

Noblethorpe Hall
Noblethorpe Lane
Silkstone, Sheffield
South Yorkshire
S75 4NG
UK

Mob: +44 (0) 7757 211866
Email: lancechristie7@gmail.com
www.lancejchristie.com
Instagram: @lancejchristie

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Dear Garth

I trust that 2025 will bring reconciliation in the Christie families.

I can honestly say that I tried to reconcile with you despite you turning against me in 2013 through to shutting me up and withdrawing from me in 2017.

Just a few weeks before your final act of condemnation, on 31st January, I attended a business seminar run by Hays Recruitment named 'Diversity in Action' which covered the 13 behaviours of High Trust.

I was so impressed that I actually brought some of the benefit of this into readings I took in Scotland in February.

I can't understand why you oversaw that those meetings were repudiated.

Subjects covered were:

1. Talk Straight

Actions:

Let people know where you stand. Use simple language. Call things what they are. Don't manipulate people or distort facts. Don't leave false impressions.

What to Say:

I respect you and I want to talk straight with you.

Counterfeit:

'Spinning', positioning, posturing and manipulating. Withholding information,

'beating around the bush', double-talking and flattering. 'Corporate speak'. Technically telling the truth, but leaving the wrong impression.

2. Demonstrate Respect

Actions:

Show you care. Show kindness in the little things.

What to Say:

- ☐ I respect and appreciate you.
- ☐ I'm glad for the chance to work with you.
- ☐ Thanks for all you're doing.
- ☐ You are really good at...

Counterfeit:

Faking respect or concern. Showing respect and concern for some (those who can do something for you), but not for all (those who can't).

3. Create Transparency

Actions:

Tell the truth in a way people can verify for themselves. Declare your intent. Get real and be genuine. Err on the side of disclosure. Be transparent about not being able to be transparent. 'What you see is what you get.' Don't have hidden agendas. Don't hide information.

What to Say:

- ☐ My intent is...
- ☐ My agenda is...
- ☐ These are the hard facts...
- ☐ Let me show you the data...

Counterfeit:

Having hidden agendas, hidden meanings or hidden objectives. Creating illusions and making things appear different than they are. Preventing. 'Seeming' rather than 'being'. Withholding information.

4. Right Wrongs

Actions:

Apologise quickly. Demonstrate humility. Don't cover things up.

What to Say:

- ☐ I'm sorry.
- ☐ It's my fault.
- ☐ Apologise for...
- ☐ I was wrong about...
- ☐ What can I do to make this right?

Counterfeit:

'Covering up', disguising or trying to hide mistakes instead of repairing them. Failing to admit mistakes until forced to do so. Being humbled by circumstances instead of conscience.

5. Show Loyalty

Actions:

Speak about people as if they were present. Don't 'bad-mouth' others behind their back.

What to Say:

- ❓ Thank you for your tremendous contribution.
- ❓ We should talk about this when this person is here.
- ❓ I'd rather talk with her directly than talk about her.
- ❓ Sounds like you need to speak to ___ directly. (Kills gossip.)

Counterfeit:

Being two-faced – appearing to give credit to people when they're present, but downplaying their contribution and taking the credit yourself when they're not. 'Sweet-talking' people to their face, but then 'bad-mouthing' them behind their back. Gossiping.

6. Deliver Results

Actions:

Make things happen. Don't make excuses for not delivering.

What to Say:

- ❓ What specific results are we expected to deliver? By when?
- ❓ How will we measure success?

Counterfeit:

Delivering activities instead of results. Doing busywork or 'fake work' without accomplishing real work. Over-promising and under-delivering.

7. Get Better

Actions:

Thank people for feedback.

What to Say:

- ❓ How can I get better? (TO YOURSELF)
- ❓ What do we need to do better? (TO THE TEAM)

Counterfeit:

Making 'flavour of the month' improvements that never take hold. Continually learning, but never producing. Talking a good game about improving, but never

doing it. Trying to force-fit everything into what you're good at doing.

