
 - ii. If they computers are the personal property of the staff, how can this be allowed when software that is used in business format must be commercially licensed?
 - iii. If personal computers are allowed to be used, does FBCD have policy or an IT service that can establish/verify how and when the computers are being used for "official" 501c3 business and not being used on personal work or conflicts of interest?

- f. The presentation on the website www.campgoodnewstn.com was made to appear as if it was something that was already in existence.
 - a. This is a lie and against the law according to the FTC.
 - b. The site directed viewers to sign up (give information) and pay camping fees.
 - c. All material (photographic) was not of any CEF camp that existed but instead, the photos were of FBCD's camp. This is prima facie evidence of false advertisement.
 - d. *Advertising Substantiation Policy Statement: Appended to Thompson Medical Co., 104 F.T.C. 648, 839 (1984), aff'd, 791 F.2d 189 (D.C. Cir. 1986), cert. denied, 479 U.S. 1086 (1987), the statement sets forth the requirement, articulated in prior Section 5 cases, that advertisers must have a reasonable basis for making objective claims before the claims are disseminated. This doctrine was first announced in Pfizer, Inc., 81 F.T.C. 23 (1972).*
 - e. **An advertiser must possess at least the level of substantiation expressly or impliedly claimed in the ad.** See, e.g., *Honeywell, Inc., 126 F.T.C. 202 (1998) (consent order) (requiring claims that imply a level of performance under specific conditions, such as household use, to be substantiated by evidence relating to those conditions).*
 - i. This false presentation was a Psychological attempt to cover for the work that had been done by the volunteers at FBCD,
 - ii. To defraud the financial investment of those at FBCD,
 - iii. and deceptively portray that the Tennessee Valley Chapter of CEF had been a long-established entity funding and staffing such a ministry work.
 - f. The presentation of the camp was done with photos of the FBCD's camp participants and portrayed to the general public as something "already" established and in operation. This deceptive advertisement defrauded members of FBCD by:
 - i. Photos of children under 13 were posted on the Camp Good news that were taken at the previous FBCD's camp
 - ii. Parental permission slips were obtained (2017-2020) for photos of children to be posted on the internet **for the purpose of** promoting the ministry and activities of First Baptist Church Decherd and NOT CEF.
 - iii. **There was no request made to the parents or parental permission granted for CEF, CEF Tennessee Valley, or Camp Rain to use these photos.**
 - iv. **At no time did CEF or Tennessee Valley Chapter of CEF request or obtain permission to use photos of my child (under 13) on the internet**

According to the FTC (Federal Trade Commission) Children's Privacy Online: Passed in 1998, the Children's Online Privacy Protection Act (COPPA), 15 U.S.C. § 6501 (1999), requires websites to obtain verifiable parental consent before collecting, using, or disclosing personal information from children. The Act directed the FTC to promulgate rules and to review and approve guidelines that would serve as safe harbors. On February 27, 2007, the FTC issued Implementing the Children's Online Privacy Protection Act: A Report to Congress
Children's Online Privacy Protection Act Rules: After notice and comment, the FTC issued final rules effective April 21, 2000, outlining the procedures for websites to use in obtaining parental consent before

*collecting, using, or disclosing personal information from children. 15 C.F.R. § 312. **The rules apply to operators of commercial websites and online services directed to children under 13, and general audience sites that know that they are collecting personal information from a child.** Pursuant to the rules, sites must provide parents notice of their information practices, obtain verifiable parental consent before collecting a child's personal information, **give parents a choice as to whether their children's information will be disclosed to third parties**, allow parents the opportunity to review their children's personal information and have it deleted, give parents the opportunity to prevent further use or collection of information, not require a child to provide more information than is reasonably necessary to participate in an activity, and maintain the confidentiality, security, and integrity of information collected from children*

- g. This INTENTIONAL breach stands in total contradiction to the Child Protection Policies written by the Pastor's own hand for FBCD. Therefore, this type of deception (Totally perpetrated by the pastor of FBCD) is indicative of what can and will be done **in other areas of ministry/service** by those that **construct such misrepresentations of the truth**.
 - i. The website stated emphatically that the camp was the total work of the Tennessee Valley Chapter of CEF.
 - ii. It is unethical action is plagiarism in photographic form
 - iii. Yet, all organizational work was provided through the salaried time work hours of FBCD which is defrauding to the contributing members of the church and misappropriation of funds by the pastor's misuse of power
 - iv. FBCD membership had never voted on or discussed having ministry work hours being devoted to CEF.
4. The pastor built a website that was TOTALLY separate and gave no mention of FBCD thus defrauding the church of the time, expense, and salary pay to something unrelated to his job description.
 - a. This is misappropriation of funds (salary) to be used as a personal benefit.
 - b. At what point will FBCD be reimbursed for the hours spent working on personal interest (the establishment of an outside organization) of the pastor.
 - b. **Any secular organizations would fire such an employee on the grounds of stealing from the company. It is evident that the work hours of the pastor are unproductive** as seen in the absence of people getting saved (out in the community), attending the services of FBCD, and getting baptized.
 - c. The Worship pastor asked questions in his Whistle blowing documentation of just how CEF obtained photos that were taken for FBCD?
 - d. These questions were not answered by the pastor but the comment was made to the deacons that he (the pastor) could not work at FBCD as long as I was on staff (*in assumption-asking such difficult and important questions concerning his authority*)
5. The Worship pastor asked questions in his Whistle blowing documentation as to **who would have indemnity (legal responsibility) if a child was injured/killed at the "Camp Good New"**.
 - a. Does the Tennessee Valley Chapter of CEF have an insurance policy to handle the liability of "its" camp?
 - b. If so, could I obtain a copy of the policy to verify and assess?
 - c. If The Tennessee Valley Chapter of CEF does not have an insurance policy to cover for the camp, did the pastor just "assume" that FBCD would have to be implicated or at fault?

- d. Would the incident be insured/covered by the Global organization of CEF?
- e. If the entire camp was truly the ministry of the Pastor's Non-Profit Organization known as "Tennessee Valley Chapter of CEF", could he provide proof of an insurance policy, the written agreements to not hold FBCD responsible, and what are the terms of those policies?
- b. In the May 16th meeting, the pastor made discussion concerning his decisions to take the photos of the Worship pastor's child off of the Camp Good News site.
 - 1. This question gave proof insight to his knowledge of the material delivered to the deacons (with updated questions) on May 12th.
 - 2. Thus, the material was not handled in a means of asking the questions to the pastor (CEO of the 501c3 known as FBCD) to hold him accountable...but intern, was used by one of the deacons (who evidently revealed the material to the pastor) in a conspiratorial manner to turn the investigation to be against the worship pastor.
 - 3. **This is a clear failure of their fiduciary responsibilities to hold accountable the leader of the organization and a clear conspiracy to defraud a staff member.**
 - 4. The additional material in the 45 questions were from the recent research done by the worship pastor.
- 6. In an effort to justify his wrong actions with the photos, the pastor accused the Worship pastor of having photos of FBCD's children on his site entitled www.ministryengineering.com.
 - a. The www.ministryengineering.com is a recorded of ministry productivity and effectiveness.
 - b. The worship pastor informed the pastor that www.ministryengineering.com **was not a 501c3, did not have the same legal responsibilities as his nonprofit organization or the church, and that his actions implicated people who had no say so in the illegal activity upon the Internet.**

**A NARCISSIST WILL TRAIN YOU TO
EXPLAIN YOURSELF IN MANY DIFFERENT
WAYS TO THEM. THEN, THEY'LL USE
THESE VERY EXPLANATIONS AGAINST
YOU, SO THEY DON'T HAVE TO EXPLAIN
THEMSELVES TO YOU.**

Email sent to Steve Dixon 1/6/2021 (Note: All highlighted texts are emphasized for the readers of this document in 2022 to understand what questions were asked and were **NEVER** answered and what doctrinal issues were addressed)

Steve,

As someone who does physically demanding work each day, I do understand the responsibilities, stress, and time constraints of working men and women. Therefore, I apologize for the length of my written material. Approaching the following subject, I have not done so haphazardly nor would I discuss the topic without taking the time required to provide written and verifiable facts, documentation, and scripture to substantiate its truth. This document is not the answers for the "Cross Roads" event I discussed with you on October 20th but it is a document concerning bad doctrine, dangerous Presbyterian philosophy, conflicting/contradicting messages, and obvious non productivity plaguing the church.

Eph 4:14 That we henceforth be no more children, tossed to and fro, and carried about with every wind of doctrine, by the sleight of men, and cunning craftiness, whereby they lie in wait to deceive;

As a Christian, Isaac Newton's influence on science substantiated the immutable laws of physics created by the intelligent design of a Divine God. In Newton's three laws of motion, he states that, "For every action, there is an equal and opposite reaction." I wonder...is there a corresponding "spiritual law" of motion that we can observe? What if we speculated a spiritual law stating, "For every lack of motion/action in leadership, there is an equal and opposite lack of motion/action in the congregation?" In his day, Isaac Newton had to be extremely careful with what he put in writing due to the way scientific truth (reality) would be **reacted against** by the church leadership... for he could easily lose his life as a heretic. Yet, after time and observation by influential men, Newton was able to have his ideas, suggestions, and written proofs accepted by the academic community and utilized for the advancements of science and mathematics.

I believe (as a leader and paid staff member) we have reached a point where **hard decisions must be made** concerning the condition of our church, its impact on the community, and the resulting effects on our families. Our family has offered suggestions, ideas, insights, and volunteer time to DFBC since 2011. In my ministry and professional experiences, I am familiar with the discomfort experienced by those who have been called upon to stand against wrong, the complications in proving principles over preferences, and the collateral damage associated with fighting evil that has infiltrated the sheep. God will provide men and women who are not afraid to rock the boat and be perceived as the protagonist to their adversaries. To accelerate the necessity of this discussion, I received a copy of the **First Baptist Church Survey** that is going to be handed out...that does not have any established (written) criteria of who will be filling out the material (**qualified** active members), there is no **matrix** designated for grading/quantifying the results, and there is no "independent 3rd party designated to **"interpret"** the choices or written comments. Again, another argumentative event is being attempted (like the Wednesday night sermon in in the fellowship hall -July 2020- from a liberal Presbyterian's book "Canoeing the Mountains" on changing the church's DNA). Though the majority of the population cannot differentiate between the problem maker and the problem solver, I know it is the will of the Lord to offer the following observations, causations, proofs, and recommendations.

The Subject Matter

I am relieved that the Sunday night **sermons from David Gibson's book are finished**. Explaining the confusing and conflicting/contradicting statements of Chris has been difficult and my daughters both are revealing considerable disillusionment from the messages based on the book **Living Life Backwards**. Doctrinally, I disagree with the main emphasis of the book and the Presbyterian theologian's liberal speculations. This being the second Presbyterian (Calvinistic) book used to "teach" the membership of a Southern Baptist Church has led me to question if there is a filtering/approval process (First to be read by Leadership) for such material. **I know our church has a child protection policy but is there an "undiscerning" or "weak" member's protection policy?** Are others questioning the use of such material or am I the only member of DFBC with these concerns? Let us remember the night I and my wife (**along with Brett and his wife Amy, Sandra Miller, Debbie Roberts, and others commenting in disagreement**) spoken out in disagreement to **another Liberal Presbyterian's Book** used by Chris on Wednesday nights entitled "Canoeing the Mountains" by Tod Bolsinger. This book he was using for the Wednesday night meetings was suggesting (**in such a time of unproductive outreach**) that we "change" the church's DNA, redefine our methods, and accept the "new normal" in order to reach our modern society. I still have his handout from that Wednesday night's message in the fellowship hall. Books of this nature are not new to Christianity and men or associations (**needing to justify their low ministry productivity**) have used these doctrinal deviations to convince/seduce their members into believing that failure is acceptable... as long as your heart is "sincere".

Sincerity is not the factor that makes God justify anyone's actions nor does sincerity compensate for mistakes of misunderstood/misapplied truth. *Example: The mother who, in love for her sick child, gets up in the middle of the night to give the child medicine for a cough. Desperately wanting to help, she mistakenly gives the child the wrong medication... that causes the death of the child. No matter what her opinion is about the medicine, what amount of sincerity she has in her heart, or how great her intent to do right... can compensate for her eternal "mistake" in mishandling the application of the remedy.* In such instances of a child's death, the parent will be suspicioned, questioned by the police, and investigated for negligence or abuse. Multiple "causations" (such as insufficient lighting for reading the label, the medications manufacturer did not use large enough text, the stress of the sickness pandemic, or the real medicine and the deadly chemical's scientific names were too similar thus confusing the mother) may be "claimed" in defense of the parent as a means of excusing her wrong action. Yet, all emotional statements from the distressed mother (no matter how "sincere") will not bring back the child or substitute for eliminating the ROOT CAUSE (she thought she was right) the wrong action of the mother. Yet, to expand the implications of this example into the contents of the following document...what if the child's eternal destiny was placed (by a voting body) into the hands of an elected paid professional? At this point, the "responsibility" no longer exists upon one person (the mother) but upon a group with fiduciary duty.

In conjunction to David Gibson's book and the study of Ecclesiastes, Chris stated that God will reward the man with a **sincere heart** (who only leads one person to Christ) equally as the man who leads a multitude to the Lord... but has an **insincere heart**. (???) *Mt 21:28-31 But what think ye? A certain man had two sons; and he came to the first, and said, Son, **go work today in my vineyard**. He answered and said, I will not: but afterward he repented, and went. And he came to the second, and said likewise. And he answered and said, I go, sir: and went not. **Whether of them twain did the will of his father?** They say unto him, **The first**. Jesus saith unto them, Verily I say unto you, That the publicans and the harlots go into the kingdom of God before you.* I believe the Lord made it quite clear in scripture (not a book from a

liberal Presbyterian) that He quantified the reward **based upon the work getting done and not the condition of the heart.** If it is the sincerity of the heart that is rewarded, how do you explain the publicans and harlots in these verses? What about the woman at the well? Were the people of Nineveh concerned about the condition of Jonah's heart?

