From: **Patrick Nixon** patnixon@oxfordhouse.ca
Subject: Pat Nixon response to Les's last email dated Oct 30.
Date: November 1, 2016 at 10:26 AM
To: Les Bon-Bernard lbon-bernard@faccalgary.com, barrypendergast@telus.net, Jennifer Pendergast jenniferpendergast@telus.net, James Paton jpaton@faccalgary.com, Tim Beadle tbeadle@transformcma.ca

PN

Dear Les

I would like to address a few issues that arise out of your last email.

First my role. I was asked by Barry and Jennifer to support them as they address the issues they have raised with you and Ron. Not a surprise to me as it is common for laypeople to feel intimidated by church leadership in the process of dealing with a serious conflict such as this .

In your email you suggested it was my responsibility to ensure an honest and transparent process takes place. Surely the conflict resolution process at First Alliance must have that inherently built into every stage of the methods used. Not everyone facing a conflict will have the opportunity for a witness to be present to assist them yet they should still be treated fairly and with respect in a fully transparent and Godly manner.

In Barry & Jennifer's case that involved their being unreasonably taken out of service in the Marriage Matters Ministry twice by a person (s) under your responsibility.

In this situation it appears a potential level of conflict is evident in that you appointed Ron and he reports to you. Bluntly, any misconduct on his part may be seen differently by you because of the nature of your relationship. It would be difficult for Barry and Jennifer to see that they are being treated fairly in the situation they are in.

Fact is the two of us would not be seen as neutral. By nature of my relationship with Barry and Jennifer I could be seen the same way. Though I have handled many conflicts I have had to step to the side in some situations. I can even cite times I did not, and in hindsight regretted it.

On this account I repeat I support the request to bring in a third party to guide the process. Is there a church elder or a denominational leader that would be appropriate for this purpose? If it is helpful I can seek this person out and we can get on with an immediate resolution. But to find someone together would be helpful and a positive sign for all parties If Pastor Paton would recommend someone that may be helpful too. I would have no problem if Tim Beadle took this on. I only met Tim once when we first all met together but he seemed to have a good handle on the issues surrounding this serious series of conflicts. Or please bring forth another name we could all work with.

The second issue is about disclosure of the information and materials that support the issues. Barry and Jennifer are supportive of releasing all documentation,

which they and Ron have, to help reveal the facts of the situation for a fully independent assessment. This should include all emails, records of meetings, discussions, phone conversations in which matters relating to Barry & Jennifer were discussed with others. These should also include early emails between Barry & Jennifer & Jamie Unruh on ministry matters. They would like these to be disclosed together with verbal testimony to a third party, who is tasked to bring resolution to the issues we are all facing. All parties need to take responsibility and be accountable for their contribution to this conflict.

Barry & Jennifer have already presented to Tim and yourself a wide scope of the issues involved in this conflict, but because of the perceived bias of your relationship with Ron they do not appear to me to feel confident or comfortable about the outcome of the process you have proposed. As well I do not have a sense they are being heard if you are requesting information that you as the overall leader should already have had access to. The issue of confidentiality of information you have suggested is not supported in anything I have seen. However I will ask that Ron be told to release everything previously noted.

Barry & Jennifer have also said what they hope for an outcome. Your recent email makes it look like we are starting again negating five painful months of effort the Pendergasts have had to already endure. Quite unacceptable in my mind.

For all, we have an obligation to bring this situation to an early resolution. Let's get a person who can help us sift through this issue and help these parties move on as effective servants of our Lord Jesus Christ. If that is our common goal we might just get to the right place. You may wonder, who I think I am, I am a friend of, Jennifer and Barry, as well as the Church. I am seeking for God to help us find His way. I am sure we share this common goal.

Blessings, Pat Nixon

From: Les Bon-Bernard [mailto:lbon-bernard@faccalgary.com]
Sent: October-30-16 3:28 PM
To: barrypendergast@telus.net; Jennifer Pendergast <jenniferpendergast@telus.net>; Patrick Nixon <patnixon@oxfordhouse.ca>
Cc: James Paton <jpaton@faccalgary.com>; Tim Beadle <tbeadle@transformcma.ca>
Subject: Followup re your proposal

Dear Barry & Jennifer
Thanks for your patience as I had the necessary conversations re your proposal.

My understanding is that your desire to have Pat Nixon involved in the process was to provide you with support and also to help ensure that an honest and transparent process takes place. This

was confirmed when we discussed Pat's role at our last meeting. With this in mind we do not feel it is necessary to involve a third party/mediator.

As a church we are committed to addressing any circumstances where you have been hurt or wronged and would ask that you clearly identify these prior to us meeting. It would also be helpful for me to know what you hope the outcome of this process will be. As well, I would appreciate your affirmation of the guiding principles that I proposed at our last meeting.

In addition, you have made several references to an e-mail thread between yourself and Ron. My understanding is that you asked Ron to keep those communications confidential. We have respected your wishes thus far but feel that we need to be able to review the information in those e-mails in order to fully understand the situation. I request that you provide Ron with permission to release those e-mails to me so that we can review the material. This will allow us to do our work from an informed position.

Barry & Jennifer, we look forward to working with you to resolve this issue and I will await your response.

Sincerely

Les Bon-Bernard