

mistrust. The review team was able to establish that tension and conflict existed in the serving relationship. Furthermore, there also seemed to be a significant difference in philosophy of ministry between yourselves and Ron Buschman, leading to further tensions. Clearly a cohesive and smooth working relationship was not present, which may be a contributing factor to feeling mistreated.

We recognize that this may not be the decision from us that you were hoping for. Rest assured, we have not made this decision lightly or without significant investigation, deliberation, and prayer.

We do acknowledge that there are different actions that might have been taken by both sides in this disagreement that potentially could have resulted in a different outcome. Our prayer is that both parties can learn from this difficult time in our continued striving to become more Christ-like.

You have mentioned on several occasions, that one of the things you have been hoping for in this process is an improvement in processes at First Alliance Church. Indeed, we as a Board desire to look for ways to improve our processes, and we do not want to waste this difficult time as an opportunity to do so. Thus, we will review and amend as appropriate our policies regarding both conflict resolution and confidentiality. We see these steps as something good and positive that can occur from a difficult situation.

Ultimately, we continue to desire a reconciliation between yourselves and the Buschman's. At our meeting on March 8, 2017, Ron Buschman did express to you a sincere and humble apology for any harm that he had caused you, and the subsequent pain that you suffered. It was our hope that you would be accepting of this apology. However, unfortunately, as far as we are aware, you have not accepted his apology to you. Thus, the path to reconciliation remains stalled. We continue to pray that you would at some point be able to forgive Ron Buschman, extend grace to him, and sincerely accept his apology. We believe that until this occurs, reconciliation, and ultimately healing will not occur, both for yourselves and for the Buchman's.

Finally, we have recently become aware of certain behaviours by yourselves that do not support unity in the congregational body, and greatly distress us as a church board.

The first is that of openly displaying private emails between yourselves and Ron Buschman as well as private emails and documents passed between us during the investigative process. As you are aware, when this was initially discovered back in January 2017 you were asked to remove these from your website. They were removed for a time, but are noted to be displayed again. These documents found on your website are public and readily accessible. We do not feel that doing this is helpful to the reconciliation process, and demonstrates a lack of desire to reconcile.

It has also become known that you have been contacting various other volunteers at First Alliance Church and speaking to them about this issue. As has been stated earlier, your leadership at First Alliance Church views your allegation as very serious. We have been just as serious at investigating this. We would hope that you would have enough trust in your leadership and take this at face value. We do not see any further benefit to having this issue continue, but we definitely do see a lot of harm and stirring of disunity that can occur to the Body of Christ by this continued behaviour.

More recently, we have also become aware that you have approached at least one staff member of First Alliance Church both in person and by email, where you also are asking them to support you in