Do not be bewitched by David Gibson's philosophy concerning "sincerity" and its implications to excuse a ministry's low productivity. *Php 1:15-18 Some indeed preach Christ even of envy and strife; and some also of good will: The one preach Christ of contention, **not sincerely,** supposing to add affliction to my bonds: But the other of love, knowing that I am set for the defence of the gospel. What then? **notwithstanding, every way, whether in pretence, or in truth, Christ is preached; and I therein do rejoice, yea, and will rejoice.*** I believe the author (human) of 17 New Testament books is clearly stating that the gospel is a message that SINCERITY in a man's heart is not a factor but that Christ is preached (implying a multitude **ARE** converted)! When centering an opinion around the subject of sincerity of the heart, consider this passage: **Jeremiah 17:9 The heart is deceitful above all things, and desperately wicked: who can know it?** The individual that thinks that they know their own heart, he/she is sincere, that he/she has a heart for God, and he/she just wants to please the Lord...essentially their own heart can fool even them! The "who" in the verse **also applies to the one that is judging his own heart!!!** *2Ti 2:24-26 And the servant of the Lord must not strive; but be gentle unto all men, apt to teach, patient, In meekness instructing **those that oppose themselves;** if God peradventure will give them repentance to the acknowledging of the truth; And that they may recover themselves out of the snare of the devil, who are taken captive by him at his will.* If the messages from the pulpit are conditioning the people **to not "quantify" the work by its productivity (God's word not returning void) but instead, to judge the work based upon the sincerity of someone's heart...then what is it... that is being taught to the members of FBCD...during our most nonproductive time of ministry ever?**

This is not a personal preference but I feel it is **a paramount issue** that, books that paint a philosophy that contradicts clear passages of scripture...**should never be allowed to influence the pulpit.** I would urge the reader of this document (responsible working men in leadership) to consider the following: How does your employer quantify your work productivity? How long will your employment last if you do not meet your employer's work productivity expectations? Could the destruction of the New Testament church be predicated upon the fact that its leadership does not hold the pastor to the same productivity level...as the most generic of secular employers holds their employees? If a secular employer was forced to pay their employees who exhibit no productivity, how long will the employer be able to sustain the employee...and himself?

The Church of Jesus Christ has been hindered by members that have had their focus misdirected to rely upon the **emotional and dangerously unverifiable "sincerity" interpretation of ministry achievement.** This shift in "achievement criteria" is the polar opposite to the manifested, tangible, observable, and sustainable ministry productivity found **ONLY in a converted soul, baptized, and taught to observe all things.** Consider the implications in the parable: *Mt 25:23-30 His lord said unto him, **Well done, good and faithful servant;** thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord. Then he which had received the one talent came and said, Lord, I knew thee that thou art an hard man, reaping where thou hast not sown, and gathering where thou hast not strawed: And I was afraid, and went and hid thy talent in the earth: lo, there thou hast that is thine. His lord answered and said unto him, Thou wicked and slothful servant, thou knewest that I reap where I*

sowed not, and gather where I have not strawed: Thou oughtest therefore to have put my money to the exchangers, and then at my coming I should **have received mine own with usury**. Take therefore the talent from him, and give it unto him which hath ten talents. For unto every one that hath shall be given, and he shall have abundance: but from him that hath not shall be taken away even that which he hath. And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth. The unprofitable **servant was right** about the Lord being a hard man, **was right about** him reaping where he had not sown, and was **right about him** gathering where he had not strawed. But the unprofitable servant was **“sincerely” wrong** about the undeniable demand for productivity (achieved increase) being the object that obtains the Lord’s approval.

Living life Backwards can be downloaded:

https://content.wtsbooks.com/shopify/pdf_links/9781433556272.pdf.

This 36-page booklet (short version for those wanting to quickly see its content) will give the reader quick prospective look at what David Gibson is saying about Ecclesiastes **that can misdirect the reader** away from a Biblical understanding of the Solomon’s writings. Solomon did ask the Lord for wisdom and the Lord gave him both Godly insight and, in His mercy, allowed Solomon to obtain worldly wisdom. God’s permissible will is hard for most believers to understand due to the fact that they feel it is unfair for someone (Solomon) to have all that wealth and (as a saved man) involve himself into so much immorality. **Ecclesiastes is also a poetical book and this classification denotes its interpretation be done through that quantifiable perspective.** For Christians who have never read the entire Bible and who only have their “roots” based in the postmodern church’s application of “religion”, **books like Ecclesiastes and the Song of Solomon can be easily be misunderstood and just as easily, be misrepresented in their content and purpose.** As Baptist, we believe that it is the Christian’s responsibility to proclaim the gospel to the lost. If “God’s word will not return void” then there is the undeniable fact that people will be converted (ministry productivity).

Yet, there is a consensus of religious organizations that “maintain” their existence by simply “maintaining” the established church crowd, placating to the elderly who have time to post praises on the internet, entertaining the paying crowd with a topic and style of preaching, and making the crowd feel that they are “OK”...as long as they are sincere. Any new Christian knows at the moment of his conversion...**that he/she must tell someone of the wonderful event that just took place.** (Woman at the well) How is it that these “mature” Christians (**especially those of paid professional ministry status**) can go for weeks, months, or years...without reaching even one lost soul? David Gibson’s book is a prime example of books used to suppress a zealous Christian, circumvent expectations of those enthused with seeing God’s power, and to detour any accountability/judgement upon the ministry’s nonproductive administration. The use of liberal Theology/Philosophy, preaching that avoids comparing scripture to scripture, and the excuse of external influences (Covid19) hindering the church have brought our effectiveness, influence, and reputation in the community to an all-time low. The promotion of any philosophy that implies that it is our duty to just have faith in God, show God a sincere heart, and enjoy life while we can...**is diametrically opposed** to the great commission, the Christian’s responsibility to lead the masses to Christ, and the revealed judgement of God on all believers who will be held accountable for everyone who remains lost. *Lu 13:6-9 He spake also this parable; A certain man had a fig tree planted in his vineyard; and he came and sought fruit thereon, and found none. Then said he unto the dresser of his vineyard, Behold, **these three years I come seeking fruit on this fig tree, and find none**; cut it down; why cumbereth it the ground? (Wasted resources) And he answering said unto him,*

Lord, let it alone this year also, till I shall dig about it, and dung it: And if it bear fruit, well: and if not, then after that thou shalt cut it down. **Maxim of Law** (*Black's Law Dictionary, 3rd Edition, (1933), page 1171*): **Here are a few Maxims concerning Fraud.** 1) Fraud lies hid in **general expressions**. 2) A concealed fault is equal to a deceit. 3) A forestaller is an oppressor of the poor, and a public enemy to the whole community and the country. 4) Gross negligence is equivalent to fraud.

How audacious is it to tell the Lord that we are going to take 3 more years...just to get back to where we were in February? Is the leadership (Deacons) of DFBC going along with this? After having 20 minutes to look at the paper Chris gave the church counsel on Sunday evening, and more than an hour of reading it before Wednesday night "vote", I know I asked questions concerning the "strategic" plan and the only other individual that had input with the **ambiguously written material** (the Plan) was Brett Crabtree. As I stressed in that meeting, **there is nothing in the "strategic" plan denoting urgency and all points of the plan were things we SHOULD have already been doing...as Baptist!** *Jude 1:21 *Keep yourselves in the love of God, looking for the mercy of our Lord Jesus Christ unto eternal life. Jude 1:22 And of some have compassion, making a difference: Jude 1:23 And others save with fear, pulling them out of the fire; hating even the garment spotted by the flesh.* Also consider: *Ac 2:43-47 And **fear came upon every soul**: and many **wonders and signs were done** by the apostles. And all that believed were together, and had all things common; And sold their possessions and goods, and parted them to all men, as every man had need. And they, **continuing daily** with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, Praising God, and having favour with all the people. And **the Lord added to the church daily** such as should be saved.*

A simple understanding of Ecclesiastes can be **summed up quickly** and will present itself in great contrast to the teachings of David Gibson's book. Solomon was the second child of an adulterous relationship that King David had with Uriah the Hittite's wife Bathsheba. David had forced himself upon Bathsheba (Raped her) and in conviction to his actions upon knowing of the conception of a child, had Uriah murdered. After Bathsheba mourned Uriah's death and lost the child of David's, David took her to wife and she conceived Solomon. (Corresponding with Nathan Blowing the Whistle on his actions) At this point in the story, there is the NT principle that is applicable in the OT story. *Ga 6:7-8 Be not deceived; God is not mocked: for whatsoever a man soweth, that shall he also reap. For he that soweth to his flesh shall of the flesh reap corruption; but he that soweth to the Spirit shall of the Spirit reap life everlasting.* For the sake of David, God asked Solomon what he wanted and the good heritage part of David allowed Solomon to place his faith in God and he requested wisdom. Unequivocally, this did not separate Solomon from the complexities he inherited from his father's sin. In the providence of God, He allowed Solomon to also seek knowledge and in doing so, allowed him to do so in a worldly method. This knowledge being accumulated over a span of time did not fulfill, satisfy, or give Solomon the lasting eternal accomplishments he wanted... as he was to face God. Vanity and vexation of spirit does not come to the individual who devotes their life to **purity, purpose, and productivity** in reaching the lost. *2Ti 4:6-8 For I am now ready to be offered, and the time of my departure is at hand. **I have fought a good fight, I have finished my course, I have kept the faith**: Henceforth there is laid up for me a crown of righteousness, which the Lord, the righteous judge, shall give me at that day: and not to me only, but unto all them also that love his appearing.* **Seems to me** like the man who executed Christians would be lamenting his actions and dreading standing before the Lord but instead, Paul's writings are without any remorse, regrets, or repentance in the way his life had been spent for the Lord.

Solomon may be represented as the wisest man in the Bible...but I would tend to differ with that estimation and misrepresented title in light of NT doctrine. **Even the most common man who holds within his hands a copy of the revealed word of God has far more resources for wisdom and understanding than Solomon could ever have assessed.** To further clarify this statement, Solomon's wisdom was given to him by the Lord to use in his experiences but **the New Testament believer** does not have to rely on a personal experience when he (the reader) can utilize the accumulated wisdom of all who have gone before him. Ecclesiastes' content is a **culmination of someone who had it all, used it for himself, disregarded revealed truth/instruction, and in his wise capability... lived and wrote a volume of satire explaining how he regretted it.** Solomon's remorse was clear as he summed up the "conclusion" ...Fear God, and keep his commandments. In his youth, Solomon evidently used the Nike slogan "no fear" and sought to know things that were not permitted (chose to please himself) and found with each experience (in light of eternity) ...it was not truly satisfying. Vanity and vexation of spirit brings on a very different meaning because Solomon's writings give us great insight to a difficult NT passage.

*Mr 10:17 And when he was gone forth into the way, there came one running, and kneeled to him, and asked him, Good master, what shall I do that I may inherit eternal life? Mr 10:18 And Jesus said unto him, Why callest thou me good? there is none good but one, that is, God. Mr 10:19 Thou knowest the commandments, Do not commit adultery, Do not kill, Do not steal, Do not bear false witness, Defraud not, Honour thy father and mother. Mr 10:20 And he answered and said unto him, Master, all these have I observed from my youth. Mr 10:21 Then Jesus beholding him loved him, and said unto him, One thing thou lackest: go thy way, sell whatsoever thou hast, and give to the poor, and thou shalt have treasure in heaven: and come, take up the cross, and follow me. Mr 10:22 And he was sad at that saying, and went away grieved: for he had great possessions. Mr 10:23 And Jesus looked round about, and saith unto his disciples, How hardly shall they that have riches enter into the kingdom of God! Mr 10:24 And the disciples were astonished at his words. But Jesus answereth again, and saith unto them, Children, how hard is it for them that trust in riches to enter into the kingdom of God! Mr 10:25 It is easier for a camel to go through the eye of a needle, than for a rich man to enter into the kingdom of God. Mr 10:26 And they were astonished out of measure, saying among themselves, Who then can be saved? Mr 10:27 And Jesus looking upon them saith, With men it is impossible, but not with God: **for with God all things are possible.***

Solomon was one of those rich men who "hardly" entered into the Kingdom of heaven. **Hardly**- in its adverb form "impracticably" does not mean impossibility but instead implies doing so...with extreme difficulty. You see, Solomon in his elder years was already feeling the remorse of "entering into heaven" with the knowledge of wasting his riches and not investing them in the kingdom of God. (too many horses, 300 wives, and 700 concubines) The Mark 10 passage has great contrast with the life of Solomon as seeing the rich young ruler...who had kept all the commandments and had not been seduced with his wealth. The vanity and vexation of spirit hit the Rich Young Ruler when the Lord told him to (sale all that he hath) and invest it in following him. So, you see vexation and vanity are still found in riches of the immoral man who uses it for himself and the moral man who will still not use it for good. The procession of obedience (the law kept from his youth) had brought (as promised in the scriptures) the rich young ruler to the Lord. *Ga 3:23 But before faith came, we were kept under the law, shut up unto the faith which should afterwards be revealed. Ga 3:24 Wherefore the law was our schoolmaster to bring us unto Christ, that we might be justified by faith. Ga 3:25 But after that faith is come, we are no longer under a schoolmaster.* The Law **did bring the young ruler to the Good Master (Christ)**. This is why it says "and Jesus loved him". So, as with God, all things are possible and the young ruler I believe was saved but

chose not to serve God. **Otherwise**, there is **no other interpretation** than to assume that the statement of “go and sell that which ye hath and follow me” is a requirement and therefore the Lord is saying we are saved by works.

