

Meeting Ron & Teresa Buschman Friday 27th May 2016 at 12:00pm

From: Ron Buschman <rbuschman@faccalgary.com>

Subject: Marriage Ministry at FAC

Date: May 24, 2016 at 12:09:20 PM MDT

To: Barry & Jennifer Pendergast <barrypendergast@telus.net>, "Jennifer Pendergast" <jenniferpendergast@telus.net>

Hello Barry & Jennifer,

Would there be a time during the next 5 days when we could meet?

At that time, I would welcome the opportunity to address concerns you may have with me personally, and possibly the marriage ministry at FAC.

Blessings,

Ron Buschman

Marriage Ministry Team Leader

First Alliance Church | 12345 40 Street SE | Calgary, AB T2Z 4E6

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“Building Marriages That Honour God”

Our response

From: Jennifer Pendergast [<mailto:jenniferpendergast@telus.net>]

Sent: May-25-16 9:07 AM

To: Ron Buschman

Subject: Re: Marriage Ministry at FAC

Hi Ron

You must be telepathic as we were having a coffee together yesterday and talking about several issues. We were discussing the opportunities of getting together with you and then almost immediately we received your email.

We would love to get together with you. How about this coming Friday afternoon? Would that work for you?

Blessings

Barry & Jennifer

The Pendergast's account of the meeting based on notes made immediately after meeting.

We arrived a little late due to terrible traffic on Deerfoot. We had asked previously if our time limit of 45 minutes would work and Ron said yes.

To our surprise Ron's wife Teresa joined us in Pastor Bon Bernard's office. Jennifer apologized for not getting up because she was getting over some intense physiotherapy sessions for back and hip problems

Jennifer made an opening comment about this ministry having gone through challenges in the past. Ron Agreed.

In compliance with Ron's email Jennifer asked could we have an honest and transparent discussion in sharing our thoughts? Ron agreed yes

Jennifer went on to explain the problem between us was a lack of honesty, trust, transparency, and poor communication. Also she felt the ministry lacked synergy and any sense of team work.

Ron then quickly moved to the real purpose of the request to meet. Looking at Barry he said under Matthew 18:15 his authority had been challenged in public. He gave no account of who did this, what was said, when it occurred, if there were witnesses even. (Barry remembers a statement to the effect we were no longer members of the Marriage Matters Team team - Jennifer felt it came later)

Jennifer explained when she ran her 2 pre-schools she had 10 staff and openly welcomed tough questions. Wanted her staff to feel safe raising any issue of concern. Leaders should encourage this. The difference of opinions is invaluable to growth as long as overall vision and philosophy was agreed. The truth is during the period January 2014 to May 27th 2016 there was never a team meeting where key members of the Marriage Matters team were present or with an agenda of key ministry issues and objectives to be discussed. All decisions were made solely by Ron & Teresa Buschman. Any discussions were held in private

Barry said he was still uncomfortable about the situation with Brad Boshman from Foothills Alliance and the Marriage & Marriage Prep Course Training event March 2015. Why Ron had not disclosed he was working with Brad and Elaine Young our National Director for almost three weeks is a mystery. It was an embarrassed Brad who disclosed this arrangement to Barry. The way it unfolded it didn't appear to achieve any serious objectives especially when Ron had a Marriage Course planned for April 2015 where we agreed to help in the first two weeks and the last 2 weeks. Ron said nobody from First Alliance attended (this was incorrect) said First Alliance merely paid for and provided the room. Ron did not know who attended. (although he referred elsewhere that FAC attendees to the training could likely help with a future Marriage & Marriage Prep Courses to be held in April)

Barry said we wanted to be back involved in an active way with the Marriage Matters Ministry and also expressed our passion to work outside the church with unmarried couples in the community (see FAC policy in other docs) . Would FAC help us build a small ministry team? Ron said FAC would not support this - better go find a small church to work with. Teresa shared she felt FAC would not welcome the competition. Ron & Teresa had successfully fully isolated Barry & Jennifer from the Marriage Course team.

Could we be of help in the upcoming Couples Cafe evening. Ron said he would pass our names to Mike and the other organizers.

Ron made it clear based on the challenge to his authority and using Matthew 18:15 we were being expelled from the team for no cause. A team that now had a **core** group to run the ministry. This was another surprise but perhaps explained why we had received little communication over the past 6 months.

Ron said there were likely roles we could help with in the future. Perhaps Barry would like to take photos at the next Couples Cafe night. Barry confirmed Ron should put his request to Julie McPhail in FAC Communications. Ron said we would be allowed to attend Marriage Matters events even though FAC had removed us from the team.

As a parting shot (which hurt us a little) Ron said Pastor Bon-Benard would be running a Marriage Course January 2017. He and his wife had run it before and so enjoyed working this ministry. Barry said that was great news that the course would run again. Quite why their previous involvement had been a well kept secret is unknown, nor why Les & Dawn teaching a course was never discussed at a team level.

A sense that Ron expected Barry to blow his cool over this meeting. Praise God Barry remained calm. Quite why this decision to remove us could not have been carried out in a more convenient manner not the highly improper use of Matthew 18: 15 is unknown.

Assumed Ron acted in his own authority in this decision and his intent to mislead us about the purpose of the meeting. Its is clear from numerous FAC documents Ron & Teresa should have consulted with the pastoral team or coach before making such a drastic expulsion.

Ron finished the meeting saying a prayer

As we left Jennifer quietly said to Ron she wished to meet him privately

From: Ron Buschman
Sent: June 1, 2016 at 6:52pm
To: 'Barry Pendergast, Jennifer Pendergast'
Subject: RE: Marriage Ministry at FAC
Hello Barry,

I left our meeting last Friday feeling I had addressed a significant issue you felt was under my control, and yet wasn't. Therefore, your behavior toward me this afternoon was confusing. So I again offer to make myself available to meet with you, should you wish to discuss this new issue(s) with me. Please let me know.

Ron
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Footnotes

Altogether a thoroughly unhealthy environment to be in. Good communication is a key to a good marital relationship but in this ministry it was sorely lacking. Perhaps unfortunately Barry & Jennifer had and still have a number of very healthy ministry experiences at FAC to compare to Marriage Matters.

The Marriage Matter Team only met once 19 January 2015 in any semblance of a team meeting. Requests for team meetings during 2014 and in most of 2015 and 2016 were ignored. Reasonable questions raised by Barry & Jennifer were also deflected with excuses. Financial accountability was definitely off the table. To our knowledge few if any decisions made for the ministry were made in reasonable discussion with team members.

Ron & Teresa's leadership approach is totally in opposition to the job description outlined previously by FAC in their Family Ministry Pastor job search. Being a shepherd is the number one need.

It should be noted we do not have any evidence that Pastor Les-Bon Bernard ever took part in Marriage Matters ministry either by voice messages, emails, written documents. From November 2013 to May 30 2016 He certainly never attended any of the meetings we had with the Marriage Matters couples nor took part in any team vision casting, even a simple "how are we doing?". He gave us neither criticism, encouragement or any form of communication until our rushed 9 minute meeting with him and Ron in November 2015 on another matter.

