

To: Management of 3ABN – Walter Thompson, Danny Shelton, Larry Ewing,
Mollie Steenson

From: Ervin Thomsen & Kathy Bottomley

Date: April 18, 2006

We are writing this letter to reiterate the need for action regarding the situation with LW. It is our considered opinion that resolution of this issue by hoping for LWs reform is untenable, impossible, and unworkable. We live with this every day. Who are the most reliable witnesses? Those 2,000 miles away, or those in the workplace? Who do you believe?

May we remind you that LW does not raise the money, neither do any of us in *Trust Services*. We are merely the agents who process those gifts God has already prompted people to give. We are only here to facilitate and complete what the Lord has already started.

We have for months (even years) witnessed the abuse of LWs leadership. We are all guilty of being enablers for this kind of conduct. We are responsible for not reporting this sooner to the management of 3ABN. Our fear of reprisal from LW is what kept us silent. And if you have known about LWs misconduct, which we believe you have to some extent, are you not also enablers in permitting this behavior to continue? You responded to us on Friday morning by saying how a certain letter or letters from us had deeply hurt you at 3ABN. But do you realize how you have hurt us by protecting this man by looking the other way? Do you realize your responsibility in this? When have you ever come us to ask questions about workplace conditions? When have you ever investigated what is really going on? Are you even aware of the potential legal liability you carry for knowingly overlooking this kind of conduct? Are you aware of the tears that have been shed here? Are you aware that the *Trust Services* department could not even have functioned over the last few years unless we, your loyal employees, had stayed at our posts, done our work, and covered for LWs misconduct? We think you owe us a debt of gratitude for hanging in there in spite of everything!

We rejoice for 3ABNs leadership in participating in the upcoming 10 Commandments Day. But what is the purpose for 3ABNs involvement in such a day? To tell others where we are right (7th day Sabbath) and others are wrong? To call people back to all the commandments? Is there a message here for ourselves? Do we at 3ABN truly keep the Ten Commandments? How do you deal with those who fragrantly violate these commandments? How can God continue to bless an organization where the money to support it comes through some leaders who violate the very commandments they claim to uphold? Has 3ABNs need for “success” become so great that we sacrifice and compromise the very principles spelled out in God’s holy law? Even a secular workplace would not tolerate the unbecoming and un-christlike conduct we have witnessed firsthand.

We, the employees here in the Loma Linda office, have firsthand witnessed the abuses of the leadership of this department. Let us apply the Ten Commandments to this situation:

1. *You shall have no other gods before me.* We daily witness LW being his own God, accountable to no one and bragging about it. He plays at being god, portraying himself as ultimate, impossible to confront, never wrong; acknowledgement of wrongdoing non-existent. He is his own god. Self-sufficient and self-made.
2. *You shall not make a graven image.* Look up the meaning of the 2nd commandment in the commentary. This is not about prohibiting religious art (for God himself designed the tabernacle, the cherubim etc. after his pattern in the heavenlies), but it is about making idols, substitutes for god, in our own image. Daily LW displays and brags about himself. His personal image is exhibited in the work of Trust Services. *Is this not the great Trust Services (Babylon) I have built?* Trust Services becomes the work by which he validates his entire existence and self-worth. Trust Services and its success is the image that LW worships, and which everyone must bow down to in order to acknowledge his greatness. Sure, he can use God-talk – “the Lord is really blessing!”, but at the core, this is not about God, but it is all about LW. And woe to those who stand in the way of LW achieving success here. Any means is justified – threat, coercion, intimidation, fear, manipulation, arm-twisting, scare tactics. We have witnessed LW and RW walk all over people in order to receive donations. The worth of a human being, according to their rating scale, is found in found in the dollar signs that maintain the illusion that this is a mark of their success. The maintenance of this “image” justifies unethical and unprofessional conduct. We have heard people say about Trust Services that they feel they are “being used.” That is abuse!
3. *You shall not take the Lord’s name in vain.* This is about far more than uttering profanity. This commandment at its core is about trying to make a name for ourselves by our God talk, religious language, and religious achievements. The core of Babylon’s sin (Genesis 11) is “making a name for ourselves.” *Just look at all we are doing. Isn’t this an evidence of God’s blessing?* This is the talk we continually hear.
4. *Remember the Sabbath day to keep it holy.* This commandment is about the Sabbath rest on God’s day. But we ask ourselves, do those of us who work in this spiritually and emotionally abusive environment truly rest? We carry home with us on a daily basis the stresses of the workplace. Sleepless nights. Our anger affects us. And anger is not a bad emotion. It is what we do with it that matters. Anger is a sign that we are experiencing and/or witnessing injustice, and we cry out to the God of heaven, How long, O Lord! We have uttered this cry in our prayers for months. And we are now uttering this cry to 3ABN. If you do not hear us, we know that God does.
5. *Honor your father and your mother.* Again, this is about more than respect for father and mother. It is also about respect for all law and order. Do we in the workplace see a respect from LW? We continually hear disrespectful remarks about other ministries than 3ABN, and disrespectful remarks about blacks and other minorities, and disrespectful talk about other employees in the department’s