To suggest (as David Gibson) that an individual should not strive for excellence in ministry, influence, impact, or accomplishments for the Lord...if this is true, each of us that has a website with our name and ministry upon it should delete and reference to ourselves or, delete the entire recorded history of anyone with a ministry accomplishment or achievement. I would suggest to David Gibson and anyone that believes his material that they both consider passages of scripture such as; *Da 12:3 And they that be wise shall shine as the brightness of the firmament; and they that turn many (high productivity) to righteousness as the stars for ever and ever.* *Jas 2:17 Even so faith, if it hath not works, is dead, being alone.* *Jas 2:18 Yea, a man may say, Thou hast faith, and I have works: shew me thy faith without thy works, and I will shew thee my faith by my works.* The best New Testament assessment of “sincerity” in ministry is not what is in a man’s heart but instead...his sincerity is seen in what his heart manifests on the outside as he brings converts down the aisle, making public professions, and being added to the church daily. Even the most ignorant person can understand that what is in a man’s heart will be seen...in this clothing, hairstyle, associates, activities, hobbies, and entertainment. That is why James said, “*faith without works is dead and I will show you my faith by my works.*” These works are not dead works such as written plans, outlines, schedules, posted videos, committee meeting, fellowship dinners, conferences, or associational functions. These works are seen in the productivity of making **live converts**. This is why any justification for a “man of God” who has no ministry productivity, must be understood as deliberate subterfuge to philosophically obtain compassionate association with/from other non-productive individuals, forgiveness for failure in fiduciary responsibility, or simply to maintain financial status from a group of people void of discernment or insight on the matter.

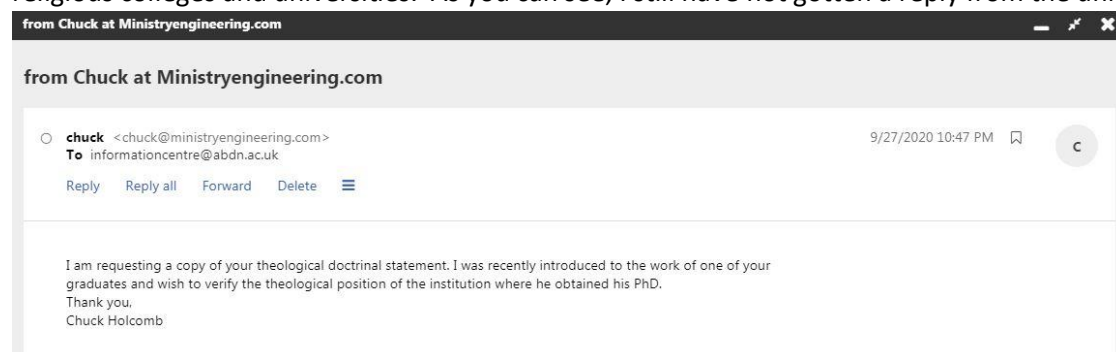
The “Sincerity” movement has also destroyed the fear and understanding of modern Christians concerning the Holy, Righteous, and Jealous God. *Nu 25:3 And Israel joined himself unto Baalpeor: and the anger of the LORD was kindled against Israel.* *Nu 25:4 And the LORD said unto Moses, Take all the heads of the people, and hang them up before the LORD against the sun, that the fierce anger of the LORD may be turned away from Israel.* *Nu 25:5 And Moses said unto the judges of Israel, **Slay ye every one his men that were joined unto Baalpeor.*** *Nu 25:6 And, behold, one of the children of Israel came and brought unto his brethren a Midianitish woman in the sight of Moses, and in the sight of all the congregation of the children of Israel, who were weeping before the door of the tabernacle of the congregation. **(The sincerity movement-Playing on their weak emotional opinions/sympathy to persuade disobedience to God’s command)*** *Nu 25:7 And when Phinehas, the son of Eleazar, the son of Aaron the priest, saw it, he rose up from among the congregation, and took a javelin in his hand; Nu 25:8 And he went after the man of Israel into the tent, and thrust both of them through, the man of Israel, and the woman through her belly. **So the plague was stayed from the children of Israel.*** We think that the Covid-19 virus is just one of “those things” that will happen upon the world before the tribulation but it may be caused by the church, its operation, its changing God’s word, its mingling with the world, and the emotional ploy on leadership to not thrust through...those who have brought the plague upon us.

Covid-19 stats for death rate in USA Population
 $328,000,000 \div 352,000 \text{ deaths} = .107\%$

Plague of Numbers Chapter 25 Population of Israel
 $60,1730 \div 24,000 \text{ deaths} = 3.988\%$

Nu 25:9 And those that died in the plague were twenty and four thousand. Nu 25:10 And the LORD spake unto Moses, saying, Nu 25:11 Phinehas, the son of Eleazar, the son of Aaron the priest, hath turned my wrath away from the children of Israel, while he was zealous for my sake among them, that I consumed not the children of Israel in my jealousy. Nu 25:12 Wherefore say, Behold, I give unto him my covenant of peace: Can the leadership of FBCD speculate or imagine how this passage of scripture be perceived by our church members...based upon the teachings portrayed from David Gibson's book? Pole the church and see how many members think that the actions of Phinehas were wrong and that God was wrong to have those put to death that joined themselves to Baalpeor. I know I have two children who are having a hard time with this passage and the God who commanded it. Yet, is this Sincerity, Emotional, place of Grace (DFBC) philosophy (*that leaves out the other aspects of God or passages of scripture offering alternative views*) has it changed the minds of our youth over the course of the past 4 years? Could this be why our average attendance in the youth (even with a youth pastor) has still been under 15. What was Bruce Jones doing that worked so well when he had 40 or more on Wednesday night? As a volunteer, I led more than 10 teens to Christ and the church baptized a few of them (2013-2016) I know the past 4 years has affected my children and I am having to experience conflict in correcting their perspective on the Biblical truth...that Baptist have sustained for centuries.

So, it is not just bad doctrine being taught on Sunday Nights from a liberal Presbyterian's book to the congregation but just what is it that is being taught to our Teens from Chris and James? (Might I mention the messages of James Adkinson on March 15th, 2020?) As a staff member of FBCD, must I also ignore the blessing that God bestowed upon his (Phinehas's) seed because of his willingness to be hated by the bystanders as **he alone** protected the nation and stopped the plague? Should King David have ignored the blaspheming of Goliath, stood firm in his **sincerity** of heart and wrote a letter to editor of the local paper, allowed the blaspheming to continue (another 44 days?) and just waited for God to show up and kill the giant? According to David Gibson's teaching and what Chris has presented to FBCD from Living Life Backwards, **should I totally ignore the faith, fight, and fame** of all of those listed in Hebrews chapter 11? Have we become Calvinist at DFBC by choice or by manipulation? Is the leadership aware of the differences between the 1968 Baptist Faith and Message and the Presbyterian's pledge to the Westminster Confession of Faith? I contacted the university where David Gibson received his PhD and asked for them to provide me a copy of their doctrinal statement. This document is standard for all religious colleges and universities. As you can see, I still have not gotten a reply from the university.



Chris also used David Gibson's book to point out that Great revivals like those in Tent meetings, old Camp Meetings and song services with the mourners' benches full of people getting saved are all things "of the past" that we should not dwell on them or necessarily "long for them" anymore. (?????) He continued this thought by stating that our feelings of "nostalgia" for the former years should be let go

because things like the CEF Bible clubs may be the “next” method God has for spreading the gospel. If we are to forsake nostalgia, then **why is Chris having his Father come and preach** our large attendance Sunday... unless it is us allowing another of his conflicts of interest? Again, **we have men redefining God, reevaluating His methods, questioning His Motives, and blurring His Measurement Markers...which are clearly and unmistakably revealed in scripture denoting that which is His Main Mission.** *Lu 19:10 For the Son of man is come to seek and to save that which was lost.* Contrary to David Gibson’s opinion that nostalgia should be put away, consider **what God IS nostalgic for** in Malachi. *Mal 3:1 Behold, I will send my messenger, and he shall prepare the way before me: and the Lord, whom ye seek, shall suddenly come to his temple, even the messenger of the covenant, whom ye delight in: behold, he shall come, saith the LORD of hosts. Mal 3:2 But who may abide the day of his coming? and who shall stand when he appeareth? for he is like a refiner's fire, and like fullers' soap: Mal 3:3 And he shall sit as a refiner and purifier of silver: and he shall purify the sons of Levi, and purge them as gold and silver, that they may offer unto the LORD an offering in righteousness. Mal 3:4 Then shall the offering of Judah and Jerusalem be pleasant unto the LORD, as in the days of old, and as in former years. Mal 3:5 And I will come near to you to judgment; and I will be a swift witness against the sorcerers, and against the adulterers, and against false swearers, and against those that oppress the hireling in his wages, the widow, and the fatherless, and that turn aside the stranger from his right, and fear not me, saith the LORD of hosts. Mal 3:6 For I am the LORD, I change not; therefore ye sons of Jacob are not consumed.*

Manipulation of this nature comes from illustrations and stories that can be presented in ways to appeal to the emotional and undiscerning membership. (Refer back to Numbers 25:6 and the ploy for compassion and emotional compromise against the commandment of God) The illustration Chris used Sunday night was taken from a message preached from Dr. David Jeremiah concerning a missionary that spent 50 years learning the language of a remote people group and then spent another 10 years translating the Bible into their language. **There are dangerous parallels that are “constructed” from stories of this nature.** **First**, no name of the missionary was given, no mission board or denominational identification, nor was the country mentioned so the story could be verified or researched. Therefore, hearsay is inadmissible evidence to make his point. **Second**, the span of time taken by the missionary (50 years to learn language and 10 years to translate) is an understandable difficulty in reaching the lost among a remote people group **but to compare** the 50+10 years of non- productivity in a ministry to that of a ministry in a country **where the language is known and the Bible is available...**is not an acceptable comparison and God will hold each man accountable according to what **“can” be achieved in his area of influence.** **Third**, the measuring device (60 years before he had productivity) **is not a quantifiable measuring device** because it is impossible to assess the missionary’s intellectual ability or inability, his diligence or lack thereof, or to know who or how he was financially sustained for 60 years. **For all we know**, this man may have had to work a full-time job, raise a family, and then work on learning the language late into the night after his children were in bed. Because no facts in the illustration were given...nothing can be verified and no emotional influences of this nature **should ever be allowed** without the necessary evidence included in the illustration.

Therefore, without the verifiable facts of the story, I can speculate that, if the this missionary (man of God) **had all his financial support coming in each month (for 60 years), his health insurance and retirement supplemented by his supporting mission board, and it took him 50+10 years to have converts among that people group...then I would suspect that a great deal of time and money was wasted with the missionary’s conflicts of interest, continued milking his support base for more time,**

personal entertainment, associational dinners, conferences, fellowship meetings, sports, and family excursions. Thus, making comparisons between the man who spent 60 years among a difficult people group and a pastor in the United States of America has **MONUMENTAL** differences in the **magnitude of souls that should be saved...daily.** This inappropriate comparison is cast upon an unsuspecting, undiscerning, and clueless congregation with no expectations of any rebuttal from logical, responsible, professional adults that do attend DFBC.

When such **imbalanced comparative illustrations** are used to “allude to” accepting of our church’s non-productivity, will our church members have the discernment or insight required to see such subterfuge as actual deception? This is not an attack on a man using the material but instead, **it is exposing a movement of men** who have been seduced by philosophy, assumptions, preferences, and distractions and now must find excuses for their nonproductivity that is being brought under question. *Eph 4:14 That we henceforth be no more children, tossed to and fro, and carried about with every wind of doctrine, by the sleight of men, and cunning craftiness, whereby they lie in wait to deceive;*

(DRBA’s 44 churches collectively only baptizing 144 in 2020? That’s $(144 \div 44 = 3.2)$ converts per pastor.

Is there any way to find out just how many of them were won to Christ by the associational missionary...that helps churches find these **“highly productive”** pastors?)

There are 125747 people in the three counties that the DRBA serves. That is $125747 \text{ people} \div 144 \text{ baptisms} = 873.24$ or SBC churches only reached 0.11% of our area population this year.

