



First Unitarian  
Universalist Church of Winnipeg  
603 Wellington Crescent, Winnipeg, Manitoba, Canada R3M 0A7

May 21, 2022

Peter Hill-Carroll  
190A Oakdean Blvd.  
Winnipeg, MB R3J 3N6

Dear Peter,

The Board of Directors would like to apologize for the accusation that was made against you in an email of August 13, 2020, that you bullied our former administrator, Pamela Johnson. This reference was also made in an email of February 18, 2021, when your behaviour was characterized as out of covenant toward Pamela. We know that Pamela refuted those claims.

Moreover, the Shared Ministry Team, in its report, wrote:

*In our conversations we heard from no one outside of those persons in attendance at the March 2020 Board that Peter H-C's behaviour was out of covenant with any other members of the community. Peter would appreciate an acknowledgment of this by the current Board.*

Indeed, we acknowledge this SMT finding and reiterate our invitation for you to resume full participation in our community extended in our general letter of apology last fall:

*Further, following the SMT Report recommendation and our conversation with the SMT, the Board invites Peter to participate in the whole church community, including committees, working teams and social interactions of the church.*

We further acknowledge that not all issues have been resolved and that hurt, disaffection and anger linger for some involved. We have engaged external mediator Janet Schmidt to develop a shared narrative of events and work with involved parties, including yourself, towards restoration of constructive relationships. We would like you to contribute to that effort. Through the Principle of justice, equity and compassion in human relations we know we can work toward healing. We are fallible human beings. Our path to wholeness is through compassion for ourselves and each other.

We also would like you to view the 6 workshops contained in the Handling Conflict Constructively course the church engaged in this past winter. Many members of the congregation either participated in the course as it was offered or are viewing the videos as they are able. Going forward, we will strongly encourage all those seeking leadership roles to view these videos, as well. All staff will be required to view them. The handbook and videos are available on the church website at [Handling Conflict Workshops 2022](#).

The Board is committed to addressing the systemic and governance weaknesses that created the situation in which you found yourself.

We sorely miss your presence and many contributions to our congregation, Peter. We look forward to your participation in the life of the congregation again, and your work toward healing.

In love and service,

A handwritten signature in black ink, appearing to read 'Marlene Schellenberg', written in a cursive style.

Marlene Schellenberg, President  
for The Board of Directors