

**A message from a former member of the Board of Trustees
to Faculty, Staff, and Students of Northern Seminary**

The painful process we have all just experienced, and the pain of many in the Seminary family leading up to it, has shone a spotlight on ways in which we, the Board, have responded inadequately. We wish to acknowledge our shortcomings and specifically, we confess:

- We have maintained our distance to the detriment of all concerned.
- We have allowed the value of confidentiality to overcome the value of transparency.
- We have taken the faithful work of faculty and staff for granted.
- We have assumed that all was well without independent confirmation.
- We have not listened well enough.
- We have been too far removed to feel the extent of the pain of our community.
- We have allowed legal priorities to deny us vital human contact and interaction.
- We have made too many decisions without acknowledging their emotional quotient.

We are keenly aware of the pain, hurt and anger that have resulted during our tenure.

We commit to greater engagement, to timely help being offered, and with the help of God and the Northern Seminary family, to seek a healthy future together.

Signed,

Fay Quanstrom

March 20, 2023