I happen to know a former DFBC member who has led more people to Christ in Decherd while working his secular job than most of these church’s pastors have...and these pastors are being paid to do it! They will do whatever is necessary to maintain their income, position, and control...and MAY be allowed to do so by **men who are also seduced** by fear, hesitation, and the avoidance of fulfilling their fiduciary responsibility. When comparisons are made to choose “quality” over “quantity” be very careful. You will find that it was the vilest of individuals who were saved...became the most effective witnesses. The most factual verification of sincerity can be found in the **contrast between**...those that are sincerely saved are **known to be zealous, constantly wanting to do something, consistently offering ideas, and regularly reaching the lost.** It is the individual who **wants his sincerity to remain concealed in the “hidden things of the heart” that only God can “know and see”** ...that wants others to view the sincerely saved zealous persons actions as being disruptive, argumentative, critical, or problematic. **Our church will never have a person surrender to go to the mission field and risk their lives for the gospel if they are not sincere enough to reach just one...in our town.**

Interjection from AM Sunday 1/3/2021: The preaching on reaching the lost was great...in presentation form for those hearing it on line (streaming) but for those of us in the auditorium, it is evident that what is being preached has NOT been applied in Decherd **over the past 4 years.** The TBC program “Who is your one?” that Chris is wanting to follow this spring... just tell me... **who is his “just one” that he has led to Christ in the past 4 years that remains in our church?** You can’t proclaim in one sentence that we are going to “have a big Sunday with a high attendance” and the next sentence say “having high attendance Sundays is not what we are about”. My two daughters were pointing these

conflicting/contradicting statements to me while he was preaching. Personally, I would like to see a public figure jump out of an airplane (Risk his life) to draw attention of a large crowd to the saving power of Jesus Christ. But, we hear on a regular basis that he will not put his family at risk...for they come first. Concerning the “we don’t do “silly” promotions/attractions” remark, we might want to remember the verses that speak on the “**foolishness of Preaching**” and consider what kind of ATTRACTION John the Baptist was to the lost. *Lu 7:24 And when the messengers of John were departed, he began to speak unto the people concerning John, what went ye out into the wilderness for to see? **A reed shaken with the wind?** Lu 7:25 **But what went ye out for to see? A man clothed in soft raiment?** Behold, they which are gorgeously appareled, and live delicately, are in kings' courts. Lu 7:26 **But what went ye out for to see? A prophet?** Yea, I say unto you, and much more than a prophet. Lu 7:27 This is he, of whom it is written, Behold, I send my messenger before thy face, which shall prepare thy way before thee .When the Lord asks the same question three times, he is **emphasizing the attention** that John was dressed in his camel hair clothing, unshaven face, long hair, diet of wild locust and honey, and yelling at people the Kingdom of Heaven is at hand! Now, if that isn’t pointing out the “silly” attraction that John was to those that Jesus was questioning, then just what is HE asking them?*

Have you ever seen a concert hall filled with people there to see some idiot perform, some goofy dressed up pervert singing, or how about all the weird people that show up by the thousands at Comicon (Science Fiction Convention), ...yet they (the promoters) draw huge crowds and multitudes are converted to over to their perversion/obsession. Why would the leadership be so negligent in addressing the pastor’s non productivity and manipulative redirecting of fault that it would come to the point that my wife would have to give testimony, apologize to him for contradicting his preaching against “silly” promotions to get crowds, and explain how a “silly” promotion brought her entire family to salvation? **I have addressed to him personally** my disagreements, his manipulative preaching, his lack of evangelism, miss use of scripture, and his neglecting the church with his conflicts of interest. (Documented meeting March 30th 2020 in my garage from 1:30 to 5:30)

A healthy church is one where life is being created on a REGULAR basis, members have ministry attendance a high priority, and members (with discernment and insight) do not stand by silently while others are blown around with every wind of doctrine. There is **Quality** in having **Quantity** and I personally have seen the “big” events he has hosted as being “big” disappointments that I cannot invite upstanding business men and women to come and be embarrassed at a last minute thrown together event. **It is so obvious and so evident that more time (paid work hours) are being spent on CEF than there is reaching the lost in Decherd.** Reaching the 17,000 students through CEF sounds great but how can that be trusted when (in 4.5 years) he has not led by example for he does not have ONE convert from our community that he has brought down the aisle, baptized, and **remains in the church**. A “called” pastor should meet the criteria of *Joh 15:16 Ye have not chosen me, but I have chosen you, and **ordained you, that ye should go and bring forth fruit, and that your fruit should remain:** that whatsoever ye shall ask of the Father in my name, he may give it you.* How can I expect revival in our church through a **plan that simply restates all the “normal” everyday works that a church should already be doing** unless the leadership admits...these things **HAVE not been done** by the one paid to do them over the past 4.5 years? Therefore, it is defrauding to the supporting membership to not hold accountable the non-productivity of the one paid for the work and it is strategic insanity to assume that it will be done giving it 3 more years.

I want Katherine to see huge events, outstanding activities, and at least see the conversions of souls that remain. This means there will have to be FIRST CLASS activities, amazing youth evangelism tools, Silly promotions to bring in large crowds and the Quality over Quantity deception be abolished. I like puppets...but they are silly. The church membership is proud of the CEF work that gained access to the public schools. Yet, did anyone designate how much of the pastor's time (duty for building DFBC) would be taken way (set aside) for CEF duties, meetings, or administration work? Again, why would this work not be something that falls under the responsibility of Mark Puckett? Some of our members cannot see the neglect the church has suffered by attention taken away and placed onto CEF but it is **SO OBVIOUS** each Sunday after Sunday when there is **NOT ONE** of the 2336 people in Decherd that our paid staff has reached with the gospel and has them sitting in our services. The preaching the gospel is done in our pulpit and out on the internet but for the past 4 years, those across the street have never had it brought to them...during the 40 hours of paid time.

Some will suggest that it is the Covid-19 virus that has displaced our membership **but I know those that have left for other reasons**. A vaccine will not bring them back to church. Yet, I would suggest that in events like the Covid-19:

- i. With a little innovation, eliminate the large gatherings in one place at one time on Sunday. You cannot find a Biblical proof that the once a week mega gathering took place and that is the "only" format to follow. So, On Sunday, change the format.
- ii. Have 10 people at 10AM, 10 people at 12PM, 10 people at 2PM, 10 at 4PM, and 10 people at 6PM. This will accommodate the 50 he "says" are active members.
- iii. This makes Sunday an 8-hour work day (for the full-time paid employee) that will adequately serve the 50 that are attending the regular service (under what some consider dangerous conditions).
- iv. The rest of the members (who feel it too dangerous to attend) can have time scheduled in their homes or at the church on Monday, Tuesday, Wednesday, Thursday, Friday, and Saturday. The pastor can go back to the Acts 2:46 and Daily House to House. This will balance the church employee's 40 hours of work to accommodate the financially supporting membership's 40+ hours of work... instead of the membership always having to make their schedules compensate for the "unmovable" established church employee's schedule/hours.
- v. If there are church members that feel it is too dangerous for them to attend church, then the staff should be doing their grocery shopping for them or doing second jobs to compensate for the member in "danger" who obviously cannot go to work because of the pandemic.
- vi. Canceling the services of the church... goes against everything in scripture and should not be an option. But, when we see that canceling a church service gives an employee the opportunity to go bike riding, hiking, or on a picnic (on his sustained salary that is unaffected by the financially devastating events that is destroying some of his members), then those in leadership should require their employee (pastoral staff) to do the work...necessary to not only maintain the membership but to flourish during an unprecedented opportunity for ministry to the community which they are accountable.
- vii. Take the covid-19 crowd that does not want to attend church at other churches in our community and design and promote a program for them to attend. This will promote a group (not just our church) that are serious enough about their devotion to God that they will rally the

town (our community) to the point of faith and service...that may inspire someone to thrust through (like Phinehas did) those who have brought the plague upon us.

Mathematically, at the rate we are going (3 baptized for the year)

- a. Demographically, Decherd is a city located in [Tennessee](#). With a 2020 population of **2,363**, it is the **150th largest city in Tennessee** and the **7015th largest city in the United States**. Decherd is currently declining at a rate of **-0.38%** annually but its population has increased by **0.08%** since the most recent census, which recorded a population of **2,361** in 2010. Decherd reached it's highest population of 2,416 in 2013. Spanning over 5 miles, Decherd has a population density of 493 people per square mile.
- b. The average household income in Decherd is \$47,337 with a poverty rate of 24.21%. The median rental costs in recent years comes to \$729 per month, and the median house value is \$88,800. The median age in Decherd is 37.2 years, 35.7 years for males, and 37.7 years for females. For every 100 females there are 87.3 males.
- c. White: 75.09% Black or African American: 18.15% Two or more races: 4.06% Other race: 1.65%
- d. Population of $2363 \div 3$ (our baptisms for 2020) = 787.6 Which is 0.12%
 - a. At our present rate (How the church is presently operating) it will be the year 2807 before we reach the 2020 population of our small town at 0.12% per year.
 - b. WHO will accept this performance/productivity record? *Re 3:15I know thy works, that thou art neither cold nor hot: I would thou wert cold or hot. Re 3:16So then because thou art lukewarm, and neither cold nor hot, I will spue thee out of my mouth.*

As I shared with you at the Waffle House on October 20th (2020), I have written my answers to Chris's "Cross Roads" conversation on October 18th and it is over 40 pages in length. The material is exhaustive and detailed to be verifiable for the leadership of DFBC. This document is comprised from one segment of the "Cross Roads" answers. I plan to address the Cross Roads event before this month is over because Amy and I cannot overlook administrative abuse, manipulation, or obvious conflicts of interest.

Doing the difficult thing,

Chuck Holcomb

Email forwarded from December 12, 2020

After Chris's adverse employment action for me blowing the whistle on his illegal activity, I sent this email the morning of May 17th 2021 to the leadership that have email accounts. If you need to see the attachments, you will have to contact me. The attachments are now part of a civil action in Franklin County Court (2021-cv-18) and I am unable to publish them. You are welcome to come by my house or the set of The Employee Show to view them for yourself.

Fwd: from Chuck

○ **chuck** <chuck@ministryengineering.com>
To: pastorchrisholand@gmail.com, russell_2282@msn.com and 2 others

5/17/2021 9:44 PM

Reply Reply all Forward Delete ☰

📎 4 attachments ▸ View Download Save to Drive

Just a note,
I sent this to you in December of 2020. It was evidence that June Knight was telling you a lie and was slandering me. This example of my professional communication and documented interaction with someone. It is also a great example of someone who chooses to not understand. You said you read it and there was **not a problem**.

Yet, for some reason you thought using her slander by repeating it to the deacons (becoming a joined party to her illegal action) was to your advantage. (??) Why would you choose to entangle yourself and the deacons in such an ignorant and absurd illegal action?

I provided you with her own written admission (prime facie/empirical evidence) of her illegal civil action. My request to her this past month was in (as required by rules of civil procedure to avoid litigation in the court) request for a statement of retraction notarized as an authentic document. I am confident she will provide me my request but now, her actions have both punitive and compensatory damages seeing that you have used her slanderous and untrue statements to obstruct my income and affect my reputation.

Attached to this email is the information (I sent you immediately after you received her slanderous call) is the legal breakdown of our text, emails, and conversation, the notarized copy of her notice of my impending legal action (according to rules of civil procedure) and a copy of a response to her receiving this notice. I also have June's email stating that I am to keep the desk (my original labor and material cost is equal to the price of the desk). After closing this email I will have to go back and search for that email.

Chuck

----- Original Message -----
From: chuck <chuck@ministryengineering.com>
To: pastorchrisholand@gmail.com
Date: December 9, 2020 8:51 AM
Subject: from Chuck

I tired to contact you yesterday. It is important for you to read the following threads in order to understand the phone call your received yesterday.
Chuck

Note: The attachments of this email are not contained in this document due to the fact that they are part of a Civil case in the Franklin County Court system (Holcomb vs Knight)

This is the Whistleblowing Document and Questions (Condensed from 38 pages given to the chairman of the deacon board in December 2020) and resubmitted to deacons with demand for answers to 45 questions (concerning suspect financial activity, breach of constitution and bylaws of FBCD, Illegal activity on the Internet according to FCC laws, pay for work not performed, abuse of authority, self-dealing, and multiple conflicts of interest) on May 12th 2021

Here is a copy of that Document submitted to each of the Deacons on May 12th 2021

To the Chairman and deacons of First Baptist Church Decherd,

Gentlemen, I do believe that each of you has the express desire to see people saved, the community reached, and our services alive with activity. As a deacon you have given of your time and energy without financial compensation in order to help administrate the decisions and directions of our congregation to accomplish these desires. I too have the same expectations and vision for the future of FBCD and believe that the Lord would be pleased with the church becoming a bastion of evangelism, transformation, and numerical growth. Although, I believe that your faith in a man (a full-time pastor) to accomplish such a task has resulted in a disappointment. Having spoken to each of you personally (except for King), you have each communicated to me your concerns and uncomfortable admissions of many observations about the pastor. Yet, the majority of people in society and in our church do not have the strength of character, devotion, or spiritual sincerity to address/correct such issues. For whatever reason, all the deacons do not attend all the services **so there is an extensive amount of material/comments coming from the pulpit that is unmonitored, unchecked, and lacking in accountability.** Upon bringing my concerns about an accusation made about me and about the deacons in a conversation I had with Chris in October, I found that the deacons were also concerned with some of the same issues. Later, I was pleased to hear that the deacons did meet (apart from Chris being present) and were in majority of agreement that the church did not want Amy and I to leave. Your approval as a group was appreciated but it still does not correct these adverse employment conditions, harassing statements, lies, and astounding lack of his productivity...that I cannot overlook nor can I remain silent.

It has now been **over 3 months** since I met with Russ at Charlie Marion's house and presented to Russ the 37 written pages and accompanying printed documents. In an effort to assist the Deacons to hold leadership accountable (for the protection of members) and to blow the whistle on actions of the pastor, I have not received any type of follow up, requests for clarifications, questions, or responses to the written material. It is imperative to understand that these issues do not fall within the applications of Matthew 18 and in the spring of 2020, I spent 4 hours with Chris in my garage discussing any/all items that could remotely apply to the Matthew 18 principle. If necessary, I will provide to whomever requires both the video and audio files of that meeting. Therefore, any accusation or attempt to place what I have presented in the documentation as an ought or offense against a "brother" will be ultimately and unequivocally clarified to be to the contrary.

These unresolved issues and continued problems are now extremely exacerbated through the surveys



that were distributed by the pastor and handed in of February 3rd. With all the time spent filtering their responses/suggestions, there has been no communication to the membership concerning the “end results” of such written information received by the leadership (**as suggested from the pulpit that implied this was a collaborative action of the pastor and deacons**). Yet, it is without denial that multiple references to issues mentioned in the received surveys has been used to formulate material in a retaliation format from the pulpit...against the membership who made honest and “critical” comments in their surveys. This being allowed by the deacons is detrimental to the congregation. Upon being instructed by Chris from the pulpit that if you are not “proud”, “supportive”, “happy”, with your church...you should leave, I am forced to act upon the knowledge and experience that the Lord has provided me and will set forth the following actions.