- Florida Office. [Keep in mind that LW will not permit anyone of us to refer to the *Florida Office* in those terms. He has said, “we only have representatives there, not an office.”]
6. *You shall not murder.* We have witnessed donors who have come into the office being “murdered” by LW’s tongue, and who leave the office utterly dejected. We receive phone calls from donors who have been wounded by his and RW’s conduct? There are times when we as employees feel as if we “could just die” from embarrassment and shame over evident responses of hurt and woundedness inflicted upon these donors and supporters of 3ABN. Some of us have been “murdered” by his sharp tongue. “*You are a devil!*” “*If you don’t like it here, get out of here!*” “*I know what I am talking about.*” “*We are not stupid.*” “*I have done this work for over 25 years.*” “*Don’t tell me what to do.*” “*3ABN doesn’t tell me what to do!*” Do you as the leaders at 3ABN really expect your employees to work in a place where they feel unsafe, vulnerable, and threatened? Could you honestly and with a clear conscience recruit and expect new employees to work in a workplace like this?
 7. *You shall not commit adultery.* Again, is there more to this than the act of adultery? There is also sexually explicit language, sexually inappropriate remarks. According to the laws of the land, the very utterance of such words and language in the workplace is cause for legal action. We are too embarrassed to have to write about this to a Christian organization like 3ABN. We were under the impression that you had higher standards.
 8. *You shall not steal.* We have watched LW turning in padded expense reports. And what about stealing the good name and reputation of others all for the sake of making himself look good. Do LW and RW work an honest 40 hour week? What about falsifying the time sheet of favorite former employees? There are other ways of stealing than robbing a bank. What about obtaining money from people by the use of coercive tactics? What about stealing, tarnishing, the good name of 3ABN by their conduct?
 9. *You shall not lie.* LW is a master at this. He continually manufactures and spins “truth” in order to make himself look good. It has become such an art. He can switch from “sweet-talk” to “control-talk” to “dragon-talk” in a few moments. When it is to his advantage he can be a lamb, but when that does not work, he becomes a dragon. There is only ONE thing that matters to LW, and that is LW and the bottom line (the results) of *Trust Services* becomes an exhibit of his personal self-worth. What an insecure self-worth that must be. This type of person needs professional evaluation and help. Such a person can with smooth words extricate himself out of almost anything, but at the core of his being nothing changes. When it is to his advantage, he will even speak in a derogatory manner about Danny Shelton. We are dealing here with a pathological liar. We do not trust him.
 10. *You shall not covet.* Covetousness according to the Bible is *idolatry* (Ephesians 5:5). Covetousness is evidence of his inordinate and insatiable desire for more, more, more... more money, more annuities, more trusts, more donations so **he** can look good. Every dollar become food for the covetous beast, and nothing is ever good enough. Covetousness made us slaves of the idols we serve. LW is using

Trust Services and 3ABN as the idol to put himself up on a pedestal, and woe to those who challenge his rulership there.

