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Subject: Gay Pornography sent and subscribed to via e-mail by Church Staff

To: Whom it may concern

I find myself in a most unusual situation. There is an issue that has arisen in the Methodist Church, the St. Andrew United Methodist Church in Panama City Florida to be more exact, that has significant ramifications for not only my family but for the entire church doctrine as a whole as I understand it. I will outline the history of the issue I now bring before you and where relevant I will reference e-mail and e-mail attachments with this letter so that you can know specifically where and what I am referring to. The attached pages are numbered and highlighted and the sections will have a letter to designate the area on the page that is being referenced. Because my wife is still employed by the church in question, it seems only appropriate that she not be the source of this letter since in doing so would further threaten her employment status with the church. Below, I will do my best to provide some background and information so that you can have an accurate understanding of the events that have taken place over the past several years. One final preface to this letter, in some cases dates are roughly estimated since there are issues ranging back over a period of years. Where the exact date is not completely certain an ^ beside the date given will signify that the date is an estimated one and I cannot be completely certain of the specific time frame provided.

My wife Jacqueline Carter was hired by the Church in 1995<sup>^</sup> as a full time maintenance/custodian. The church being a large facility, some areas of upkeep were handled by volunteers or other staff members. In 1997<sup>^</sup> there was at that time in the personnel manual an authorized position for an assistant custodian. When volunteers were not able to provide the additional work required such as repairs to the thrift house, lawn maintenance and other such additional needs I was hired on a limited part time basis to work on an as needed arrangement. There were months where I did not work at all and there were months that I may have been utilized for 10-15 hours at the most. This arrangement worked fine for several years with little or no conflicts ever arising.

During the 1990s our entire family attended church there regularly. (My wife more regularly than myself). She joined the choir, served on various committees such as

the Worship Committee, Nominations Committee, and the Church Counsel to name a few. She was asked to serve as interim Choir director on many occasions. In most instances she never asked for or accepted any compensation. However, in June of 2006^ she was asked to take on Choir director again and was compensated for it for a nominal amount. She continued in that role until after the Christmas season. Christine Cook was the new Minister at St Andrew United Methodist Church. To my knowledge this is and was the first time a female pastor had ever been sent to the church. At the same time it was decided that a formal hiring process should be initiated for a new choir director.

During her tenure as choir director in December 2006 there was a wedding on a Saturday night. Since she was also serving as the custodian and having a large evening wedding to clean up after in addition to the requirement that she be ready to direct the choir on Sunday morning, I went in to help her after the wedding so that she was not working to 4-5am in the morning. I turned in 3 or 4 hours labor to the church for that. The Pastor questioned this and didn't want to pay me. Feeling my integrity threatened, words were exchanged and I was fired.

There were four applicants including my wife for the Choir director position. Of the four applicants there were 3 females and 1 male applicant. In February 2007 the choice to replace her with Mr. Ed Flack was made. At first I/we had no real issue with this decision. A church should have the option to hire whom ever they feel will serve the church's interest best. However, within a month it was clear to my wife and me that there was a real issue with Mr. Ed Flack. He was openly homosexual. At that point she dropped out of the choir and we stopped attending services all together. We never complained, we accepted the decision, and she continued in her capacity as custodian.

On December 1, 2008 we received the customary choir news letter via e-mail from Mr. Ed Flack in his capacity as Choir director see package 1, page 3, 4,5,6 starting at Marker A on page 3) . In addition he sent a second e-mail with an attachment (see E-mail sent pages 1,2,3,4,5,6,7,8,9 beginning at Marker B). One point to note is on page 9 the last two lines on the page specifically show he subscribes to the TLA.com web site and it's mailing list with his preferences identified by the advertisements shown on the previous pages.)

To Mr. Flack's credit, he realized the mistake and he sent the enclosed Package #2 asking all who received it to not open it along with his apologies and resignation for having sent it with the offensive attachment. That was followed by an e-mail from the Pastor (package #1 page 2 Marker B) to all who received the offensive e-

mail and she included the District Superintendent via courtesy copy to Mr. Randy Woodham. Her points are very clear though her comparison referencing John 8 does not deal with a person in authority as there is no indication or implication that the lady whom was to be stoned held any position of authority within the church. There are numerous places as you are surely aware where those in positions of authority in the church/temple were held to a higher standard. As for open homosexuality, I don't think there is any ambiguity in the Bible concerning it and whether it should be condoned by leaders within the church and it's staff. Especially when the pastor herself identified her own 14 year old daughter reference package 1, para B highlighted area of first paragraph as one of an unknown number of under age church youth who received this offensive material.