First, I have provided the leadership in this document with a series of questions to answer. Upon speaking to you (Russ) at the church on 2/2/21, I found that you considered my documentation (reports, observations, and questions) to be equivalently compared to the “feelings” you experienced standing on the steps of a Buddhist temple in Thailand. After you had placed my documented evidence in the category of something satanic or occult, you then gave me your personal assessment/opinion of the “situation” between me and Chris as being that of “the old bull verses the young bull”. Although, your crude analogy does describe the immoral/unethical actions/advantages someone has taken upon the unaware members of the “herd or flock”. I thought it pertinent that I draw your attention to the fact that this “flock” is a group of people that you and I are supposed to defend. That being said, I can assure you that your suggestion that my blowing the whistle on serious issues (which you admitted were taking place) cannot be even remotely considered or described as me struggling for “breeding rights”. Having raised Black Angus cattle on my parent’s farm, traveled to Washington as a National 4H leader, and graduated with 5 hours of Agricultural Science credits, such an analogy of my addressed concerns is inappropriate and very offensive for an employee of the church. Nevertheless, to avoid your accusations of me being “critical” or “negative” I have placed the most prevalent subjects into question forms so you will have the opportunity to answer them in the most “positive” since.

Second, since you (Russ) considered my previous documentation equivalent to the occult practices of the Buddhist temple, then I would have to ask the most obvious question possible. Why did you not **take immediate action** to “protect the church” from such a “evil” employee as myself? So, again we see your response to a “wrong” action...is that of inaction? *1Ki 18:21 ¶ And Elijah came unto all the people, and said, How long halt ye between two opinions? if the LORD be God, follow him: but if Baal, then follow him. And the people answered him not a word. (Refer to 3 month timeline mentioned in paragraph 2)* You have attended/served in leadership (since Chris came in 2016) in 5 revivals where no one got saved, in 3 Vacation Bible Schools where no one got saved, in 2 youth/teen camps where no one got saved, in 2 special Evangelism services where no one got saved, 1 teen revival (Dewayne Moore) where no one got saved, in 1 special children’s day where no one got saved, and in 3 Easter egg hunts where no one got saved. All of the leadership remembers the church (under the leadership of Part-time Pastors) when people were regularly getting saved, baptized and large crowds attended our **special** activities. Yet, the leadership has accepted an average of 10 teens in the youth on Wednesday nights, 15 kids in the Children’s department on Wednesday nights, less than 15 adults in the Wednesday night prayer meeting, and less than 20 in attendance on Sunday night...**for a span of 5 years now?** Has the leadership really been persuaded that this lack of productivity can be ignored just because the financial giving is making the budget or the offerings are up? This return on investment (ROI) is embarrassing and the

leadership will be held accountable to the Lord for such ineffectiveness. *Mt 25:26 His lord answered and said unto him, Thou wicked and slothful servant, thou knewest that I reap where I sowed not, and gather where I have not strawed: Mt 25:27 Thou oughtest therefore to have put my money to the exchangers, and then at my coming I should have received mine own **with usury**.*

During the PM Sunday March 14th service, the congregation (the handful in attendance) was told that, “if you are not **happy** with your church you should leave, if you are not **proud** of your church you should leave, if you are not **engaged** with your church you should leave.” Can you imagine the apostle Paul telling the members at Corinth to leave and go somewhere else? Yet, what would be the reaction of leadership that has someone fulfilling this passage? *2Ti 4:2 Preach the word; be instant in season, out of season; reprove, rebuke, exhort with all longsuffering and doctrine. 2Ti 4:3 For the time will come when they will not endure sound doctrine; but after their own lusts shall they heap to themselves teachers, having itching ears; 2Ti 4:4 And they shall turn away their ears from the truth, and shall be turned unto fables.* So, it is now blatantly obvious that the surveys that were taken by the pastor are now a tool for an attack on our people who gave him their honest and upfront assessment of our church. Statements from the pulpit (telling people to leave) are clear and concise manifestations of his decision not to repent, confess, or correct any items found in the survey. When the results of such an **uncontrolled and unregulated documents** (the surveys) are used as weapons against those who submitted their written information to the pastor **and deacons**...then the past 4 years of neglect (**of the deacons to correct problems**) has now culminated in the pulpit’s material/messages being aimed at those who have also (as myself) were honest, up front, and cooperative with the survey. Essentially, the problems I tried to assist the deacons in avoiding (as an individual) have now become exacerbated among a multitude of other’s critical, negative, and documented statements.

Third, my child is sick of the ineffectiveness of the youth department/program. When all youth activities center around someone’s infatuation with sports and seeing that “ministry time” is spent with his children entertaining himself, it will be obvious that girls or young ladies in our membership are ignored and are being taught that they are not respected. There are 3 line-items in our budget for CEF totaling over \$7000...when have we spent money on our own teens for that amount? Having this being complicated by leadership that shows up asking the boys “what game do you want to play tonight?” only exacerbates the problem of unpreparedness and unprofessional creativity. Having a youth pastor that **was not a Southern Baptist** was not only against logic and doctrine, it only complicated the problems doctrinally, morally, and ethically (serious character flaws). The core issue is found in the decision makers **operating contrary to reason and spiritual discernment**. Causes and effects to these issues will be further investigated as we get to the included questions.

Having known Gregg and Ashley Rinkes and their parents while we were working at Cowan First Baptist, I spoke with Gregg and his disappointment with Cowan. During their disillusion with the leadership there, I suggested that while he is deployed in Afghanistan, that he and Ashley come to church FBCD so we (I) could assist Ashley while he is gone. The Rinkes kids are coming on Wednesday nights and Ashley is bringing the boy’s neighbors. These are the “new kids” Chris is talking about attending on Wednesdays. These boys also like sports but this does not balance out a youth department who also includes those who do not want to play basketball, be knocked down or have some boy throwing a ball at them. **Our church’s leaders are oblivious to ideas, methods, and activities to build a youth group.** **This is a scientific assessment with 5 years of observational data.** Just ask Bruce what he did...to have

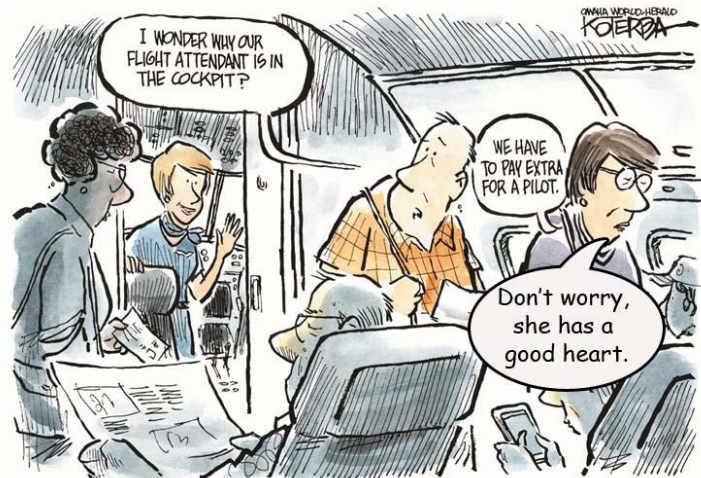
40+ teens on Wednesday nights with teens regularly getting saved. I addressed the fact that I did not want Katherine to be taught by people that were “gaining their experience” at our expense. *Heb 5:11 Of whom we have many things to say, and hard to be uttered, seeing ye are dull of hearing. Heb 5:12 For when for the time ye ought to be teachers, ye have need that one teach you again which be the first principles of the oracles of God; and are become such as have need of milk, and not of strong meat.*

But once again, the deacons have been told that these leaders are being “mentored” by the pastor. Just as the survey, mentoring that is done without structure, rules, recordable and observable achievements, and a predetermined method of assessing progress...cannot be **verified, validated, and valued**.

Therefore, it is **fraudulent, futile, and frustrating**. The resulting effects then have the probability...to be detrimental of those they are supposed to be helping. We are dealing with eternity with these young people...so we thrust upon them flawed characters, silly, goofy, or volunteers and try to justify that by saying they have a good heart? Why is it that we require professionals, with licenses, certifications, and references for every other area of our lives and think that church activities can be left up to incompetent but “sincere” volunteers? Could we simply hire or install leadership who can prove their past results (productivity)?

Consider the following cartoon.

The subjects of mentoring and discipleship are **skewed** as they are being used to cover for “gaps” in a leadership structure...that is based on an attempt to offer multiple options instead of operating on actual size of the group. The subterfuge found in the statement that “*God is wanting someone with a good heart*” more than someone He has



prepared (qualified) to fill the position...is a false and deceitful narrative. Again, this comes from the continual creeping in of doctrine that is contrary to **Baptist Theology** to support the panicle tenet held by Calvinist that is found in the statement that, “*God does not need you. If He wants something done, He will do it Himself.*” This is an absurd statement, void of Biblical understanding, and in direct contradiction to multiple passages of scripture. *Joh 15:16 Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain: that whatsoever ye shall ask of the Father in my name, he may give it you.* God prepares men and women to do a task for Him. If the person does not obey the call of God, God will not do it himself but instead...will call someone else He has prepared to do the task...to the embarrassment of the first chosen.

It is important to note that...it is men in the ministry **that are nonproductive** who want to blame their inability or neglect of responsibility in reaching the lost (**personal witnessing failure**) that quickly run to Calvinism and embrace the doctrine that will shift the blame off of themselves and place it on God and His “Sovereignty”. Use that same analogy (“God will do it Himself”) with the woman at the well, the martyrs in scripture, Philip and the Ethiopian eunuch, Jonah, Joshua, etc. and they will laugh in your face. As an example of these doctrines that have crept in and effecting our membership, the speaker during the Missions Conference from CEF presented the illustration of wondering if one of his Good

News Club children would be the person that would present the gospel to the last person on earth. That sounds so heartwarming and sends tingles around most parishioners ears **but how is this possible** when we consider the Biblical doctrine that those **who are saved** will be raptured with the church before the 7 years of tribulation and the 1000-year millennial reign of Christ...which all this takes place before the end of the earth? This is clear Biblical Chronological procession of events, historical Baptist doctrine and is found in the Baptist faith and message. Yet again, we have para-church organization **and its ecumenical homogenization of multiple doctrines** influencing our Baptist parishioners by having men who believe in Amillennialism, postmillennialism, or mid tribulation rapture being allowed to teach our people from the pulpit. This **emotional psychological ploy** to invoke empathy to “inspire” people to reach the lost students in our public schools should **NEVER preempt** the **membership’s call** and obligation to work with children in our own church, in our own services, and involved in our own church’s salvation decisions. After all, it does not take a rocket scientist to see the hypocrisy in someone getting someone to volunteer to go work with children in a public school when they will not convince them **to first and foremost**, present themselves to serve in their own church. Yet, this is done because the CEF format is more exciting **than what we give our own church members???** This usually results in having those presently serving in our church to be emotionally influenced to further obligate themselves to even more work, overextend themselves, and potentially experience burning out.

Having thus said, I believe it is time to have the leadership reach a set definition and to force the pulpit to stay within the bounds of acceptable applications of **talent**. The 4/18 sermon on giving was directed at the statements I have made concerning unqualified or individuals lacking ability. The majority of individuals in our congregation do not have clear Biblical understanding of talent but hold to a worldly and socially influenced interpretation of its meaning. Natural born talent is seen when the child that genetically predisposed to grow to become 6’5” and chooses to apply his talent in the pursuit of playing



basketball. The 6’5” boy that chooses not to play ball will be thought to have “wasted” his natural talent if he does not play ball. Yet, the 5’6” boy that does not have the natural born talent of genetic predisposition (height) but aggressively invests his time learning the skills of the sport, his application of character will be ignorantly perceived by the simple and naive sports fan as merely talent. NEVER mistake Character for talent or talent for Character. At no time will the coach pull an observer out of the audience (who just has a good heart for basketball) and put them out on the court to win a ball game. The risk to the organization is too great, the other teammates will be defrauded, and the supporters will no longer trust the coach. No one who is sick submits their health issue to an individual with a good heart that wants to “be” in the medical profession. Instead, they submit their issue to someone who is trained, experienced, and licensed to practice medicine by a controlling board of medical professionals. The “good heart” deception is a very disingenuous application of logic due to the fact that the eternal soul of an individual is far more important and should not be left to the influence of someone who has not invested their life and calling into building ACHIEVEMENTS and PRODUCTIVITY upon which can be trusted.



*Jer 17:9 The heart is deceitful above all things, and desperately wicked: **who can know it?** Jer 17:10 I the LORD search the heart, I try the reins, even to give every man according to his ways, and according to the fruit of his doings. It is important to see the question that is given in verse 9. The question of “Who can know it” is not a question of what external person can figure out what is on another person’s heart but instead, the question implies that a person **cannot know their OWN heart**. This is supported by verse 10 when the LORD searches the heart and tries the reins. Mr 7:20 And he said, That which cometh out of the man, that defileth the man. Mr 7:21 For from within, out of the heart of men, proceed evil thoughts,*

*adulteries, fornications, murders, Mr 7:22 Thefts, covetousness, wickedness, deceit, lasciviousness, an evil eye, blasphemy, pride, foolishness: Mr 7:23 All these evil things come from within, and defile the man. In conjunction with Jer 17:10, God gives us **the quintessential tool to judge a person’s heart** which is found in **the Productivity term “fruit”** of his doings. Jas 2:17 Even so faith, if it hath not works, is dead, being alone. Jas 2:18 Yea, a man may say, Thou hast faith, and I have works: shew me thy faith without thy works, and I will shew thee my faith by my works. Therefore, find a man who is filled with the word of God **but has no fruit (no converts)**, you will find a man in love with being “perceived” by others as a man of God. If you find a man who is dedicated to the work of God **but has no fruit (no converts)**, you will find a man who is in love with the advantages of the professional ministry career. If you find a man who has basic Bible knowledge that gives him a love for Jesus the Christ...he will have **fruit (converts) and fruit that remains (fruit reproducing fruit)** ...thus, you will find a man who **is fulfilling the will of God**.*

As of 3/19/2021, I understand that the deacons are not acting as a group (all five). I have made contacts concerning the deacon’s responses to the surveys they have read (acting as a collective group with surveys in hand since 2/3/2021) and have found that some have not seen the first survey to review. Of course, this question is based upon the deacons allowing the pulpit to proclaim that the survey was a joint effort between the pastor and the deacons. Knowing that several of our members (from their own lips) were very critical and negative of the pastor, I was expecting that this might possibly validate further and support to the issues I had addressed **prior to the “dangerous and unregulated” survey**

being cast upon the membership and casual attenders. I believe it is necessary to present the opening statement that I placed on my copy of the survey:

First Baptist Church Survey

Statements to consider before reading the following answers to the survey:

1. This survey is open to those who have no accountability or investment into FBCD. Thus, the refusal of designating the survey to specific individuals (i.e. active membership) jeopardizes the investments of time, finances, and talent of the church's history.
2. The format in which the survey is written, the ambiguity of the questions, and the questions that are two questions with only one answer (multiple choice) given are serious flaws in communication. It is also known that the Deacons were not in agreement with this survey. Therefore, all announcements from the pulpit communicating the "joint effort" are false, manipulative, and are disqualifying.
3. The survey does not designate or identify "who" will be grading/tabulating the survey. When the questions are indicative of the actions and performances of the leadership, it is ludicrous to place the collected surveys into the hands of those in question. There has been no independent 3rd party designated to interpret the survey.
4. **Therefore, I cannot answer any of the following questions** and feel that any results of the survey will be detrimental to the UNITY we falsely assume will be gained from it.

