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To: Wayne Pederson <wayne.pederson@moody.edu>

Subject: Some questions and the Future of Moody Broadcasting...

I spoke with Ed Cannon yesterday about how you told me he said "why is this still a problem" when he forwarded my email to you about the mismanagement of funds and Master Control. He says he never told you to fire me, but he would not elaborate as he had Lloyd Dodson on the phone with him. He is concerned I might be taking some type of legal action. Anyway, I have some questions and comments for you that I feel will help me process the events that have happened.... and are happening.

Do you think you did the right thing by firing me for my attitude?

How do you think God feels about your decision?

In August, why did you put me under a man that hurt me so much I quit my job in Satellite so I would not have to work with him?

.....I can only imagine that you did this expecting me to quit because that is what I did last year in the same situation. This is also what my Mom told you I would do one month prior to you making this decision. You have demonstrated that you would prefer to manipulate a situation thus avoiding any confrontation. I feel this is poor behavior becoming of a Vice President.

Why did you not consult Chris Segard about what equipment and set up had been used in his department for the internet stations and why did you not tell him of your plans to use Master Control?

.....Last year you said you would never again replace a current system without more research and input from other people. You promised you would not make this same mistake againto my family and to our fellow employees. Internet radio is not like terrestrial radio and we are not contractually obligated to use RCS for our internet radio stations. Instead, you and Doug make this major decision without the consultation of *anyone*. To most people, what you did would be considered flat out lying.

You really do not believe me when I say that everyone who works directly with Master Control has some sort of problem with it. It is such a shame, because now, those who would tell you their problems will definitely keep their mouths shut after the actions you have taken. It seems this is the desired effect you were looking for, yet you say over and over again that you want more open dialog within broadcasting. Again, it would appear to revert back to your fear of confrontation. You still have not sat down and actually used the software. All you have ever seen is what Phil has shown you; or I should say sold you. The current issue was about the mismanagement of funds for internet radio. Since that directly pointed to you and Doug, you have stated that the issue is with my attitude with Master Control. Last year, I transferred to a new department where I thought Master Control and Phil Shappard would never be an issue again. YOU made it an issue. Cause and effect, Wayne. The Illinois Department of Unemployment does not consider "my poor attitude" to be worthy of dismissal and are continuing to pay me unemployment benefits out of Moody's pocket.

I was a good steward with the funds provided by Moody and set up a system that works for Internet Radio and now it has been replaced with RCS, which costs 4 times as much and has LESS functionality than the system it replaced. This sounds just like the same thing that happened last year in Satellite. You had a chance to redeem yourself from your mistake, yet you seem to insist on making the same mistake now. Twice! We have had a classical music station running since August but not allowed to share it to the public because it was not being run with Master Control. To this day it is still not on the air. Of all the "coming soon" from Operation Next, the only thing to transpire has been the Conference Center and you have fired the man responsible for it. No HD radio (yet), no new broadcasting website (yet), we have the RDS for the analog signal, but we are NOT USING IT because it involves more RCS Master Control programming that no one has been put in charge of. (Look on your car radio.... it just says "WMBI Radio...."over and over, -last 2 weeks it just says "No Text") So a year has gone by and we ask listeners

again for money when nothing has been done. It makes me sick and your employees sick to see this obvious lack of leadership.

It seems that Phil has the answer you seek for everything. You have not questioned him once. Why is it no one can work with him? Seriously! No one will work with him. Don't you find this a bit odd?

Phil is a man of words, not action. I am the opposite. Of my 8 years of service to Moody you will find that all of my reviews have been exemplary. Phil will console you and tell you the words you want to hear, but he does not deliver results. What he delivers is problems that other people have to clean up later and that is why no one will work for him. He is one of the most manipulative men I know. Example; he will tell you that the reason he has so much of MBI's equipment in his garage and home studio is that there isn't any room to store it at Moody. There's got to be well over \$100,000 worth of stuff there. Tell me that isn't criminal! He tells me it was entirely your decision to use Master Control for the internet stations and that he is only doing what is told of him. We know he has manipulated you! Phil lives and breathes Master Control, yet the funny thing is he really doesn't know how to use it. He is dependent on the RCS support number.... another "selling" point. I know how to use the system and how to deal with the issues. I was key in discovering problems, finding solutions, and implementation.

