

**From:** John Neff <john.neff@mac.com>  
**Date:** January 17, 2008 4:59:29 PM CST  
**To:** Wayne Pederson <wayne.pederson@moody.edu>  
**Cc:** lloyd.dodson@moody.edu, Douglas Hastings  
<douglas.hastings@moody.edu>  
**Bcc:** Ed Cannon <ed.cannon@moody.edu>, Lori Neff  
<lori.neff@moody.edu>  
**Subject: Re: Some questions and the Future of  
Moody Broadcasting...**

Thank you for responding Wayne, but most of my questions come directly from the dismissal letter. Most organizations I know usually fire their employees based on their work performance and not on their opinions. In the 8 years I have served Moody, all of my work reviews have been exemplary and the work I was performing in my current position was invaluable to Moody Broadcasting as well as to the history of the Moody Bible Institute. If you feel that the questions I have about my dismissal are clear in the letter then I would like to show you some of the inconsistencies....

November 6,2007

TO: John Neff, Producer - Internet Audio

FR: Doug Hastings, Division Manager of Moody Broadcasting Network

cc: Wayne Pederson, Lloyd Dodson

In the last 18 months there have been several situations that have caused us to have frank conversations with you about your communication and behavior in response to decisions made by Moody Broadcasting management.

Primarily at issue is the decision to use the RCS Master Control Automation systems at our Network head end, radio stations, and now for our internet streams---and your inability to accept this decision. This decision was reached after an extensive dialogue in Broadcasting, in which you participated as part of Satellite Operations. But more broadly, it is about difficulties on your part in taking direction and working cooperatively with others when there are issues involved about which you disagree.

**I believe what you are referring to here is the meeting that**

was called not by me, but by Chris Segard, Bill Davis, Mark Williames, and Bill Tennent which included you, Phil Shappard, and Tom Svoboda. I was asked to lead the meeting to explain the problems we discovered with the system. After that meeting, you agreed that it would be in the best interest of the Network that we switch back to the old system immediately. The next day Phil Shappard persuaded you to stay with RCS Master Control. You went on the advice of ONE person as opposed to the many using the system.

As you recall, your e-mail message of July 11,2006, to more than twenty-five members of Moody Broadcasting management (plus the COO and the President) was a lengthy dispute of the RCS decision. In addition to announcing your 'resignation' from the position in Satellite Operations because of the decision, you also questioned the competence of those involved in making the recommendation and the decision, and gave the appearance of trying to actually rally opposition within Broadcasting to overturn that decision. After candid conversations with Broadcast management about the unacceptable nature of this action, you then sent these same people an apology on July 27,2006, which acknowledged the trouble caused by your inappropriate communication.

The apologies were accepted and I moved on in an area of Broadcasting which would not be affected by RCS Master Control, or so I thought. Why the above is part of my dismissal would lead me to believe that my apology was not accepted by you or Doug.

However, our experiences of the last year have shown that you have still been either unable or unwilling to accept that this matter is closed. For example, you initially declared in August of this year that you wouldn't work for Phil Shappard as assigned, because (among other objections you have to Phil) he was the key advocate for the RCS system. In addition, your dissatisfaction with the RCS system even now seems well known within Broadcasting (even though you insist you aren't initiating conversations about it); since you say that some staff still comes to you to talk about it.

The matter was closed until, without warning, you placed Phil Shappard in charge of the department that I was essentially running on my own with minimal direction from Chris Segard. You did not even consult with Chris

Segard as to the current equipment being used and the operation of our internet radio stations. The Department of Broadcasting had been a good steward of the funds provided by Operation Next 2006 and set up 2 fully functioning, interactive internet radio stations for less than \$6000 (with the ability to be scheduled by RCS Selector). You then declared that RCS Master Control was to be used and had Phil Shappard buy 2 units for \$15000. To this day, the Conference Center is still running on the "old" system because RCS Master Control does not deal with interactive websites... It is only a playback system.

The real issue here is that you had consulted my mother a month prior to making this decision and she told you I would walk immediately. This would make sense as I left my position in Satellite because of Phil Shappard manipulating you. It would appear that you were hoping for the shock and surprise of this decision to trigger an emotional response from me, leading me to quit. An easy solution for you as you had no position to put Phil after his installation of the RCS Master Control systems at our outside stations. After struggling with this decision, I decided it was in the best interest of Moody for me to put my discomforts behind me and continue to do what I felt God was calling me to.