And upon enduring the Sunday AM service on 4/18, there is the obvious indication that Chris is addressing the comments in my documentation to the leadership concerning what I said about volunteer help. As previously stated to you, I want someone with ability (**talent acquired through diligent investment and achievement**) teaching my daughter. This continual bantering about people with a good heart are more valuable than people who have talent... is based on an incorrect definition of the term talent and a psychologically warped understanding of God's will. There are individuals that are born with natural talent. This talent will be manifested in early life but will require Character to be used correctly and diligently. There are also individuals who do not have natural talent but excel in diligence, character, and will power. Their devotion to faithful study, practice, or repetition to a task will eventually manifest itself as something interpreted **by the unaware observer** as "talent". Therefore, it is imperative and ethically necessary to intellectually separate that which is natural talent and that which is character invested ability (talent) when discussing the subject of talent within a mixed group or audience. Recently while at the dentist, I did not ask him if he had a good heart in wanting to be a dentist. I verified the documentation, license, professional recommendations, and customer reviews to help me in the decision to trust him with the painful procedure I was to endure. My decision to use this dentist was based on **his productivity in study, practice, and testimony of those to who he had helped**. My father once said, "never mistake a something-another for a something else" which meant that there are some individuals that could easily fool the simple-minded person into believing something that was not true.

So, in order to avoid anyone perceiving anything I report, document, or address as critical, I will place each of my observations into the form of a question for you to answer.

1. Were the members of First Baptist Church Decherd (A Southern Baptist Church) made aware that Chris Noland was not a Southern Baptist but instead, was an Independent Baptist before he was hired?

2. When explaining to me at Charlie's house that FBCD **was really Chris's first church...** of any size, were the church members made aware that his "20 years" of previous ministry experience was not ministry "experience" **to be compared to the operation, responsibility, and size of FBCD** before they were pressed to vote on him to become pastor?
3. When you (Russ) were explaining that the leadership had let things go for "too long" and "too far", was this an admission of failure in the deacon's fiduciary responsibility to the membership of FBCD?
4. Can this same failure in fiduciary accountability to the membership also be applied to the other "employees" of the church who also have a vested interest in the correcting of this "too long" and "too far" neglected responsibility?
5. Now, having observed 3 VBS events, 2 youth camps, 5 revivals, 1 evangelism Sunday, 1 teen revival, and 3 Easter egg hunts which resulted in ZERO salvation decisions, is this the desired effect and duration (5-year amount of productivity) the leadership expected when hiring Chris Noland? If so, then how does this balance out with the Isaiah 55:11? (*Isa 55:11 So shall my word be that goeth forth out of my mouth: it **shall not return unto me void**, but it **shall accomplish** that which I please, and it **shall prosper** in the thing whereto I sent it.*)
6. When a staff member (a voted-in employee) presents prima facie evidence that he has been lied to by the pastor (a voted-in executive employee), is this unethical conduct not considered a required disciplinary action by the deacons?
7. When a staff member presents evidence that the pastor has lied to an employee about the deacons, is this considered a disciplinary action by the deacons?
8. When the youth pastor teaches that he has friends that are practicing homosexuals and that they are "good" Christians, can the leadership of FBCD tell me how the church is going to deprogram my daughter on this issue????
9. Having the grammatical understand and application of "deacons" being an all-inclusive term in the minds of our parishioners, when a member finds out that the leadership (deacons as a group) did not "cooperate" with the writing of the church survey, but the pulpit presented to **the unsuspecting/undiscerning membership** that the survey was a joint effort of collaboration of the group with the pastor...**is this misrepresentation of facts (espoused from the pulpit) not considered manipulatively deceitful and again...another in a series in established lies?**
10. When the participants in the survey present comments, suggestions, and negative reports concerning the leadership, will these people also be considered "critical and negative" and their paper (what they have personally written) be viewed by the deacons as the same cultist activity practices performed (as you suggested) at a Buddhist temple?
11. When the pastor continues to use the pronoun "we" as he presents to the congregation plans for activities or events, just who are the "we" to whom he keeps referring?
 - a. When FBCD was hosting its own camp, who are the "we" who decided to open it up to CEF and it no longer be FBCD's camp?
 - b. Who is the "we" when FBCD's Easter egg hunt is made to appear as a CEF egg hunt?
12. When the pastor (in defense to an issues addressed by a staff member) says that the Music Pastor wants to purchase an expensive sound system (in reference to the multiple "documents" you said Chris had that I printed off for him) and when you find out that the documents that Chris was referring to were not "new" equipment but were copies of the actual **Operation Manual to the "existing equipment" which was necessary to discuss and use to correct our**

sound problems, is this misrepresentation of the truth and decisive manipulation of the leadership (deacon/s) not considered by the deacons of FBCD to be another lie and an attack upon an employee of the church by an executive employee?

13. When the pastor boasts of his capability (as the “pastor” of Decherd Elementary) that he does not have to follow the sign-in procedures, not have to wear a visitors badge, nor have to follow the screening process for Covid-19, but simply wave at the office personnel as he enters the public school lobby, is this actually considered by the deacons as an accomplishment... or is it recognized (as by the school board) an abuse of privileges directed at FBCD?
14. Would the deacons accept the responsibility or blame if Chris Hawkersmith is disciplined by the school board for breaching the child protection policies or Covid-19 screening procedures of the Franklin County School system for FBCD?
15. How will the parents of Non-Bible Club students react when they find out that FBCD does not have to follow protocol set forth by the State for the security/safety of the students?
16. At any time since Chris has been pastor, has the deacons presented to the church a restructuring of his work time (that is spent on CEF administration aside from FBCD and for other churches) that was not voted on in his duties as pastor of FBCD?
17. When DFBC host an event (Such as the Easter Egg Hunt, puppet show, hot dogs, etc.) why is it that the main attraction on the parking lot is a CEF tent and **not DFBC**?
18. As one of the **largest events** of the year (for the community to attend) is the following photo of the attending crowd considered to be an adequate and effective return on investment (ROI) made for our church’s Easter egg hunt? (Those in attendance watching the puppets)
19. When the deacons admit that there were no expectations (job requirements/duties) given to Chris and to the church before voting on him as pastor **as required by the constitution**, what about the requirements/expectations found in scripture and are the deacons accountable for the violation that has been done to the members?
20. When the pastor preaches (IN THE CONTEXT THAT IT IS BIBLICALLY WRONG) against doing anything “**silly**” to get people to attend church in one message and then proclaims in another message that he would stand on his head and play the tambourine with his feet if he thought it would get someone saved...does the leadership consider this contradiction of statements as a **confusing and hindering offence** to our members?
21. Have the deacons been given any surveys to review from February 3rd?
22. What method(s) were put in place to assure that unsigned or hypercritical surveys could not be intercepted or discarded before being reviewed by the deacons?



23. Since there were no classifications to who would be allowed to fill out a survey, what method or grading metrics would be followed in tabulating the results of such a survey, and since the survey was proclaimed to be a joint venture of the pastor and deacons, then what are the results, what corrections are going to be made, and what changes to our DNA is going to be allowed by the deacons?

24. Are the members who filled out the Surveys with their concerns, questions, and comments going to be considered “critical” or “negative” if they presented their opinions contrary to how the church is presently operating?

25. In an attempt to gain the leadership’s definition of productivity as it relates to the dictionary definition which applies to all financially supporting members of the church:



pro·duc·tiv·ity

/ˌprōˌdɛkˈtɪvədē,ˌprädɛkˈtɪvədē/

noun

the state or quality of producing something, especially crops.

"the long-term productivity of land"

- the effectiveness of productive effort, especially in industry, as measured in terms of the rate of output per unit of input.

"workers have boosted productivity by 30 percent"

Similar: efficiency production productiveness work rate output yield

- ECOLOGY

the rate of production of new biomass by an individual, population, or community; the fertility or capacity of a given habitat or area.

"nutrient-rich waters with high productivity"

Similar: fruitfulness fertility productiveness fecundity richness

- If the pastor stresses the fact that he is preaching the gospel, we are ALL to do personal evangelism, and it (the gospel) is the main thing, then according to the number of new converts (NOT MEMBERSHIP TRANSFERS) coming forward on Sunday mornings...is our church productive?
- If the song leader steps to the microphone and tells the congregation about the necessity of singing, how we should all sing, and that our main purpose is to sing the Lord’s praises...but he never leads us in a song, sings a song himself, ever sings a song with someone in the service... and over a 5 year period there is no one you have seen him bring to the front to sing...would the leadership consider the song leader productive?
- If the pulpit tells the membership that we should witness to others during our 40-hour work week and the 40 hours our students are at school, is the pulpit expecting productivity (converted souls) from its member’s efforts?

- d. Is it wrong for the membership (who risk their jobs witnessing to others at work) to also expect the pastor to be productive in his “calling” **during his uninterrupted, unregulated, unmonitored, and unobstructed 40 hours of the work week?**
 - e. The membership knows that if they witness to people at work (as instructed from the pulpit) that their income is put at risk if they are accused of not being productive because they are **wasting company time** on religious issues, **then... is the pastor also put at risk of losing his job... if during his 40 hours of work...**he is also observed as nonproductive when he **waste church time** and doesn’t lead anyone to Christ?
 - f. In the past 5 years, can the deacons name one individual that the pastor (in his personal productivity of witnessing in our community) has personally won to Christ in our community that is in our church, baptized, and regularly attending?
 - g. When Chris talks about his time (slot during the day schedule) that he has for going to the Natural Bridge to sit and listen to the Lord, does the leadership ever ask him why these slots of time are not filled with fulfilling the commandment of reaching the lost or simply said...go knock on doors and build FBCD?
26. Is the leadership (a group of men capable of discerning between persecution and judgement) not able to see that our pastor, who at the beginning of the pandemic did shut down the services but is now proclaiming that we took a stand and are not shutting down our services....is the leadership not able to see this serious contradiction of facts as a lie to the congregation and “whoever else” he is **preaching to over the internet?**
27. When Chris preaches on a Wednesday night message (taken from the overused Experiencing God Series) that he did not neglect his church responsibilities while he was developing the CEF chapter, does the leadership of FBC Decherd not consider **the loss of membership, 3 VBS events without one salvation decision, 2 camps without one salvation decision, and 5 revivals without one salvation decision, 2 evangelism events, 1 teen revival, and only 3 baptisms for 2020 as a manifested and undeniable indicator of neglect or serious Conflict of Interest?**
28. When a large church event (the 2020 substitution for VBS) was posted on face book **only 20 hours before the event started** and only 6 kids (2 drive by and 4 neighbors of the church) attended...is this not considered neglect, waste of time and funds, a pathetic ROI, or an extreme lack of having FBCD the main emphasis in his paid ministry time? (Keep in mind the CEF tent being the center of attraction at FBCD’s egg hunt)
29. When the term “reaching our community for Christ” is used from the pulpit, is this terminology to be interpreted **as an acceptable attendance** on our Wednesday night service being that of 10 teenagers, 15 children, and 15 adults...**for 5 straight** years or should the correct interpretation of the “reaching our community for Christ” being seen in the 10 teens becoming 20+, and the 15 kids become 30, and the 15 adults becoming 45?
30. How can individuals (**full time ministry**) who do not have one convert in our services in a 5-year period... continue to promote Discipleship when “making disciples” is the **first prerequisite**...for being a disciple and a **KEY job requirement/ prerequisite** for being a pastor?
31. When the pulpit says that the YEC event was “well attended”, is 6 teenagers (0 visitors) considered to be “well attended” or is this a deception to those supporting the program?
32. Would the leadership be willing to take all the discipleship books, lessons, videos, resources, seminars, and conferences **that have yet to be effective in leading anyone to Christ...and trade them all** for one woman at the well (who had not been through a discipleship class, not

completed a new membership class, has still not been baptized) and have her lead our entire city (Decherd) to Christ and bring them to FBCD?

33. Mathematically, which is more effective for the cause of Christ:

- a. One organization (a para church organization) that replicates their organization (of already saved people) into 10 more para church organizations (of already saved people) for the purpose of trying to reach unsaved people



- b. One organization that reaches the lost across the street on a regular basis, consistently increasing their numbers, and producing new saved people that will go and reach other unsaved people

34. When the pulpit of Decherd First Baptist Church teaches the parishioners that: A man's life will be at peace and void of conflict if he is right with God, reads his Bible, provides for his family, and witnesses to the lost. If this teaching is true, how would the leadership of FBCD explain:

- i. those in Hebrews chapter 11?
- ii. 2Ti 3:12 Yea, and all that will live godly in Christ Jesus shall suffer persecution.
- iii. Lu 21:17 And ye shall be hated of all men for my name's sake.

