

8 March 2017

Present Dave Orr - Chairman of the Elders

Brent Kinney MD - Elder appointed arbitrator of record

Ron & Teresa Bushman - Marriage Team Coordinators

As a background Dave Orr, Chairman of the FAC Elder Board admitted at several recent meeting with the Pendergasts & Pat Nixon and again at this meeting on March 8th that FAC's conflict resolution policies had not been well handled. Whether this was because Plan to Protect was omitted several years back is unknown. District Superintendent Brent Trask would also admit 21 April 17 the FAC Governance on all matters including conflict resolution was in need of a well overdue study and updating. Why was this not a regular part of the Elders duties?

It begs the question for an independent review of any serious conflicts that have occurred in recent years and how they were handled. In a God honouring process or not? It begs the question: how are other ministries monitored for Godly standards and in conformance with the FAC Staff Covenant and other known policy ?

The meeting started out with Barry Pendergast asking if they could deal with their issues in 4 parts - 1. An overview of what spiritual abuse is, 2 the January 2015 first expulsion and refusal to deal with confidentiality issues, 3. The poor team environment not conforming to the FAC Staff Covenant including the role of the pastor in charge and 4. The final expulsion of the Pendergasts on May 27th 2016

Jennifer Pendergast took the meeting through definitions of spiritual abuse using well known authors and where the leaders in this case has used their authority to hurt. Then took the meeting through a sequence of an email interchanges in late January 2015 between Ron Buschman and the Pendergasts resulting in their removal from the team because of Ron's suspicions

- that in the period 21 -28th January 2015 Ron Buschman set out to spiritually abuse the Pendergasts, deny their concerns over confidentiality and take them out of service for the upcoming Marriage Course based on his suspicions they were in conflict with their co-facilitators and would likely cause harm and conflict with course attendees the next day.

- * that Ron & Teresa Buschman refused the Pendergast's numerous requests to implement a policy on confidentiality that was understood by all the Marriage Matters Team Members . The results breaches in confidentiality occurred

- Ron Buschman claimed it was ok for the Randy & Marilyn to discuss their mentoring frustrations with the Pendergasts because they were so experienced

- that Ron & Teresa Buschman repeatedly failed to adhere to understood practices of running a team in an organized manner with regular meetings and records and allowing reasonable (even tough) questions to be asked. No succession strategy was implemented.

- Ron said he could not be expected as a volunteer to put in the hours required to ministry in according to FAC policy and Staff Covenant
- that Ron & Teresa Buschman blatantly lied about the meeting of the 27th May 2016 and their expulsion of the Pendergasts causing them great emotional and spiritual harm, The Buschmans claimed the Pendergast had asked to retire from the ministry and focus on other ministries. Completely against all other records of the times.

The Pendergasts account of that meeting were first recorded with Pastor Tim Beadle on the 10th June 16 and he affirmed their pain the next day. Next at a meeting in July that included our witness Pat Nixon and Pastor Les Bon-Bernard. Although much proof existed and was witnessed by 8 witnesses including Plan to Protect, their respective doctors and councillors, Pastor Les Bon-Bonard refused to accept abuse had occurred or that he knew there was any conflict between the Pendergasts and the Buschmans.

- There is no doubt the Pendergasts were further grievously hurt by their expulsion from the team by the false evidence given by the Buschmans but accepted by Elder and arbitrator of record Dr Kinnie and Chairman of the Elders Dave Orr.
- Dr Kinnie and Chairman of the Elders Dave Orr also refused to accept the damning witness record of Melodie Bissell, CEO of Plan to Protect, Leo Dimnik, Pat Nixon or Tom Loszchuk
- Additionally the Pendergasts reputation in the international Alpha Marriage & Family ministry was hurt when Ron called Elaine Young in early May 2016 and told her Ron had let the Penderasts go from the Marriage team because of conflict with him and team members, Elaine said she was very uncomfortable with this situation. There is a telephone recording of Elaine confirming this happened.
- At the 8th March meeting the Buschmans claimed they had intended to publicly thank the Pendergasts for their service to the ministry at the Couples Cafe evening on the 10th June but when they heard of the claims being made in late May 2016 against them they decided it would not happen. Did the Pendergasts contribution suddenly evaporate? How and when did they know any complaint details because the Pendergasts had only met with Tim Beadle on the 10th June 16? Did Tim or others break the confidences requested by the Pendergast previously?
- the record shows the Buschmans and their CORE group repeatedly isolated the Pendergasts and did not invite them to participate in any future courses after March 2015 even though Marriage courses had been planned for April 2015, the fall 2015 and in January 2017
- a number of the lies will be shown to have taken place by reference to other evidence especially relating to tactics to isolate the Pendergasts from team decisions and activities

- Barry gave Dave Orr and Brent Kinney copies of the 29th January 2015 and the May 27th 2016 meetings and confirmed they were willing to take an oath as to their truthfulness.

At one (and only one point) Ron said “I’m so sorry “ Was he was sorry about is unknown. surely it was not about the lies Ron & Teresa told about the 27 May expulsion and ongoing medical care the Pendergasts require for emotional and psychological trauma.

Later in April Pastor Trask would claim we had refused Ron’s sincere appology! Neither Elder commented on this at the time but relayed it to Brent Trask. Neither did either Elder comment on this at the meeting with Pat Nixon in April at the Pendergast’s home. Why not?

What did the Elders notes say? For this and other parts of the meeting . Did they report back to Pastor Bon-Bernard?

Barry & Jennifer left the meeting with the overall impression this was a carefully set up meeting orchestrated by Paster Les-Bon Benard to have Dr Kinnie and Chairman of the Elders Dave Orr find in the Buschmans and his own favour.

Exactly when this version of what transpired 27 May 16 was ‘created’ is unknown but they believe it may go back to May 2016 and explains the many times Les challenged the Pendergasts perception of events and what transpired