8. Confront Reality

Actions:

Take issues head on, even the 'undiscussables'. Address the touch stuff directly. Confront issues before they turn into major problems. Lead out courageously in conversation. Confront the reality, not the person. Don't skirt the real issues.

What to Say:

- ❓ Let's get real.
- ❓ What are you not saying that needs to be said?
- ❓ Tell it to me straight.
- ❓ What is the 'undiscussable' here?

Counterfeit

Pretending to confront reality while actually evading it. Focusing attention on side issues while skirting the real issues.

9. Clarify Expectations

Actions:

Disclose and reveal expectations.

What to Say:

- ❓ What exactly do you want me to deliver? By when?
- ❓ What are the measures of success? (How will we know that we've delivered?)

Counterfeit:

Being two-faced – appearing to give credit to people when they're present, but downplaying their contribution and taking the credit yourself when they're not. 'Sweet-talking' people to their face, but then 'bad-mouthing' them behind their back. Gossiping.

10. Practise Accountability

Actions:

Take responsibility for results, good or bad. Don't avoid or shirk responsibility. Don't blame others or point fingers when things go wrong.

What to Say:

- ❓ Here's what I've done...
- ❓ I'm responsible for...
- ❓ I understood you were going to do this by [this time]...

Counterfeit:

Being two-faced – appearing to give credit to people when they're present, but

downplaying their contribution and taking the credit yourself when they're not. 'Sweet-talking' people to their face, but then 'bad-mouthing' them behind their back. Gossiping.

11. Listen First

Actions:

Listen before you speak. Don't presume you have all the answers – or all the questions.

What to Say:

- ☐ What I hear you saying is...
- ☐ Let me make sure I understand what you're trying to say...

Counterfeit:

Being two-faced – appearing to give credit to people when they're present, but downplaying their contribution and taking the credit yourself when they're not. 'Sweet-talking' people to their face, but then 'bad-mouthing' them behind their back. Gossiping.

12. Keep Commitments

Actions:

Do what you say you're going to do. Don't break confidences.

What to Say:

- ☐ Ten years from now, will I be glad I kept this commitment instead of that one?

Counterfeit:

Over-promising and under-delivering. Being casual with commitments. Making commitments that are so vague and elusive, you can't be pinned down. Being so afraid of breaking commitments that you don't make any in the first place.

13. Extend Trust

Actions:

Extend trust abundantly to those who have earned your trust. Don't withhold trust because there is risk involved.

What to Say:

- ☐ I believe in you.
- ☐ I know you can do this.
- ☐ Your track record gives me confidence.
- ☐ You have my support.

Counterfeit:

Extending 'false trust' – giving people the responsibility, but not the authority or

resources. Extending 'fake trust' – acting like you trust someone, but then micro-managing and hovering over him or her.

It then went on to give advice how to:

Increase Your Integrity

Treat commitments to yourself as you would treat commitments to other important people in your life.

Write a mission statement or personal credo – an expression of what you stand for. Then live by it.

Exercise humility. Challenge the way you see the world. Do you seriously consider other viewpoints?

Improve Your Intent

Examine your motives – Am I motivated only by self-interest or by the interests of all?

Declare your intent – choose the intent that will serve everyone best, including yourself. Share the 'why' behind the 'what' wherever possible.

Improve Your Results

Ask yourself: 'Will what I'm doing now lead to the results I want, or am I just staying busy?'

Expect to win. Openly express confidence in yourself and others. Create an emotional climate of high expectations.

Finish strong. Drop out of the 'culture of quitting' and the 'victim mentality'. Stay strong at the end when everything's on the line.

Build Your Capabilities

Feed your strengths. What can you do best? Starve your weakness by teaming with others who are strong where you're weak.

Keep yourself relevant. Match your strengths to opportunities. Where can you make a unique, high-value contribution?