After a few hours of reflection of what the pastor had said in her e-mail then weighing all the preceding issues that had happened over the past few years, I and I alone decided it was time to take a bold step. I decided that to be silent any longer concerning this entire issue would be not only wrong but compromise my values to what the church should stand for and represent. It now seemed an insult to hire a man on staff who subscribes to what is referred to as an "abomination" in the Bible over her. (Understand she has no desire for the position now.) If he is an abomination to God and is preferred over her and the other applicants what does that say of the Church's opinion of her and what was the basis for that opinion? My response to all addressees is shown in Package #1 page 1 and 2 starting at Marker C.

On December 2, 2008 the Pastor replied to my comments just noted above. See Package 3 Marker A. I responded that same day about 3 hours later see Marker B of the same package. She replied within 30 minutes see Marker C. The clear intent here is to force my wife out of her employment status based on my objections to this most offensive material being peddled by a staff member of the church who subscribes to a homosexual lifestyle and clearly pornographic material.

After receiving her final comments on Package #3 Marker C, I called the church in an angered state of mind. My wife did not ask nor was she present at the time when that e-mail was received. She was out of town about 50 miles away and had no knowledge of the E-mails beginning on Package 3 Marker A and above. I spoke to the Youth Minister and asked if the pastor was in. He said she was. I asked him to tell her to wait for me because I was mad and wanted to see her. I said I'm on my way got in my vehicle and as quickly as possible headed for the church. I arrived still very angry to find the doors locked to the church. The pastor had left. The only person there was the Youth Minister. He finally came to the door and said I had

intimidated her. That he had called the police who were just driving up. Officer Linwood Hernandez of the Panama City Police Department came up. I explained to him that I was very angry, and that there was no crime for a man being angry because Gay Porn had been put in my house by the church. I wanted to see someone and no one would see me. Was I a little loud? Yes, Was I a bit animated? Yes. Was I going to be very blunt? Yes. I told Officer Hernandez exactly that. He asked if I had violent intentions and I said no. I did say that this issue certainly brought violent thoughts to my mind but I had never and would never resort to that. I even voluntarily gave him my driver's license to verify that I have no arrest record what so ever.

After I left and went home, I called my wife and told her what was happening. When she arrived home, she called the chairman of the Staff Parish Relation Committee to see what was going on and whether or not she needed to go into work on Wednesday. He told her that everything was fine now that she had called and straightened out the e-mail. Then he scheduled to meet with her on Wednesday morning to be sure everything was good.

On Wednesday, she met with him around 8:30 AM and they discussed what the e-mail said again. She told him that I had sent the e-mail and that there was nowhere in it that said she resigned or wanted to resign. He agreed with her and was told that that was the end of it except: if I continued to pursue this or in any way say something bad about the church or staff that it would affect her job. In other words, she could be fired because of something I said.

She then met with the pastor around 5:00 PM to go over this again. There again she was told that it was straightened out except that if she, the pastor, heard anything coming from me about the church or staff that it would affect her position as an employee. Also, if I were to come on the church property at all that the staff is to call the police and have me arrested.

At 7:00 PM that evening, the pastor met with the choir and all people who received the original e-mail from Ed to discuss the issue. The meeting was closed to everyone but the ones that received it. They even had a man there to insure the fact that I would not come to the meeting. My wife went and listened to the people and their comments and most agree it was a mistake that it was sent and the church should forgive him and allow him to continue as Music Director. There were only a few people who said they could forgive him but the resignation should stand. (The church has been designated as a "safe sanctuary". The children's program that

makes it a safe place for them to come if they need help along with their families. Pornography, Homosexuality and children seem to be a bad mix to me).

Ed was then allowed to come and direct the choir as though nothing ever happened. He will lead the music on Sunday Dec 7. At 4:00 PM that same day the SPR committee will meet and decide on the resignation(s). My wife fears that the one the pastor said she gave, my wife's, will be the only one discussed and she is already feeling the effects from all this. Her job environment is hostile now and fears it will only get worse.

I do not desire to raise the hostilities. I do not desire a long confrontation. I certainly want to avoid litigation. However, if something is not done to better define where the church stands this could end up a matter of public record and in the end doing much more harm than good. All I'm asking is that I be heard, treated with some respect, given an opportunity to say what I have said here in a face to face format. I don't believe the issues addressed here (Gay Porn) represent the best interests of anyone including the Church. My intent and goal is to resolve our significant differences in a manner that is appropriate for all involved without my wife being forced to work in such a hostile environment.

Regards,

Barry P. Carter

