

February 4, 2005

The Reverend Charles Jones

Acting Director, International Ministries

The Reverend Betty Burger

President, Board of International Ministries

100 Bound Brook Road

Middlesex NJ 08846-2201

Dear Rev. Jones and Rev. Burger:

This is to let you know about the additional insult inflicted upon the Hispanic constituency by your capricious behavior in firing the Reverend Eddie Cruz from his position in International Ministries. Rev. Cruz served in National Ministries for five years, and has built a reputation as an exceptional and effective leader. He has demonstrated leadership skills through all his ministerial responsibilities for more than thirty years. Your behavior imitated what BIM did to Reverend Héctor Cortez.

The National Hispanic Caucus views your un-Christ-like behavior in targeting Rev. Cruz as vindictive and highly unethical. Neither did you enter into a professional review or a dignified process by which Rev. Cruz' ministry could be assessed vis-à-vis your performance expectations of him.

Your firing of Rev. Cruz was a premeditated action from your part, an open attack and deliberate decision to get rid of someone brought to IM from National Ministries. At the last Hispanic Caucus meeting in October 2004 in Green Lake, Rev. Cruz informed us of feeling harassed, targeted and threatened by your insistence on a "reconfiguration" of the U.S. Puerto Rico Mission Partnership program. We find it highly suspect that you would now focus your attention on this unit, in light of the fact that Rev. Cruz is leading it.

Your role as acting Executive Director was not to target and fire Rev. Cruz. However, you made it your personal goal to get rid of the Rev. Cruz without any defined process that specified your expectations of him once you entered your new responsibilities. We find this action reprehensible and totally unjustified.

Our ABCUSA family prides itself as the denomination of the Dr. Martin Luther King Jr. As you know, he was a person who battled against injustices and racial targeting. You fired Rev. Cruz on December 18th, prior to Christmas and knowing that the building would be closed for two weeks. This was a deliberate machination to thwart any immediate reaction to this unfortunate news. He came to your office to a meeting you requested expecting a performance review, instead he was met by you and Eapen Johnson of Human Resources and given his termination papers. Your devious action perpetrated on Rev. Cruz was despicable and excessive.

At the October 2004 Hispanic Caucus meeting, Rev. Cruz shared his feelings of being threatened and harassed by you, Rev. Jones. He stated that he had discussed this with the Rev. Betty Burger, and the Rev. Dr. A. Roy Medley. In light of what transpired with Rev. Héctor Cortez, Rev. Cruz felt vulnerable and did not know who to turn to. Therefore, he sought counsel and direction from Betty and Roy. Roy suggested an outside mediator, namely, Dr. Stephen Ott of the Center for the Ministry. A meeting was agreed upon, and you, Rev. Jones, cancelled it at the last minute and proceeded in firing Rev. Cruz.

It seems to us that your intention from the time you were named acting Executive Director was to eliminate the last vestiges of presence and the influence of Hispanic personnel in your midst, particularly of those who came to you from National Ministries. If you had sat down with the Rev. Cruz and together came up with a six month performance expectation, and if Rev. Cruz would not have met them, then we would consider it a fair process, and this letter would have not been necessary.

Since no process leading to evaluation was used to determine Rev. Cruz' performance, we request that you share with us the reason which motivated you to eliminate Rev. Cruz from his position. Otherwise, we would consider your behavior as another provocation from IM toward the Hispanic constituency.

Cordially,

Orlando

Jose

Rev. Dr. Cesar Orlando Ayala

Rev. Dr. José L. Ortiz

President

Consultant

AB National Hispanic Caucus

AB National Hispanic Caucus