Phil set's it up and just forgets it. He leaves, and then people are stuck with calling the support number to get it to work. He feels by letting people "clean up" after him then he is allowing people to show him respect. He said this to me when I confronted him on it.

Since you became the V.P. you have single handedly, well I should say with the help of Phil and Doug and the pressures from above you, destroyed the vision God gave my Father, and spent 40 years of his life pursuing, to lead Moody to "advance the cause of Christ" by radio. We now have no intentional international outreach and have lost valuable employees. We are trying to cater to a man who publicly admits he knows nothing about radio. Moody does not have the resources to achieve what he wants and you know this. I understand the need to stay Biblically solid, but Moody Radio still was founded on the principle that we are to use the airways to lead men and women to Christ, not proselytize theology.

Wayne, I don't think you are a bad person. You have an immense heart. You would make a great radio pastor. You are a great spiritual leader; unfortunately that is all. Even Phil mentions this directly in the Q&A meeting with Ed (10/12/07 at 2:46:01) He states how you are more a replacement for Don Cole, but that you are not a strategic leader. You have demonstrated this these past years. What kind of strategic leader spends 20 minutes opening a planning session reading Proverbs? That is the job of our radio pastor. You were extended grace by the broadcasting staff your first year, but then you continued to not make wise strategic decisions. Now you have distanced your employees even more as it comes to being able to trust you. The longer you stay and act as the middle man for Ed and Michael, the longer you will contribute to the downfall of Moody Broadcasting. The act of doing nothing can be a sin also. You simply put a smile on your face and think that will solve all problems. That is not being genuine, it called being fake, and we know the difference.

You fired the wrong person Wayne, you fired your Gen-Xer bringing Moody radio into the 21st Century, and now you have Phil. I can't wait to see what he doesn't do.... yet again. If I were managing the department, I would have used the funds wasted on an overpriced automation system, to hire some part timers and get things rolling to have half a dozen internet radio stations "on-air" by spring.

I really would appreciate a response to these questions.... It will help establish your character in the upcoming information that is shared to the entire country. There is nothing you can do to stop the information being shared short of *apologizing and hiring me back*.... and it wouldn't hurt to dismiss to correct person this time, Phil Shappard. I have researched my first amendment rights and how I must be careful to not slander Moodys name. I do not want to hurt the image of Moody, I want to preserve it. I literally was trying to preserve Moody as I was frantically pulling off the audio from the archives that are rapidly disintegrating. No one really seems to care about this history. Anyway, management and yourself will be held accountable for your actions. People will know what actions you are directly responsible for. Any type of retaliation from you (i.e., a letter from Bob Gunter) will result in a lawyer from the ACLU contacting you as there have been specific actions you have taken that can be considered discriminatory against me. (search wrongful termination and disabilities act) I am currently going through their intake process, but hopefully it will not come to that. It is entirely a defensive measure

and will only be pursued from a direct legal response from Moody. It is entirely your decision, but I want you to be aware that I am prepared. I would prefer to take the biblical approach to solving disputes, but you have shown me otherwise.

I hope to keep this dialog open so that we can both come to a mutual understanding. I would be happy to meet with you should you wish to discuss these issues more. You should have realized that the problem would not just go away by firing me. My father told me to stand up for what I believe to be right. One way he demonstrated this was when he stood up for you when you were dismissed as the board president from NRB. You had said that Christian broadcasters should focus more on preaching the gospel than on participation in political matters. It seems that Moody Broadcasting has now been swung towards a different political realm; spiritual politics. What happened to preaching the Gospel? My fellow co-workers have been very supportive and acknowledge the mistakes that continue to take place.

I believe you are a good man, but even you are not immune to sin. The sooner you admit your mistakes and bring them forth, the sooner the healing can begin. I would refer you to the Breakpoint that Moody just aired recently where Chuck comments on how Bill Hybels has admitted that the Willow Creek model has not translated to spiritual growth and maturity. He has even published these mistakes in a short book called "Reveal: Where are you?" which is the direct result of employee surveys. I don't think Moody leadership will be publishing the results of our employee surveys anytime soon, but I hope would learn from other ministries mistakes. You have been listening to your employees, but you have failed to act.

This is only the beginning Wayne. The truth will be told. Where this goes is entirely up to you, but it will be going somewhere. Just remember..... cause and effect... or maybe I should say Truth and Consequence.

May the Spirit lead you,

John Neff