Know where you're going. Specify your distinct contribution and keep the vision of it before you from now on.

It then covered:

“Develop Trust” Talk

Declare Your Intent: Let the person know you want high confidence in the relationship.

Listen First: Ask the person to share three behaviours that are important to him or her

that build trust and confidence.

Create Transparency: Share three behaviours that are important to you that build trust and confidence.

Practise Accountability: Arrange to follow up every few weeks.

Further points on 'Inclusive Leadership' include:

- ❓ Leaders have a major role in setting the vision to move toward the organisation's goals, and then creating a motivating environment for people so those goals can be reached.
- ❓ For a long time, Command and Control leadership has dominated organisations but a change in thinking is forcing a rethink.
- ❓ The imperatives of greater innovation, productivity and employee engagement.
- ❓ The concept of Inclusion (defined as 'a sense of belonging; feeling respected, value for who you are; feeling a level of supportive energy and commitment from others so that you can do your best') and an increased need to organisations to respond to faster moving and more turbulent environments becomes a potentially powerful concept.
- ❓ There is a view that sees Inclusive Leadership as a tool, not only to enhance diversity but also to increase business and individual performance. It has the potential to improve performance and innovation, create competitive edge, attract and retain talented people with diversity of thought and create an inclusive culture.
- ❓ The extent to which diverse people are valued and the presence of Inclusive Leadership affects self-perceptions of productivity, satisfaction and engagement.
- ❓ These leaders are likely to have a holistic approach to leadership, deeply rooted in the desire to lead through forming strong interpersonal relations with people.
- ❓ There is a very strong relationship between the perceived presence of Inclusive Leadership in an organisation and employee self-motivation and performance.
- ❓ Organisations whose employees perceive high levels of Inclusive Leadership are more likely to regard their leaders as having a positive influence on their productivity, satisfaction and engagement.
- ❓ Inclusive Leaders are leaders who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better decision-making. They see diverse talent as a source of competitive advantage and inspire diverse people to drive organisational and individual performance towards a shared vision.
- ❓ A very high proportion of managers perceive that the top person's behaviours and attitudes have a very strong influence on the behaviours of those working in the same organisation. Therefore, behaviour and attitudes of the top person are extremely important to drive performance.

- ❓ Organisations with the highest levels of perceived Inclusive Leadership have a tendency to place a higher priority on the 'explore' aspects of organizational strategy (i.e. developing new products, services and markets) than on the 'exploit' aspects of strategy (i.e. focusing on the control of costs and procedures).
- ❓ Some groups (BME employees, those with over five years' experience and disabled respondents) product lower ratings of overall Inclusive Leadership than other participants.

I invite you to apply the above to the following:

1. Paul Flynn's report on your presentation to the PASC Committee in Parliament on 22nd November, 2012 ([link](#))

I highlight the following:

- ❓ Baroness Berridge called on churches to do more investigation into the Exclusive Brethren before backing its calls for charitable status.
- ❓ School attendance is restricted to Brethren schools only, and work is restricted to brethren businesses. Attending university is banned."
- ❓ Being part of an exclusive brethren community means cutting all ties with those who are not part of the community, including family.
- ❓ "Groups where there is credible evidence that they harm health, split families and refuse to allow members to attend university, can exist in a liberal society, but should they be charities?"
- ❓ Another comment arrived from a person who watched the Westminster Hall debate. It was a one-sided account of Brethren activities by generally gullible MPs. This view appears to be well-informed.
- ❓ Meeting Rooms are not properly open to the public.
- ❓ For some 50 years, denial of public attendance at meetings has been absolute with a handful of exceptions.
- ❓ There has been no interaction with non-members for half a century apart from the minimum to survive. Even sharing a cup of tea with non-members – including immediate family – has been disallowed for half a century.
- ❓ Bruce Hales declared in March 2006: "We have to get a hatred, and utter hatred of the world. Unless you've come to a hatred of the world you're likely to be sucked in by it, and seduced by it. You must hate the world, every feature of the world, at every point you hate it."
- ❓ 'Free Pie and Bible Days' do not make any bias towards the poor. Some see them, given their novelty, as an attempt to persuade the authorities that they are for public benefit.