35. When the pulpit of Decherd First Baptist Church teaches the parishioners that: The first institution God created was the family, then the church, then the government, how does the leadership of FBCD **explain the opposite order of this priority** given in the 10 commandments of Exodus chapter 20 (relationship to God first and above all in the first three commandments and then father and mother "the family" being given in the 4th commandment) ?

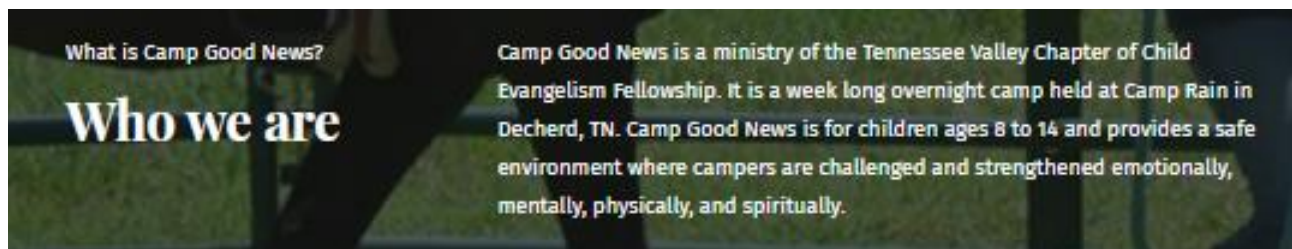
36. When the pulpit of Decherd First Baptist Church teaches the parishioners that: "If the church does not meet his family's financial needs...it is not God's will for him to be here", how does the leadership of FBCD explain this in light of the scriptures and those who gave their lives, possessions, and families to give us the scriptures and the gospel?

37. Knowing what it is like to sacrifice vacation time to help the church in its activities (Amy giving up a week of our vacation time to work at our church camp), will the deacons take the two weeks Chris is gone to South Carolina (school) as part of his yearly vacation or will the deacons choose to pay him while he is gone and still allow his family to have their regular vacation time?

38. Chris just spent two weeks in South Carolina working on a class (additional education).

- a. How does the deacons monitor his additional class study time to insure it is not being done during ministry work time?
 - b. With only two baptism since January of 2021, is the serious lack of FBCD productivity indicative of ministry work time being spent on something other than FBCD?
 - c. Are the two weeks away at this addition to his educational achievements considered vacation time taken away from his allotted time? If not, will he still be paid for work that was not performed?
 - d. Will the church have the financial responsibility to reimburse his motel, gas, millage, meals, and books?
39. When Chris preaches that his family comes first, how does the leadership of FBCD explain the following passage (*Mt 10:36 And a man's foes shall be they of his own household. Mt 10:37 He that loveth father or mother more than me is not worthy of me: and he that loveth son or daughter more than me is not worthy of me. Mt 10:38 And he that taketh not his cross, and followeth after me, is not worthy of me.*) and the confusion it places upon the membership?
40. How are the deacons going to deal with the fact that church staff testifies that he (Chris) does not put in a 40-hour work week? Is this not stealing from the church which is an action requiring termination?
41. Would those in leadership that own their own businesses allow any of their employees to be as unproductive as their business (specified product/task) as their pastor is (at his specified product/task)?
42. When establishing the monthly donations for the Decherd Elementary School Good News Club, is the line item in FBCD's budget designated for maintaining that ministry **of our church** or has there been papers filed (and approved by the membership) to form a governance "affiliation" with another NPO (Chris's formation of a NPO entitled Tennessee Valley Chapter of CEF)? *Normally a fiscal sponsorship requires an agreement, which spells out the relationship, whether you will provide a grant to the other organization to carry out a charitable program or whether you will absorb it into your own operations, what happens when the relationship ends, and what sort of fee you will charge to provide the relevant services (which may pertain to a staff member which receives financial benefits from both NPOs and must avoid conflicts of interest).* As a member and an employee of the NPO of FBCD, can the deacons provide me a copy of those documents?
43. Has the leadership of the church (deacons) received any training concerning the **Flags of Fraud, Conflicts of Interest, or the Protections for Whistleblowers** which are issues and laws pertaining to the legal functioning as a Non-Profit Organization?
44. The IRS asks on the form 990 if a nonprofit organization (501(c)(3)) has a whistleblower policy. There is nothing in our church's constitution addressing this policy except to mitigate arguments with the SBC. Does FBCD have a whistleblower policy that I do not know of?
45. When FBCD started hosting its own camp and advertising it (especially to the financially supporting membership to financially assist children to be able to attend) **but suddenly** the camp is being promoted as something **TOTALLY UNRELATRED, totally organized, totally financially supported as a separate entity from FBCD,** then:
 - a. Did the church (voting membership) approved the separation?
 - b. Was the voting membership allowed to vote on this separate financial line item?

- c. Whose **insurance policy** was assumed to be held responsible for the children at the camp? FBCD or CEF?
- d. If the presumption of the pastor was to implicate FBCD for the indemnity for any tort that could possibly arise during the 2021 camp, is this not considered an extreme abuse of administrative authority and an unethical/unprofessional risk placed upon FBCD, its trustees, and its membership?
- e. Did the voting members approve Chris's salary time being spent on building a separate website for the camp, the organizational time spent on something separate and unconnected with FBCD?
- f. How many deacons have even looked at the www.campgoodnewstn.com website to perform their fiduciary responsibilities to the protect the church from such misuse of funds?
- g. How can anyone (such as Chris) ethically use the photos of FBCD's camp and post them on a website portraying them as photos of a CEF camp that has never taken place?
- h. Where the parents of the children (who had signed the permission slips of FBCD for the purpose of have our children's photos displayed on the Internet) receive any permission slips from CEF to use their children's photos on the internet?
- i. Did Chris give these photos (that are property of FBCD) and give them to CEF without parental consent?
- j. How does this align to his written Child Protection Policy of First Baptist Church?

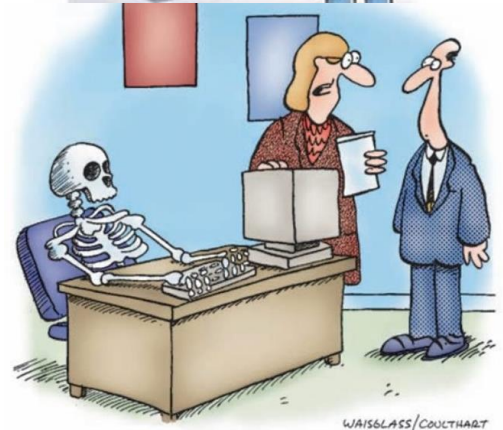


In conclusion, I truly felt it was the will of God for our family to come to Decherd First Baptist in the late fall of 2011. There was a thriving teen department led by Bruce Jones and my children NEEDED recovery after working in a bad church administration at Cowan First Baptist. The leadership of FBCD (under the influence of Mark Puckett) were convinced that the greater impact on the community could only be gained by hiring a full-time pastor. While we patiently waited for the leadership to understand how that would/could be achieved, there was no support for the youth, Bro. Kerry continued to refuse taking the job, Terry Long came and went, Rob Collins filled in for a short time, and the church hired someone who had a conflict of interest (nepotism) with a family member in the church. Those on the pulpit committee made the decision to hire him without ever seeing the church where he was pastoring, obtaining a correct assessment on the impact he had as a leader in observing tangible evidence of transformed lives, and based their choice on merely photos of his family, tapes of his preaching, and the nostalgia of his dad one having pastored FBCD.

It is evident now that no one ever asked Chris for a list of the people he had personally led to Christ...as a means of validating his effectiveness and productivity. Yet, in the past 5 years I can't express the disappointment that Decherd First Baptist Church has become to my family as it is now the become the most ineffective and least productive place we have ever attended. With just a mustard seed of understanding, the simplest or least esteemed among us should be able to see that everything has continued to devolve under Chris's authority/leadership. I have consistently addressed issues, made suggestions, and offered solutions. Yet, he is diametrically opposed to everything we have offered and he has taken the church in the direction **all independent fundamentalist take** as he continues to build himself, use the ministry to spend time with his family, and pursue/promote ministries that are not what "we" (FBCD) hired him for. Though, this direction has not been supported and condoned by all the deacons and I have been informed by a couple of these great men that they have voiced their objections... but were overruled by those in the leadership who are "somehow" enamored with Chris.



I would have to say that the most embarrassing thing I have ever seen during my 30 years of church work is **the 3-year plan** that was written by Chris and given to the church to bring our attendance back to what it was before Covid-19. Everything on that list of "We're going to start" **should have been being done from the moment FBCD was founded**. Yet, the leadership has allowed for **the past three men** who controlled the pulpit to forsake the basic tenets of our Christianity and Church responsibilities (visitation and evangelism). The only thing that can be mentioned from the pulpit in the realm of salvations decisions is in reference to something done through CEF. Yet, no matter what is done through CEF in the past 3 years, none of its results/effectiveness can be seen walking down the aisle or stirring the baptism waters of Decherd First Baptist Church.



*"It's worse than we thought—
everyone's been covering for him."*

As a member and staff employee of FBCD, I am interested in seeing our church have converts and people's lives changed and not someone's **conflict of interest** continue to be promoted as the center of attention...which is nothing more than **a diversion from NEGLECTED duties** in which the membership is paying him to perform. Covid-19 was simply the God given opportunity to manifest who would take advantage of the "I don't have to show up for work" because the services of the LIVING GOD are closed. This was seen in the audacious videos our pastor posted on his Facebook showing his family biking, hiking, and playing on the beach during the closed church services. No thought was given to the members who had lost their income, were in turmoil over the pandemic, and no ministry was started to reach those now cooped up at home waiting for someone to knock on their door and tell them how to be saved. Would it not be ethical to purchase another camera and point it at the crowd so those on the Internet can see that the big church on Main Street only has a hand full of people showing up?

My wife and daughter will not be attending the camp this summer. For the past two years, Amy has given up one week of our family's vacation time in order to assist the church with camp. This year, FBCD is not having a camp. Months ago, the talk was "we" are opening the camp to the CEF kids from the

school and that CEF workers would be leading the camp. Yet, it is getting crunch time and he is hitting the church up for workers? What about all those CEF volunteers (Cowan First Baptist, Oaklawn, Broadview) that **he has spent FBCD salary time** getting them to work all the schools that he has gotten started? Aren't these workers going to be working at the camp or once again, is FBCD going to be hit to foot the bill and do the work? Yet, the camp that was FBCD is now being registered and ran through a separate website www.campgoodnewstn.com instead of FBCD's website???? **The hypocrisy is astounding.** What is even more defrauding is the misrepresentation to prospective campers by using the photos of First Baptist Church Decherd's teens from 2020, as a promotional scheme for a CEF camp. The website even states that the camp is a ministry of the Tennessee Valley Chapter of CEF but the promotional time, web building time, and all organizational work has been done on FBCD payroll time! The ultimate defrauding of FBCD on this website is...**FBCD IS NOT MENTIONED ANYWHERE!** Gentlemen, are we all really this ignorant! When I used my website to promote the online Easter Egg hunt, Chris would not promote it for the church because it was not done through the church's website. (???)

Therefore, I will send my daughter to another camp where the administration is not torn between responsibilities to their employer, professional income/salary, priorities to their supporters, or accountability to his conflicts of interests. The constitution of the church does not require an employee's family to attend the services of FBCD. **I believe it may be more beneficial for my wife and children to attend another church until the leadership of FBCD addresses the issues that have been presented...and has gone unresolved.** Gentlemen, it is time to do the hard thing. As a watchman, I am not blind, I am not ignorant, and I cannot be bought. It is time to stop the abuse being done to God's people and the bride for which He gave his life. *Isa 56:10 His watchmen are blind: they are all ignorant, they are all dumb dogs, they cannot bark; sleeping, lying down, loving to slumber. Isa 56:11 Yea, they are greedy dogs which can never have enough, and they are shepherds that cannot understand: they all look to their own way, every one for his gain, from his quarter. Isa 56:12 Come ye, say they, I will fetch wine, and we will fill ourselves with strong drink; and tomorrow shall be as this day, and much more abundant.*

Sincerely,

Chuck Holcomb

My purpose in sending this to you is to ask you the question, do you think that I have the right to address this person?

As you can see, I simply addressed the issues that so many of you had discussed in private but would not address officially. My position as an employee of the church and my responsibility to the Lord placed me in the position of service to you and accountability to God for doing the right thing. The church of today is filled with individuals who work hard jobs, must have productivity in their secular jobs in order to maintain that position, and in their most sincere desire to do right...they place their money into the offering plates of churches which are astoundingly ineffective in reaching the lost. The conditioning of these dear people by the pulpit has created a multitude of followers that submit to the "collective" and relinquish their individuality. Remember, a chain is only as strong as its weakest link. This is why you might want to take a quick theological thought about the Rapture of the church that is from another angle. Traditionally and psychologically, those who profit from the financial support of the members present the Rapture as the Lord's rescue of the church during a time in history where they are under persecution. This theological approach is applicable for the underground church in China or in a country that is Muslim by majority...but it is not applicable for a society that has "avoided" conflict, sought passivist methods to evade accountability, and are without the evidence of any personal converts for the Lord. Seeing that our modern day church does not even know how to defend their own constitutions, bylaws, and financial ministry investments, it is my observation that the rapture applied to a group of believers as those in our materialistic, liberal, and compromising society...the rapture will be the means of the Lord avoiding the embarrassment of His people humiliating Him as they would quickly submit to the mark of the beast and believe the narrative of the false prophet.

