

John Neff

From: Doug Hastings [douglas.hastings@moody.edu]
Sent: Wednesday, October 03, 2007 2:11 PM
To: John B. Neff
Cc: Wayne Pederson; Lloyd R. Dodson
Subject: Follow up to meeting of a couple weeks ago
Attachments: Summary of mtg with John Neff 9-19-07.doc

John,

As I mentioned in the elevator hallway, although this took longer than I had preferred, I wanted to follow up on the meeting you and I and Wayne had a couple weeks ago, just for clarity and summary of the discussion. When time goes by the water seems to calm, but it is hard to know exactly if the water is calming permanently, or if the waves have just subsided temporarily. I have attached a summary of our meeting. This is what Wayne and I understand we communicated and collectively agreed to at the conclusion of that meeting. As always, I am available to talk in person about these things.

I have appreciated your improved approach and attitude toward your work over the last few weeks, and recognize that it is a process with further progress still needed. This is not a unique situation related to you, since we all should be endeavoring to be more fully engaged in our work and pulling together with our team toward a common goal. Phil's desire as the leader of this Department is to not lord his position over you or anyone, but at the same time, he is charged with leading this Department and as the leader, is due the respect and positive engagement of his team that should be given. I am sure he will do everything he can to strengthen your trust in him which you clearly say you struggle with, but I am sure there will still be decisions he must make that will be hard for you to handle.

One thing that I would share with you as far as counsel would be the way you are addressing Phil in emails. I presume you are addressing him as "Mr. Shappard" to express a level of respect, which I appreciate, but I am confident Phil would prefer you call him Phil and would not find that in any way disrespectful. "Mr. Shappard" comes across as being a bit cold and obligatory or sarcastic respect. That is my perception and I could be way wrong, but as your friend, leader, and one who serves others in a supervisory role, I would encourage you to move away from the "Mr." and communicate on a first name basis (unless of course if he has asked you to address him the other way- Phil and I have not talked about this so this is purely my counsel). If you're unsure on what Phil would prefer, it's never is wrong to ask.

John, we have exciting days ahead as we grow in these new areas of technology and I am confident Phil will be thrilled to have your full support and engagement as we move forward in these various new endeavors. I will bring you, me and Phil together early next week to continue the process of restoring relationships and open communication.

Doug Hastings, Division Manager
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Jeremiah 29:13- "You will
 seek Me and find Me
 when you seek Me with all
 your heart."

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