

Summary of Themes from Diocesan Listening Sessions

15 November 2025

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

- **Mutual** – “It takes two,” “two-way forgiveness,” “conflict is mutual.”
- **Hard work** – requiring time, persistence, effort, and ongoing engagement.
- **Inner work** – self-reflection, humility, self-awareness, truth-telling.
- **Relational** – listening, communication, vulnerability, compassion, love.
- **Spirit-led** – trusting the Spirit, prayer, Godly listening.
- **Letting go** – forgiveness, release of past harm, grace.
- **Community-oriented** – openness, patience, staying in relationship.

Summary: Reconciliation is slow, vulnerable, truth-centered work that requires mutual effort, communication, and compassion.

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

Most participants said **Yes, the diocese needs reconciliation**. Key concerns:

A. Communication & Transparency

- Insufficient understanding of diocesan roles and processes
- Need for better two-way communication with parishes
- Rumors, misinformation, lack of clarity
- Lack transparency around leadership decisions, Title IV processes, and procedures

B. Trust, Wounds, and Past Harm

- People feel unheard, hurt, or absent from decision-making
- Need for acknowledgment of harm
- Desire for safe spaces to speak without fear
- Concern about clergy and leadership not fully participating in reconciliation efforts

C. Structural / Systemic Issues

- Questions about clergy pipeline, parish viability, and diocesan capacity
- Non-alignment between bishop and diocese
- Requests for clearer vision, shared goals, and mutual accountability

D. Community & Belonging

- Need for deeper diocesan relationships
- Desire for tools and resources that reach every parish
- Hope for more community-building and inter-parish collaboration
- Reach younger generations and rebuild Christianity's public narrative

Summary: The diocese is viewed as more “wounded than conflicted,” needing trust-building, transparency, communication, and shared vision.

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

A. Conditions for Safety and Trust

- Truthfulness and acknowledgment of harm
- Safe spaces for honest conversation
- Impartial communication systems
- Rebuilt trust and transparency

B. Clear Communication and Understanding

- Better understanding of issues and diocesan offerings
- Clear standards, norms of behavior, and communication channels
- Story-sharing, truth-sharing, and presence of *all* voices

C. Supportive Leadership & Participation

- Clergy–laity partnership
- Visible commitment from leadership
- Facilitation, structure, and clear plans
- Radical inclusion and full participation across the diocese

D. Personal Dispositions

- Openness, humility, listening, avoiding blame
- Willingness to stay engaged, show up, and commit

Summary: People need safety, truth, transparency, involvement, and leadership that invites full participation.

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

Participants hope for a diocesan future marked by:

A. Unity, Trust, and Open Communication

- Stronger relationships, mutual respect, and shared understanding
- Better communication to and from parishes
- Consistent mutual ministry reviews

B. Community Life & Shared Resources

- More diocesan-wide events, gatherings, and collaboration
- Support for technology, administration, and parish needs
- Use of diocesan experts to help one another
- A diocese large and coordinated enough to resource parishes well

C. Transparency, Participation, and Accountability

- Clear processes (e.g., understanding Title IV communication decisions)
- Opportunities for all to be seen, heard, and included
- Continued reconciliation work

Summary: The desired future is connected, collaborative, transparent, and supportive—with strong communication and deepened relationships.