From: **Brent Kinnie** brentrk@gmail.com
Subject: Re: I have another question for you. .
Date: January 27, 2017 at 2:51 PM
To: Patrick Nixon patnixon@oxfordhouse.ca
Cc: Barry Pendergast barrypendergast@telus.net, Dave Orr dorr@rgo.ca

BK

Hi Pat,

I wanted to get back to you regarding the concerns you outlined re: having Les Bon Bernard at the upcoming meeting.

I have taken a week to pray and reflect on this matter.

I have heard and do appreciate your concerns, Pat, that there may be a conflict with having Les at the next meeting. However, I also feel that due to the fact that Barry and Jennifer have some concerns with Les' leadership in this ministry, I feel it is actually important that he be at the meeting. One of the goals of this meeting is to allow Barry and Jennifer to share their concerns with the parties involved in a safe environment, and then allowing the others to respond, also in a safe environment. I believe if we can foster some type of direct and transparent communication, that we will have a much easier time in coming to some type of resolution of this issue. Furthermore, I also feel that it is important that Les is involved because the Marriage Ministry falls directly under his leadership.

Thus, I have decided that I will allow Les to be at the meeting.

I see as one of the requirements for myself as mediator in this dispute that a safe environment be fostered in order to allow freedom to say what needs to be said, and you can be assured that I will do my best to allow that to happen.

Also, Dave Orr (our board chair) has also agreed to be at the upcoming meeting. I believe this will also serve to further foster the safe environment that we seek.

Thanks for your understanding in this, Pat.

Brent

On Fri, Jan 20, 2017 at 10:26 AM, Patrick Nixon <patnixon@oxfordhouse.ca> wrote:

> Hi Brent
>
> Thank You for considering my concerns. I pray you will be given wisdom in how you proceed.
>
> B well
>
> Pat
>
> **From:** Brent Kinnie [mailto:brentrk@gmail.com]
> **Sent:** January-20-17 8:28 AM
> **To:** Patrick Nixon
> **Cc:** Barry Pendergast; Dave Orr
> **Subject:** Re: I have another question for you. .
>
> Hi Pat,
>
> Thank you for your email and for the concerns you have raised.
>
> In answer to your question...Yes, Les was present in my meeting with Ron back in December.

As far as your request that Les not be present in our upcoming meeting with Ron/Teresa and Barry/Jennifer, I will need to do some thinking and reflecting on that and will get back to you with my decision.

In regards to a process, I will put together an agenda with process to follow for the upcoming meeting and send it to you prior to the meeting.

I do appreciate your concerns, Pat. Be assured that I as well am keen on seeing a resolution to this matter in the most fair way, and as quickly as possible.

I will be in touch again soon.

Brent

On Wed, Jan 18, 2017 at 1:01 PM, Patrick Nixon <patnixon@oxfordhouse.ca> wrote:

Hi Brent

I do have one more question and a few concerns.

When you interviewed Ron, was Les present?

I hope he was not as that would be a conflict. Having Les present at the last meeting may also have been a conflict. This situation may not be very flattering to Les's leadership and overseeing of this area of his ministry. If what I am saying is true, it is far too easy for Les to be in a protective stance concerning Ron.

The mediation process requires a certain procedural expectations and a well-defined process that is fair and safe. Les influencing Ron's response would not be fair, and Les continually proclaiming there is two sides to a story belittles the Pendergast testimony. Moreover, I am sure you, as we all, know there is two sides to a story.

It would be one thing if Les was only a supportive participant, but that is not his position as the person in charge of the area of concern. He may naturally be protective and controlling.

With all that considered, I would like to recommend that the next meeting we are alone with only Ron & Teresa added. Giving you a chance to hear from the parties directly involved. If Les requires a separate meeting with the Pendergasts, or concerns of Elders, to deal with any allegation towards him, that can be a different meeting.

I would also suggest that you provide a written process so the Pendergasts, and all involved, so we can see where we are going and how we are getting there. I know this is time consuming, I do, as I have been at this for almost eight months, but in order to help all parties know they are not being led into the lions den, it may be good to provide a road map. This may also speed up a process that should have been dealt with in two to three months.

One thing the Elders should consider is what if any process the Church has in place to deal with issues concerning its participants. The care of these sheep is ultimately their greatest responsibility. Sometimes that means protecting them from the very people who are suppose to shepherd them. Standing up against the shepherds is a very intimidating thing for the sheep.

I will leave this with you for your consideration.

Pat Nixon

From: Brent Kinnie [mailto:brentrk@gmail.com]
Sent: January-17-17 5:54 PM
To: Patrick Nixon <patnixon@oxfordhouse.ca>
Cc: Barry Pendergast <barrypendergast@telus.net>; Dave Orr <dorr@rgo.ca>
Subject: Re: I have a clarifying question for you.

Hi Pat,

Thanks for your email. I think I should be able to clear up the questions you may have.

You are correct in your assumption that I am representing the Elders in this mediation. I was approached by Dave Orr (our board chair) to enter into this mediation process, after the email to him outlining your concerns of a potential conflict of interest with Les Bon Bernard as the mediator. Les did not seek me out to do this. I am sorry if I did not make this clear to you in our initial meeting on Dec 12th.

Hopefully, this helps to clarify.

Let me know if there are any further questions regarding this.

Brent

On Tue, Jan 17, 2017 at 4:00 PM, Patrick Nixon <patnixon@oxfordhouse.ca> wrote:

> Hi Brent
>
> I appreciate you stepping in to help The Prendergasts to address the issue they have brought to your attention. I sincerely hope you can find a way to deal with this. I do have a question I believe you should be able to answer. It stems from the following line of thought.
>
> 1. The Prendergasts appealed to The Elders to deal with this situation, through an email to the Chair of The Elder's Board. They did this as they and I perceived a conflict of interest with Les as the mediator. They never received any word back from the elders.
>
> 2. You came on the seen as the mediator. It was not clarified how you were chosen.
>
> The assumption is you are representing the Elders in this mediation. My questing is. Is that true? Or Did Les seek you out to do this? Is the Elders board aware of your involvement in this mediation? Or is there another process that brought you to the table?
>
> The Prendergast's and I have these questions and would like it if you could shed some light on them for us. It strikes me as odd that the chair did not respond to the Prendergast email. I do not want to re-write the Chair to ask these questions if you can help us understand the process.
>
> Thank you for your consideration.
>
> Sincerely

Pat Nixon

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