

ISLAND CHURCH

TIERRA VERDE, FLORIDA

March 30, 2026

*Via Priority Mail
and Contemporaneous Electronic Delivery*

Kevin Ezell, President
North American Mission Board
of the Southern Baptist Convention, Inc.
4200 North Point Parkway
Alpharetta, Georgia 30022

Kevin Ezell, individually

Re: Invitation to Participate in Church Arbitration—McRaney v. NAMB and Kevin Ezell

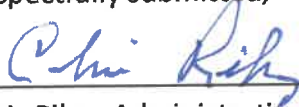
Dear President Ezell:

Island Church of Tierra Verde, Florida, is the home congregation of Dr. Will McRaney. Dr. McRaney has asked this congregation to convene a proceeding to hear his claims against NAMB and Mr. Ezell. We have agreed to do so. The hearing is scheduled for April 29, 2026, at Island Church.

If NAMB and Mr. Ezell wish to participate in this hearing as a binding arbitration—meaning the panel's decision would be enforceable as a judgment in the courts of Florida—please sign the agreement below and return it within ten (10) days of receiving this letter.

If you do not sign and return the agreement, we will consider your pleadings and defenses from the case.

Respectfully submitted,



Date: 3/30/26

Chris Riley, Administrative Chairman
On behalf of Island Church of Tierra Verde, Florida

Agreement to Submit to Arbitration
Pursuant to § 682.04, Florida Statutes

The undersigned, intending to be legally bound, hereby agree to submit the following existing controversy to binding arbitration before Island Church of Tierra Verde, Florida, pursuant to § 682.04, Florida Statutes.

The Controversy. The claims of Dr. Will McRaney against the North American Mission Board of the Southern Baptist Convention, Inc. ("NAMB") and Kevin Ezell arising from NAMB's and Ezell's conduct toward Dr. McRaney in connection with his employment as Executive Director of the Baptist Convention of Maryland/Delaware from September 2013 through June 2015, the termination of that employment, and all conduct by NAMB and Ezell toward Dr. McRaney following that termination. NAMB and Kevin Ezell may assert any counterclaims or affirmative defenses they may have.

The Panel. The arbitral panel shall consist of members of Island Church designated by the church's leadership before the hearing. The panel constitutes the "arbitrator" for all purposes under Chapter 682, Florida Statutes. The seat of arbitration is Pinellas County, Florida. Island Church may institute such other safeguards of fairness as it deems fit.

Remedies. The panel is authorized to award any remedy that a court or church of competent jurisdiction could award, including without limitation: (a) lost wages and lost earning capacity from the date of termination through reemployment; (b) lost prospective employment and business opportunities, including specifically the positions with the SBC and Jacksonville Baptist Theological Seminary identified in the prior federal litigation; (c) harm to professional reputation; (d) emotional distress; (e) punitive damages, upon a finding of actual malice, fraud, oppression, or conscious disregard of Dr. McRaney's rights; and (f) attorney's fees and costs, including fees incurred in the prior federal litigation (g) all appropriate ecclesiastical remedies and injunctions. The parties expressly authorize an award of punitive damages and attorney's fees pursuant to § 682.11, Florida Statutes.

Confirmation. The award shall be subject to confirmation and entry of judgment pursuant to §§ 682.15 and 682.19, Florida Statutes.

Entire Agreement. This agreement constitutes the entire agreement of the parties regarding arbitration of this controversy.

Claimant

Will McRaney

Dr. Will McRaney

Date: 3/30/26

Chris Kelly Admin. Chair

[Church Officer Name and Title]

On behalf of Island Church of Tierra Verde, Florida

Date: 3/20/26

Respondent 1—NAMB

_____ Date: _____

Kevin Ezell, President
North American Mission Board of the Southern Baptist Convention, Inc.
On behalf of NAMB

I certify that I am authorized to execute this agreement on behalf of NAMB and to bind NAMB to its terms.

_____ Date: _____

[NAMB General Counsel or Authorized Officer]

Title: _____

Respondent 2—Kevin Ezell, Individually

_____ Date: _____

Kevin Ezell, individually
Return executed copies to:
Island Church, Tierra Verde, Florida