- ❓ Public Benefit must also include the freedom of individuals to leave without loss. This cannot happen. Everyone who leaves loses all or almost all contact with family (including spouse, children and parents if they remain members) for all time. It will most often include loss of employment and home since employment is generally within the church membership and funding for homes is provided by church membership.
- ❓ Implicit in the term 'Public benefit' must be the absence of harm.
- ❓ Changing a name and reconstructing a website should not be done in such a way as to make it appear that it involves an entirely different organisation. The Plymouth Brethren Christian Church is an entirely new invention. The Open Brethren are an entirely different organisation and one which has no connection whatever to the Exclusive Brethren apart from the 1828 founder.
- ❓ One of their spokesman claimed in a BBC Everyman programme in 2003 that they did not use computers or the internet because of the association with the 'Mark of the Beast' and '666'.
- ❓ Nothing has changed.
- ❓ I am aware of individuals who owned computers prior to their being permitted and who, when discovered, were consequently excommunicated. This meant, for some, loss of spouse (who chose to remain within the church) and children.
- ❓ The prospectus for their schools states that they assist students to reach their full potential. Since University education and obtaining a degree is absolutely banned it is difficult to see how a student's potential can possibly be achieved.
- ❓ Mr Garth Christie, one of the UK Brethren leaders, made this statement: "We do not mind any of the questions. We welcome scrutiny, that is not a problem to us. If any of the members have further questions they would like to send in or approach us about, we welcome it. We have nothing to hide."
- ❓ When considering this statement it should be understood that the Exclusive Brethren have had closed down 3 websites where ex-members have exchanged news and information, asked questions or expressed views and criticism. The current website which ex-members use has had restrictions placed on it by the Brethren. Due to massive wealth they have been able to pursue legal cases as far as they wish and well beyond the resources of their opposite number. Currently, a number of former members are in receipt of lawyer's letters in an attempt to silence them and a piece of academic work has also been challenged. This can also be seen in the huge international building programme which has taken place over recent years amounting to many millions of pounds. Churches with much larger attendance would not be able to even begin such a programme.
- ❓ The Exclusive brethren cite as their charter verse this verse from St Pauls 2nd

letter to Timothy, chapter 2:19 which states: “*let every one that nameth the name of Christ depart from iniquity.*”

- ❓ They have interpreted this as being separate from everyone who does not share exactly their own views and is a member of their church. This interpretation is eccentric and unique. It is a significant misuse of the Greek word ἀδικία which is translated *iniquity* or *unrighteousness* and relates to separation from wrong acts, not people with whom you disagree. This misunderstanding is unsurprising given that there is no higher education allowed and no Exclusive Brethren leaders have any training or even minimal knowledge of Greek.
- ❓ Since I left I never once was able to see my parents – my mother died. I had not even been informed that she was ill until about an hour before she died. I received a call at about 11.30 one evening to inform me of the funeral service which was to take place at 6.30 the following morning. Since I live over 400 miles away attendance was made impossible.

2. My comments on your application of the ‘Faith In Practice’ undertaking to my own situation. ([link](#))
3. Ken Frizelle and the Haleses’ case against the Secretary of State for Health and Social Care.

Some ‘Golden Nugget’ scripture-based references by J Pellatt ([link](#)) and EM Walkinshaw ([link](#)). Real Christians are concerned about our status down here.

I leave this with you and again implore you to contact me.

Meanwhile, my lawyer will be writing to you shortly with regard to you settling the invoice dated April 2023 ([link](#)) on which you now owe substantial compound interest.

This [chart](#) brings you up to date with what I’m doing.

Best Regards

Lance J Christie