

Diocese of Easton Newsprint Comments

Gather, Listen, Connect

November 15, 2025

Anticipation is the worst part of conflict. Once you begin the conversation you can begin healing and find common ground

In one or two words what did you learn from your experience of reconciliation?

It takes two

It is hard work

It takes an open heart

It requires self-reflection

It takes time, grit and grace

Compassion

Keep showing up

Vulnerability

Two-way forgiveness

Forgiveness precedes reconciliation

Letting go

We've been charged with reconciliation

Conflict is mutual' has two sides

Listen to your heart

Recognize hurt

Take responsibility for self

Communication is vital

Taking time to listen is critical

Being in relationship is better than being right

Taking first step to reconciliation is paramount; first step matters

Important to have appropriate self-awareness

Takes time

Looks inward

Trust the Spirit

Be patient

Be humble

Be open

Stay calm

Let past go

Liberation

Our time is finite leading to [the] need to reconcile

Love

Consciously engaging with love

Listen

Respect other's opinions

Reach out

Each kindly deed of prayer

Reconciliation doesn't mean to forget

Cohesiveness

Hard work

Within yourself

Ongoing

Self-reflection

Patience

Godly listening

Self-awareness

Forgiveness

Truth-telling

Willingness to learn

Owning our own problems

Transparency, truth-telling

Forgiveness

Truth

Community

Growth encouraged – invited to participate, live into potential, discover and use gifts

Open doors
Open hearts
Open minds
Love
Patience
Power of listening and hearing
vulnerability
Curiosity about each other

Do you perceive a need for reconciliation in the diocese? If so, how would you describe it?

No title IV complainants on the Steering Committee, only one Title IV complainant on the Discernment Committee

Lack of understanding among the parishes regarding the role of Diocese of Easton staff

TEC needs to address clergy pipeline

Are candidates not applying for openings because of Title IV?

Should there be churches that need to close or merge?

Deacon School was an opportunity to come into God's calling, positive experience

We need to work on fostering a sense of belonging within the diocese

We need more transparency within diocesan leadership and policy

We must work on dispelling rumors and engaging everyone

We need more tools from the top level down so that we may hear all voices and work toward reconciliation together

We need to foster more community by meeting people where they are

We need more bridges built to reach the younger generation. We must deconstruct the negative world view of Christianity and rebuild the narrative as an accepting and welcoming church body.

Yes, there is a need for reconciliation, in balance = rebalance

Yes, to refrain from making judgments

Yes, this was a good start for looking at the elephant in the room.

Yes, a need to recognize the contributions of the parishes

Yes, to allow people to speak their minds without fear

Yes, it takes a village – sense of community

Yes, finding a sense of common ground for those who have been hurt

Reconciliation is on a personal level

Everyone needs to join the conversation

Yes!

Persistence is key; we have long-term problems which we should not ignore

Understand problems

Articulate concerns

Learn and convey benefits of diocese to parishes: “what can the diocese do for you?”

Deliver reconciliation tools to parish level

Trust and respect for differing views

Yes. ‘Amen’ to need of reconciliation in the diocese

“Somethings going on – I just don’t know”

“Need better communication?? Yes””

“You can’t describe what you don’t know”

Need acknowledgment of harm and engagement of input from those who are harmed

We have a choice: to be in relationship or walk away (or stir things up)

Transparency – more proactive

Better communication

Shared vision

Deep relationship and mutual accountability

Moving forward we need to continue the good work that Bishop San put in place – Bishop’s Institute, Deacon’s School, Iona

Yes –

- Being seen and heard

- More communication

- More listening

- Need support

- Respecting the dignity of the other

- More opportunities to get to know others in the diocese

- Address conflict sooner than later

Need to communicate

Need to listen

Need to engage

Truth-telling

Storytelling

Opportunities for community

Identify “the stakes”, the need to reconcile

Yes – learn from the past

 New is here – proceed open-mindedly

 Listen – consider-act

Yes – within pockets

Yes – people are hurting. Reconciliation is for you, not them

Need to believe the experience of people who are hurt

Surprised and disappointed at the absence of certain clergy. Don’t need to be reason for reconciliation and not show up. Although there could be good reasons.

Yes – there is a need but response should be proportionate to the need

Targeted reconciliation

Our needs for reconciliation:

 we are more wounded than conflicted

 Bishop’s assumptions about his higher authority

Open, honest communication

Non-alignment of goals between bishop and diocese

Transparency of procedures

Compassion

Truth and reconciliation

Reconciliation process should continue as we transform

What do you personally need to participate in the work of reconciliation in the diocese going forward?

Truthfulness is needed

Need is engagement among individuals

Trust must be rebuilt

Love

Understanding the issues

Identification of common goals

Be nice and kind

Acceptance of differences

Transparency

Follow the Golden Rule

Leadership

Identify hurts

Peace

Show up and stay until the end

Humility is essential

It's all relationship – personal accountability

I need to see clergy really partner with laity in leadership roles

We need to understand that the world and the church has CHANGED. We must open out ears + eyes + pay attention

“expect the unexpected”

Need more understanding of the issues

Need a safe space

Need acknowledgment

Need to rebuild trust

Knowledge of what the diocese has to offer – all different services, etc.

Knowledge of what the diocese needs

Better:

- Communication

- Standards for all to follow

- Communication systems that can be impartial, effective, - open to prevent inaccurate info leaking out

- Audit

- Outreach to all congregations (i.e., communications and info)

- Truth-sharing

- Story-sharing

Safety
True and Impartial MMR's
Commitment
Plan
Open communication
Be able to see and hear each other
Come together to develop plans
Safe space
Norms of behaviors
Participation in reconciliation
Targeted engagement
Honest discussion
People need to be open-minded
Willingness of people to participate
Better understanding of what needs to be reconciled
I personally need to listen
To accept the woundedness of others
Avoid 'blamecasting' (???)
Seek reconciliation
Hear more stories
Presence of all people at the table
Radical inclusion of all people
Need for facilitator
Open communication channels
Honesty
Commitment to each other and the whole

What would you like to experience in diocesan life in the future?

Unity
Open Communication
Trust

2-3 parishioners – liaisons - about communications, regarding:

Mutual respect for diversity of opinions and viewpoints

Diocesan wide events and gatherings beyond convention

Convocation, interest groups, city to gather and celebrate

Assistance to parishes in dealing with technology, communications, and dealing with financial and administrative matters.

Diocese to encourage experts in the diocese to be resources to other parishes.

We want to be part of a diocese that is large enough to provide needed resources to the parishes

Is the ministry of the Diocese of Easton concluded?

Purposeful collegiality and relationships, collaboration

Improved communications across the board

Consistent mutual ministry reviews between Standing Committee and the bishop that is also a spiritual process. We need to better design and communicate process

Need to better understand why bishop was muted but the complainants allowed to speak freely

More of this!

Communication with/to the parishes