**"It is the responsibility of
intellectuals to speak the
truth and expose lies."**

— Noam Chomsky

Chris Noland's Letter Stating Mark Puckett's Recommendations

The following document was given to me from a church member who knows that leadership has gone too far...too long on addressing adverse decisions affecting the church. This Documents is prima facie evidence of collusion, conspiracy, and constitutional adverse actions. FBCD having an Ecclesiastical body in authority over them instead of addressing matters within the autonomous church know as FBCD. It also shows the lack of knowledge our leadership has of their own constitution, bylaws, and principle scriptures addressing accusations against an elder of the church.

Steve Dixon

From: Pastor Chris Noland <pastorchrisnoland@gmail.com>
Sent: Tuesday, May 18, 2021 6:27 PM
To: russell_2282@msn.com; Steve Dixon; garmstrong@monsterbroadband.com
Subject: DEACONS
Attachments: letter to members .docx; letter to members .pdf

Brothers:

If you have not heard from Brother Steve yet, you should be receiving a call later tonight. I met with Mark Puckett this afternoon to get his advice on the matter at hand. There were several points he made:

1. He agrees that **our** decision to let Chuck go was the right decision.
2. He advised that since there is nothing in our bylaws about how to terminate church staff positions then it is assumed that the pastor, having **the** oversight of church staff, has the authority to terminate a staff position.
3. He advised that a called business meeting would be a bad idea and would open **ourselves** up to potential additional problems.
4. **He advised that we send a letter to church membership informing them of the decision made.**
5. He advised that on Sunday we should have two deacons sitting up front in the event that Chuck makes an effort to **disrupt the service**. The deacons should then approach him and ask him to go with them out of the sanctuary to talk.
6. He advised that we cannot allow chuck to speak in the service as this would lead to **misinformation and confusion.**

I have attached a letter that we could send out to the church membership. Please read the letter carefully and let Brother Steve know if you approve of the letter or of any changes in the wording that is needed.

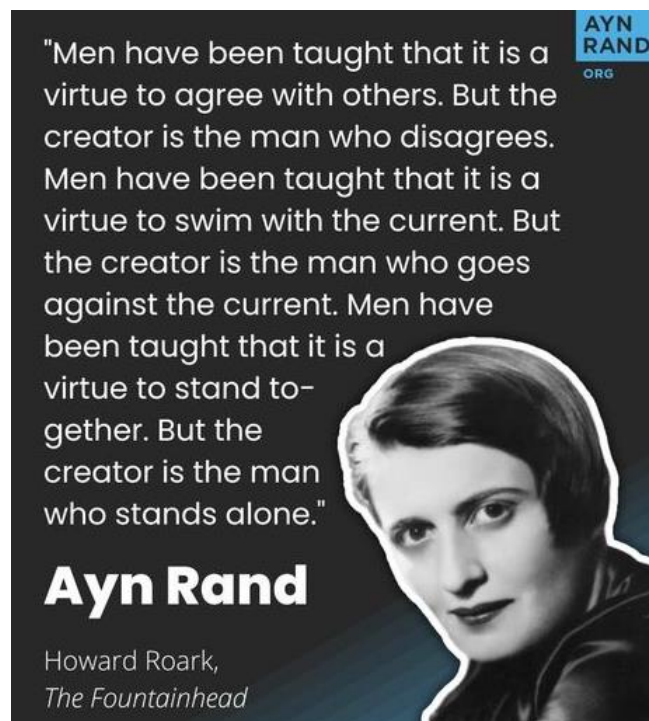
My heart is broken over this whole thing. I have not slept much at all. I have cried and prayed like never before. I love our church and I believe God has great plans for us. This is a storm, a season that will pass. I love each of you men and your families and I pray for you all by name everyday. May God give us wisdom, strength, and a fresh commitment to the furtherance of the Gospel and to the building up of His church.

IN CHRIST ALONE,
chris

Sent from Mail for Windows 10

Note: **The first yellow box** shows Chris saying to the deacons the pronoun “our” decision. Has any deacon in that meeting told the church that it was “he” that said, “you are fired” and not them? Once again, you have the pastor using the “we” collective when trying to justify himself. This is the same “we” collective Chris used to promote the survey...that was not a collective agreement. There was no vote taken in my presence that night nor was it constitutionally legal for him to terminate my position. **The second yellow box** shows the absence of the term “general” being the adjective for “general oversight”. The pastor has the general oversight and the bylaws do have specificity in the distinction of church staff/support staff. This give a legal inference to the way they are hired and fired. **The third box** is interesting that the written indication is for protecting them (this small group) for their adverse employment actions and is not written to protect the church. This is because they (board of directors and the CEO have personal financial fiduciary responsibility under the laws of the State of Tennessee. In instances like this, the reader of this document needs to know the fiduciary duties that officers of the corporation have to the members. This block shows the conspiracy and collusion to offer “false light”, “civil conspiracy”, “Retaliation Termination”, “breach of fiduciary responsibility”, and “Collusion” to obstruct someone’s right to the freedom of assembly and first amendment rights. **The fourth block** is to write a letter to the members. These “vested” members (according to the constitution and bylaws) have the right to hear the details of the situation, make their own decisions, and place their vote due to the fact that the government of the church is in the “vested” members. **Number five block** is to ensure that

someone who has the interest of the church above his own interest is not allowed to speak. After all, you don't have someone getting complements on their work for the church and the next week fire them...unless it is something the leadership would not want discussed...that may implicate them. This event is not a storm as mentioned by Chris but it is simply the judgement of God being proclaimed by an Ezk 22:30 indictment presented by a staff member who will stand in the gap before the Lord. The last block is the ultimate assurance that they "the leadership" keeps the narrative going as they stand in the place of Proverbs 6 to **sow their spin on the event and to suppress relative and vital information** that would persuade the logical, intelligent, least esteemed of the church to think otherwise. You may want to see the interpretation of Proverbs 6 (sower of discord) as the leader having influence. If you are tired of the misinformation being propagated by the media and our government, have you considered that God allows it because Christians will not stop the same propaganda being spread in the church?



My purpose in sending this to you is to ask you the question, do you think that I have the right to address this person?

My letter to Mark Puckett for is Lack of Investigation and consideration

This is the Email I sent to Mark Puckett...no response as of 8/6/2022. And this is the kind of leadership to which our FBCD leadership keeps running to for advice and direction?

Mr. Puckett,

I was given a copy of the communication between you and Chris Noland on May 17th which I thought I should address. Having known you since 2010 (the presentation I gave you offering evangelism services for the DRBA), I do not believe I have ever given you cause to believe that a security detail would need to be organized to control me. Your decision to not call me, text, or email me concerning the events of May 16th gives me greater insight to the extreme failure in effectiveness of our associations ability to reach the lost. ***Pr. 18:13 He that answereth a matter before he heareth it, it is folly and shame unto him.*** Yet, seeing that you gave counsel to Chris Noland that was not based upon facts or any attempt on you part to know the entire matter, I thought it may be necessary to point out a couple of facts that you obviously missed.

1) You chose to give advice on proceedings that you had no details concerning. From October of 2020 I have addressed issues with the leadership in written form. Obviously, you were not given any of the 50 plus pages that I have written and submitted. When deacons readily admit that they have let things go too long and too far (the mass exodus of our church members), it is imperative that someone has to address the issues. (*Ezk 22:30 is a whistle-blowers verse*)

2) Is it now the general consensus that pastors of DRBA churches are not actually expected to win anyone to Christ out in their neighborhoods? After finding out in February from our chairman of the deacons that Chris was an independent Baptist the church hired...without letting the congregation know and that DFBC was "really" his first church...other than home church experiences. Nevertheless, making of disciples is the first prerequisite to being a disciple and EVERY pastor should lead by example. Having been in FBCD before Chris came in 2016, I can assure that there is not one individual in a five-year term that he has led to Christ, baptized, and is involved in the church. (I am not including those that were visiting the church) Now, he wants to stand in the pulpit and explain how he does not have to go out and knock on doors. As someone who works in the secular environment, I believe a man's productivity defines who and what he is. It is also shameful that I have led more people to Christ in my secular job that he has as a full-time pastor. If within the 40 hours of full-time service he cannot (or will not) produce converts at the altar on Sunday morning, then it is obvious work time is being spent unproductively or on building something that is a conflict of interest.

3) There is also the matter of a customer of mine that gave Chris a false statement concerning a business transaction. This customer has a slander claim written against them due to the fact that the client called Chris Noland in December. I provided Chris a detailed printout of all emails, text, and written agreements. This documentation proved her statements were false...in December of 2020 and the issue was ended. Yet, upon Chris finding that I had presented 45 questions to the leadership concerning Chris's conduct and addressed the attacks from the pulpit aimed at members that put honest and negative comments on his church survey, Christ chose to tell (repeat what he knew was false and slanderous) as a means of persuading the leadership that I had done something wrong.

4) You concluded in your assessment that there was nothing in the bylaws that made Chris's action illegal. To the contrary, the noun designating "lead pastor" gives inference to other positions of ordained positions. A distinction is given to support staff that are not ordained. Yet, you must have over looked reading the part of the Bylaws of First Baptist Church Decherd section (G) **Restoration** which states: *Should there be a conflict within the church that involves **issues between the pastor, staff, deacons, and the church member** that could destroy or hinder the work of the church, the church will call an outside mediator to work with the parties involved to make ever reasonable attempt to resolve the conflict. The church should request a mediator before the problem escalates to the point it causes a break in the unity, harmony and fellowship of the congregation. Mediation services must be obtained through the Duck River Association or the Tennessee State convention.*" Once you read this part in our bylaws, did the thought cross your mind that you should have pointed out to Chris that his actions voided your designated and described position in our constitution and bylaws as a mediator **of any kind**?

5) Interesting enough, the counsel you gave Chris was of legal interpretation to which you are not licensed nor are you an attorney capable of giving advice on issues of corporate 501(c)3 documentation or that of issues (especially without facts of what is taking place) concerning employment law and adverse employment actions. Chris's actions are that of slander, defamation, and due to the letter to the members you advised him to send out, it now stands as the additional action of libel. The temporal proximity of Chris's misrepresentation of such facts is also an actionable offense pertaining to conspiracy to commit fraud in a wrongful termination. **Nevertheless, you need to understand that The State of Tennessee's UPL (Unauthorized Practice of Law) statute makes it a Class A misdemeanor for any person to practice law without a valid license and individuals that do so are dealt with by the Office of the Attorney General.**

6) Ultimately, those at DFBC will know what has happened and you are going to look shamefully incompetent in your decisions.
Shamefully disappointed,
Chuck Holcomb

My purpose in sending this to you is to ask you the question, do you think that I have the right to address this person?

Coercion is evil precisely because it thus eliminates an individual as a thinking and valuing person and makes him a bare tool in the achievement of the ends of another.

- Friedrich Hayek

In conclusion: There are multiple pages (more than 100) left from my journaling of these historical events. Putting it all into a concise statement would require the linguistic skills of a rocket scientist. Yet, the most revealing observation of our problem (and the failures of most churches) can be done by a simple math equation.

Duck River Baptist Association has 44 churches	44 “called men of God”
The salaries of these men averaged out:	\$30,000 each (\$30k x 44=\$1,320,00)
Church budgets averaged out:	\$100,000 each (\$100,000 x 44=\$4,440,000)
Total Property values averaged out:	\$500,000 each (\$500,000 x 44=\$22,000,000)
Associational Directors Salary and extension ministries:	<u>\$213,955</u>
	=\$27,973,955

This means that \$27,973,955 dollars was used by the DRBA to baptize 144 people in 2019. That is a cost of \$194,256 thousand dollars per baptism. (*Mt 18:11 For the Son of man is come to save that which was lost.*) That means that, if all the 144 baptisms were people actually led to Christ by the pastor, it took each one of them (44 men) 2000 hours of work time (if full-time pastor) to only reach 3.2 people each. There are 56,000 residents in Coffee County, 42,000 residents in Franklin County, and 28,000 in Marion County for a total of 126,000 people. This means that DRBA’s 44 pastors reached only 0.11% of the lost in these three counties. The only organization that works that inefficiently is the Federal Government. But after all, the Government is simply a reflection of the Church. We will never fix the voted-in leaders of the government until we fix the voted-in leaders of the church.

I say it is time that the pastors of our churches are required to have same productivity in their 40 hour paid work “ministry” as the productivity of a janitor, carpenter, farmer, mechanic, store clerk, bank teller, street sweeper, baker, plumber, electrician, or hair dresser whose financial productivity is required to keep the church afloat. I’m talking about tangible, observable, converted souls. Not another sermon off of the Internet or out of someone’s book. After all, if the Gospel is the power of God unto

Salvation, If Jesus has all power in heaven and in earth, and His word will not return void...if people are not getting saved each week in our community it is because the paid full-time pastor is NOT doing his job. If you think that the work of the pastor is to go and hold the hand of some old saint of God instead of knocking on doors and rescuing someone from Hell...then I don't think you will understand this logic. If a pastor has a master's degree in Theology, why would it take them 40 hours of work time to write out a sermon? If we pay them based upon their productivity (increase of lost souls being converted, baptized and received into the church) that would make them work for productivity. Some people would argue that this may lead to false professions of faith. Yes, but I would rather have the pastor knocking on doors getting 50 professions of faith with 40 of them being false than to have 0 professions of faith. After all, what man answers the "call to ministry" upon his life... and not have consistent converts in his personal life? Are we really this ignorant in our ethical judgement concerning the most important job and its manifested effectiveness? This is why no man should be allowed to graduate Bible College without first...having verifiable converts baptized and in church. No man should ever be ordained who does not have converted witnesses to attend his ordination service. No man should be the pastor of a church and not consistently have people converted as a result of his weekly work. And furthermore, since First Timothy says *1Ti 3:8 Likewise must the deacons...* then I would not ordain a deacon or allow someone to be a candidate for deacon that does not have consistent personal converts baptized and active in church. It is absurd to have someone (deacon) making decisions on spending hundreds of thousand of dollars of someone else's money and not have their own personal converts in the church.

