

Conversation with Freddie Urena, Ernie Land

SMS Message received from Ernie Land 3/10/2020 7:27:20 AM

EL Hey Gentlemen, just a heads up. Doc told me Cindi wanted to have a meeting including you guys on Steve. Just so you know the board gives Doc control of the day to day operations and does not give Cindi any authority to call any meetings to question Doc's authority, so my advice to you would be to NOT get involved and not let Cindi drag y'all into things.

3/17/2020

SMS Message received from Ernie Land 3/17/2020 7:33:16 PM

EL I'm letting this go in the hope you guys felt Doc called this meeting, but I texted both you guys prior and said you need to stay out of this. You need to tell Cindi you will not get involved. This Ministry is not ran by committee. Doc gave very clear orders that need to be followed.

SMS Message sent 3/17/2020 8:57:59 PM

I don't feel that doc called the meeting. He came into the dining hall and pulled me away from playing board games with my daughter specifically to have that meeting. And you are dead wrong accusing me of insubordination. Doc misrepresented what happened in the YouTube studio meeting several weeks ago when he told Steve to submit to a drug test or leave and Steve chose to quit. It is not insubordination to correct error. Now I'm not saying doc lied but he did in fact set a clear ultimatum, or "break point" which was reacted to with blatant insubordination and subsequently, a resignation. Everyone that was there that day can attest to that fact. I personally don't care if Steve stays or goes. That's not my call nor my concern, and I fully respect ALL of Kent's decisions. If I'm asked, which I was by being party to that meeting, I am going to offer my perspective, speak my mind, and I am going to correct error when I hear it. If I am wrong, I would hope someone would do the same and correct me. But don't say I'm being insubordinate. That was a cheap shot. I want nothing more than to see this ministry thrive with God's blessings. That is the only reason I'm here. I don't want to be involved in the drama. But for whatever reason, I'm always asked to weigh in. I do recognize that there are issues concerning Steve and his antics which have led to doc feeling like he has to make a decision. However, I do not feel that Kent is being allowed to stand on decisions concerning Steve. It seems that every time an issue arises, Steve gets his way, and with your full support. That was the second time I've personally witnessed doc being berated into believing a lie from Steve. (The first being the wifi "bug" incident) It seems odd to me that when I went to Steve's house, under Doc's orders, to collect ministry property after he quit, that his explanation to me was that there was some sort of big secret that he's been ordered by the board to not speak about. It also seems odd that you are brought in as an impartial mediator when you and Steve are business partners outside of the ministry. That screams of conflict of interest. Nearly everyone here feels that Steve is a sacred cow that cannot be touched. And while I do not have the full picture, I can only speculate as to why that is. And again, if I am wrong about anything I've said, it is my sincere hope that I be corrected and not told to just shut up by way of being blamed of insubordination.

SMS Message received from Ernie Land 3/17/2020 9:17:30 PM

EL Doc stated his decision and said it was over, THEN you interjected all about the you tube incident. I believe if you did that to an officer while serving it would be called insubordination. Steve is not a sacred cow, but his authority given to him by orders from the Board and/or Doc seem to offend people often on campus. And as to my being in business with Steve LOL, well I guess since he does work for clients I have and send to him, well I guess he works for me, but he is not in business with me. So Conflict of what interest?

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No, doc said he might reach a break point with Steve if he won't come clean about what happened with Kenny and Timmy. I simply pointed out that he had already reached that point before and recanted. Yes, doc said to drop it and that it was over, but HE continued to speak on it. And as far as this whole comparison to the military, just stop. DAL is not the military. I am not even an employee here. I volunteer my time and talents freely and am under no military-esque chain of command. If I'm asked to do something here, I am going to do it because I want to, not because I'm coerced. If I see or hear something wrong, I am going to address it because it's the right thing to do. I was never afforded any of that in the army. As far as Steve being a sacred cow, I have already said it's not my care nor concern what does or doesn't happen to the man concerning his affiliation with CSE. But if you were to ask around, I guarantee the majority of people living and working here, for whatever reasons they will affirm that he is. I am completely unaware of any sort of authority he has at campus, so I'm not sure what you mean by people being offended by that. People get offended because Steve lies consistently without remorse and is known to throw people under the bus. When I said you and he were in business together, I mean that y'all have a financially mutually beneficial working relationship which is exactly what you described. The conflict of interest arises when Steve has issue with any given person or persons here at DAL and you are brought in as an impartial mediator or advisor. I've never once heard Bill, JR, or your son being brought into these discussions. It's always you and it always swings in Steve's favor. To be clear, I'm not accusing you of any wrongdoing, and I have no idea how involved the other trustees are, but on the face of it, it seems inappropriate. That is all. And it's not meant to be funny, snarky, sarcastic, or anything warranting "LOL" responses. These are concerns that are not only my own, but common among others who live and work here every day. I think it would be wise to take these concerns seriously and not just laugh them off or silence them. People are losing confidence in the decision makers and it's not because of discord among brethren. It is because a self proclaimed outsider, or "vendor" has way too much influence, whether it be over you, Doc, or the newly repentant believers he brings to his house for illicit activities.

3/18/2020

SMS Message received from Ernie Land 3/18/2020 5:56:35 AM

EL Steve stepped up in an hour of real need when a very well liked and trusted IT guy turn coated on the Ministry. Steve was given the task, maybe unfairly to tell someone to leave. He worked diligently recovering pass words, codes, and etc. He was never an issue back then, but because Doc started using him as a second in command the issues began to come up, and when Cindi married Doc and decided she needed to be involved in the drama to protect people from Steve then Doc and I had to begin protecting Steve. I guess throwing people under the bus is the common term for his catching people in either their short comings or their sins. I've been here for many years. I've heard what you say many times, and when one really figs into the details one finds ulterior motives. Steve is very brash. He is not easy going, but most importantly he is a vendor and he does do his job in IT. Doc calls on him for far too many other things and Steve does as Doc bids him. I have to realize you too have an agenda. So just to make myself clear Doc and I speak to the Board often and that Board looks to Doc for the day to day operation and to me for major on the fly decisions. I have 3 sacred cows, #1. Doc #2. The executive secretary and #3. The IT guy. You may see my use of Steve's skills in my business as a conflict of interest, that's alright, my heart is clean, so I will gladly stand before God on that matter. Your communication on all this and telling me how all the other people there feel, just further enlightens me on the back biting, gossip, and sowing of discord among brethren there, all of which Cindi leads the pack with, that my friend is much worse then some individual telling some lies, because that harms the entire kingdom work. If you take issue with these things that leadership here has concluded decisions on maybe you are being led to start your own Ministry.