The very integrity of 3ABN is now being weighed in the balances. We know that you have known about this situation for a long time through the testimonies of others, donors, etc. Your failure to take resolute action on this matter is serious. After working in this department, we can only say that the abusive methods practiced in this department have become a black mark on the reputation of 3ABN. Who do you fear? God or men? Mother Teresa once said, "*God has not called us to be successful, but only to be faithful.*" Jesus said, *Of whom much has been given, much is required.*

3ABN claims to be a ministry about "mending broken people." At this point we see that 3ABN, as far as we are concerned, in its neglect about our workplace conditions, has unwittingly become an organization that aids and abets in the breaking of people. Yes, LW can be reformed, but *Trust Services* is not the reformatory. And we, the employees, are not there to reform him. We believe this man is in need of competent Christian professional help from a psychiatrist.

We appeal to you not to live in fear of the future, or in fear of what people may think, or in fear of fewer donations, or in fear of offending someone, but only in the FEAR of the LORD. That "fear of the Lord" is found right in the first angel's message. Do not let the fear of tomorrow or the fear of man sabotage Danny Shelton's dream of the three angels' messages going to all the world. We believe that God has appointed and anointed 3ABN for such a time as this to proclaim the undiluted three angels' messages. Do not dilute it by your neglect of taking action on this issue for the sake of expediency.

Having worked in this office, we all have come to the conclusion that an apology will not suffice. Neither will attempts to reform LW work. Do you really expect your employees to work for someone for whom they have lost all respect? When we deal with an abusive personality, we have learned from experience that tears, apologies and smooth talk are nothing more than surface slush on an iceberg that is still hardened and cold, and the abusive behavior will re-occur. We are tired of apologizing, defending and extricating these persons (LW & RW) from the consequences of their incompetence, unprofessional and unethical conduct, racism, and sexual harassment in the workplace.

After the many pages of memos we have sent you over the last few days, we are truly amazed that you still do not seem to HEAR what we are saying. If you are unable to hear what we are saying, if you consider our interruption of the work as a nuisance that you just wish would go away, if you do not believe our united testimonies...what does this say about your witness to truth and to stand for injustice and for right though the heavens fall? We have heard Danny speaking in a recent telecast of how the devil is attacking the ministry right now. But remember, that attack is also God's purpose for the pruning of sin and wrong and thus to increase the fruitfulness of 3ABN. But is it possible that this attack has come at this time because 3ABN has failed to resolutely deal with LW? Yes, the devil attacked, but is it possible that we provided the bullets for him to fire at us?

What is 3BNs first and greatest need? donations or God's blessing? The choice is yours. *Seek first the kingdom of God and His righteousness, and all these things will be added unto you (Matthew 6:33).*

Quotes from EGW & Scripture:

Remove the Dictator—"The spirit of domination is extending to the presidents of our conferences. If a man is sanguine of his own powers and seeks to exercise dominion over his brethren, feeling that he is invested with authority to make his will the ruling power, the best and only safe course is to remove him, lest great harm be done, and he lose his own soul, and imperil the souls of others. "All ye are brethren." This disposition to lord it over God's heritage will cause a reaction unless these men change their course. Those in authority should manifest the spirit of Christ. They should deal as He would deal with every case that requires attention." - Testimonies to Ministers, p. 362.

Any man, be he minister or layman, who seeks to compel or control the reason of any other man, becomes an agent of Satan, to do his work, and in the sight of the heavenly universe he bears the mark of Cain (MS 29, 1911). {1BC 1087.3}.

Put to death, therefore, whatever belongs to your earthly nature: sexual immorality, impurity, lust, evil desires and greed which is idolatry. Because of these, God's wrath is coming. COLOSSIANS 3:5,6 NIV.