Recognizing your general discontent with your assignment, reporting relationship, and the RCS system---Wayne and I met with you on September 19, 2007. My follow-up memo to you on September 27 summarized several points covered in that meeting---including the statement that the RCS matter was not to be one of further debate. Your written response to that summary made it clear that you heard the directive---but offered little assurance that you were committed to the intent of it. In addition, your responses to stated expectations about working with Phil and the matrix team that was being established included several rebuttals and qualifiers-again suggesting uncertainty about your commitment to cooperate. Your subsequent actions have confinned your continued resistance to established decisions and direction.

I have attached that letter and my response to Doug. You can see I had valid questions such as how is it ethical for me to be required to "display an attitude of support and enthusiasm" or lose my job?

Most recently on October 12, 2007, you responded to a remark by COO Ed Cannon in a large-group, Broadcasting meeting inviting people "to give him feedback on any subject". You then spoke privately to Ed about the RCS decision and followed it up with an e-mail message to him on October 15, with the obvious objective of re-opening the RCS matter and getting senior level Administration involved in it.

I only wanted Ed to know about the mis-management of listeners funds because it was my understanding that he was to be involved with future leadership meetings. I did not expect to lose my job over this, especially when Ed and YOU encouraged this open dialog in the meeting. I spoke with Ed and he asked me for a follow up email.

You have since justified this action (which essentially was insubordination on your part) by citing the nature of Ed's open invitation to talk about any subject. This was simply a weak rationalization for disregarding my directive of September 19, about a matter that was settled more than a year ago. But this did give final clarification to me that this RCS decision is something that you cannot or will not put to rest in the best interest of Moody Broadcasting.

I followed the directive until it was asked by Ed to bring all issues forward. It would seem that you have a problem of me bringing this to the attention of our COO when asked. It would seem that you and Doug do not want Ed to know what you have been up to.

John, I believe we have worked diligently to try and understand your point of view and in every interaction we have also been very clear on how we wanted to operate moving forward. We have extended "another chance" on several occasions up to this point.

However, it is quite evident by your actions and conversations (as recently as our meeting with Wayne last Friday) that you have no respect for the RCS decision and those who were involved in making it-nor can you accept and work with that decision within current Moody Broadcasting policies. Because of your persistent and contentious focus upon this, this

matter has become unacceptably disruptive and distracting for your work unit and many others in Broadcasting. Last of all, there is no indication that your thinking or behavior about this will change.

The only people where this has been "disruptive and distracting" is you, Doug, and Phil. Everybody in my past work unit has been and continues to be supportive.

Therefore, we have reached a point where your continued employment at Moody Bible Institute is not feasible or justifiable. We are dismissing you from your current job and responsibilities effective today, November 6, 2007. You will receive benefits as an employee through this date, plus pay for time worked and any pay due you for unused vacation (according to Institute policy). In addition, you will receive payment "in lieu of notice" that is equivalent to three weeks of your salary.

Prior to your leaving today, you should return your office keys, ID card, parking hanger, and any other property belonging to Moody Broadcasting or the Institute. Human Resources will then be in contact with you by mail and phone about any remaining details of your departure from MBI employment.

John, I assure you this decision has not been reached lightly, and has been covered with much prayer because of what it means for you and your family. We are committed to continue to uphold you in prayer during the coming days.

Wayne, I told you this before and others agree with me. The issue is Phil Shappard and his bizarre behavior to push RCS Master Control on Moody. It is costing Moody thousands of dollars a year not to mention the hours of productivity lost to those who work with it.

Your decision to fire me because of my opinion has shown your employees that they can not trust you. I know more employees have left, and I guarantee you that more will leave in the near future. I hope you think about the damage you have done to Moody Broadcasting by continuing to keep, and trust, Phil Shappard.

Sincerely,  
John Neff

On Jan 8, 2008, at 10:52 AM, Wayne Pederson wrote:  
John-

I'm sorry for the pain the separation from Moody has caused you and your family.

In answer to your email, I believe we carefully explained the reasons for your departure in the letter of termination. These reasons really do address, either directly or indirectly, many of the questions you raise. For this reason, I don't believe additional comment or dialogue about this decision would be productive or appropriate.

I'm praying that God would use this experience to direct you in your future ministry/career path.

**Wayne Pederson**

**Moody Radio**

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