

Diocesan Convention 2026
Steering Committee Presentation
Table Conversation Notes

Question #1

How are you feeling now vs how you were feeling a year ago, and why?

Better.

More truth telling

Still concerned

What's going to happen?

Need provisional Bishop

I didn't want to be there but now safe to continue

Where was/is the National Church when we need them? Why didn't they help us?

Newbie says it makes me sad but I see openness now.

Praying for wounded souls

I was afraid we would lose priests and congregants.

Grateful we are listening

Same!

We need clarity

Then blind- confused now!

Clear open reporting

Exact plans

Title IV question website

Direct action

Same conversation, different year

Uncertainty and confused= still don't feel we have enough information as to what precipitated change

Too many committees! Still feeling isolated, frustrated, disenfranchised

Still "investigating" need movement.

Some felt real pain. Others didn't know there was pain.

Feeling loss of leadership

2025- was worried, afraid to speak honestly, guarded. Now - relieved, able to be open, safer, mutual engagement

Felt lonely (in Bray House). More freedom now to love/communicate. There's a hope for greater lay involvement

Feeling progress made.

Better vibes and congeniality

People being heard

Disc. Process uncertainty

Right direction, still pain

Collegiality- listening to laity

Feeling now- diocesan and parish level

-good now, didn't feel hurt

-good things in past, desire growth

-want to move on, feel fine, impatient

-feel good now, felt angry, hurt, betrayed by parish issues

-confused, cautiously optimistic

Improved atmosphere; working together, allowing time for more reflection and other voices to be heard.

About the same. Wish I could be hopeful. Not giving up. Less confused, more concerned

A lot of people unaware of conflict; majority not affected.

Innuendo a year ago: no illumination yet

Frustrated by being held hostages by a small group preventing us from shining God's light

Elephant in the room not named: more to do

No basis for comparison possible given lack of knowledge

Title IV process intentionally opaque

Insufficient forgiveness present

Hopeful, still concerned
 Isolated, lots of top down communication
 How to express concerns

Individual Response from Someone not involved in Table Discussions -
 Feel heard and have let go of ill feelings toward others

Heard

No difference really – not particularly “affected”

As a people we are moving in whatever direction we need
 We need to learn from the past in order to move forward
 The Diocese and churches are more involved now
 Process has been good
 Wonder about the timeline
 More aware of Diocesan needs in addition to just Parish needs

A year ago – one week before convention chancellor lying, bishop lying, canons being violated (regard to resolution). Now – All in the past! More pleasant.

A year ago- newly ordained- discouraged “what am I entering into?” A broken diocese- anger, unethical decisions from leadership. Today- the work of GLC and the outstanding support of presiding bishop for us. Hopeful, proud, perhaps we can be a model for healing and reconciliation

A year ago – new to diocese- positive interactions with Bishop at first. Learning through GLC sessions and understanding the hurt. Hopeful for more healing through the steps we have taken so far

A year ago – good relationship with Bishop but happy we are beginning a new chapter. Great hope! Rise from ashes

More hopeful- appreciate being educated on what was happening.
 A year ago, new and missing previous congregation. Held back from making connection. Now I have a new family

Question #2

What qualities do we want to take with us on our journey forward and which qualities do we want to leave behind?

Reclaim heritage of being Anglican

Unity

No longer the same- Did we learn?

Don't turn the page and do nothing

Background Checks, Spiritual Checks, Psychological safety

In Person – establish relations with respect

Democracy

Leave the past in the past

Effective and efficient communications

Openness to ALL possibilities

Learn from others

Mutual respect

Deal with problems in a healthy way

Transparency- earlier

Honesty

Leave behind – gatekeeping of info

There is a framework but what's the cost?

Patience is needed

Isaiah – leave behind (vs. 1) and take with us all the rest

Leave behind the walking on egg shells

Recommendations are good

-More info

-Concrete

Take- unity, growth, collaboration, grace

Leave behind- fallout of Title IV, cliques, old news

Take- Transparency, Open-minded, Listening, Continue committees and goals
 Leave behind – judgmental attitude

Take with – Open heart, accepting, forgiveness, communication, humility,
 education, leadership development
 Leave- Zoom, resentment, gate-keeping, division

Take- forgiveness and compassion
 Leave- grievance and grudges
 “shine a light” on it

Take- joy and servanthood and hope
 Take- a spirit of abundance

Take forward- inclusion, connection, openness of ideas, revive/share tradition,
 welcoming/belonging, accessibility of tradition
 Let go – sacred cows

Individual response, not table discussion
 Take – forgiveness, understanding, cooperation
 Leave behind- The opposite of above and not being willing or unable to listen to &
 attempt to understand another’s viewpoint.

Take forward – Honesty, Transparency, Affirmation of feelings, a leader, fun
 Leave behind – fear, not looking for an alpha leader

Leave Judgements behind
 Take forward patience and openness

Take forward – Respect! All for All

Take forward – community, transparency, honesty, vulnerability, recognize others,
 experience, elevate lay people, more inclusivity

Leave behind – being uninformed, stubbornness, rigidity, not wanting to change,
 siloing, fractured

Moving forward – what are better checks and balances practices for Bishops, Take peace and love forward,

Let's leave behind- seems to have been authoritarian Leadership style, leave it behind

Let's leave behind dysfunction

Question #3 –

In the five recommendations at the end of the report, are there particular actions that you believe will take the diocese forward?

All are important – policies put in place, psychological safety, healthy group facilitation norms, Communication!, more connection/togetherness in person & zoom

Build bridges rather than escalating tensions

More gatherings in person

Educate about what is a diocese? What are we here for? What is the mission of the Diocese

Actions to take us forward – Communication flows up and down, maintain neutrality

Communication is needed relative to resources.

Communications – More opportunities for laity to get together. Clergy buy-in to encourage and equip laity toward greater unity

A few more mandated events but that we're all agreed to that are fair and communicated well in advance

Praise for communications provided under the circumstances.

Authority - share and give more to make communications

More people with energy and ability to actually do all the things

Look for a new bishop- now or at least call bishop provisional

Communications committee to share information to and from the Diocese.

Open Communication!
Appointment of Prov. Bishop

Clarify policies in place
Communicate more; meet and gather

Professional communicators (diocesan staff)

Need more time to think...

Creation of the “safe environment”

- Continue to promote communication and prevent silos.
 - Encourage more in-person engagement regionally and at the diocesan level.
 - Communicate
 - Create space for psychological safety
 - More in-person engagement.
 - Support and uphold diocesan leaders in healthy group facilitation norms...managing tensions or conflict productively.
 - Implement policies, protocols or practices for elected/appointed members of diocesan bodies to be properly oriented to and fully informed of the work that they are charged to execute. For fixing what’s been broke (how do these get monitored over time?)
- We like them all- these especially stood out to us.

Question #4

Are there any recommendations that you think are not relevant?

All need more definition

Recommendation #1 – Already in place
Recommendation #5 – How will you do it?

All helpful but #5 not quite as important
All recommendations are relevant

Not relevant – hiring facilitators

#1 should be a given

Foster a need for communication- many do not want it.

Question #5

Are there any recommendations that you think should be added?

More apologies from anyone who feels that their behavior fell short of expectations

Is there a further plan for Diocese (Clergy and Lay) to come together- share ideas, learn communicate beyond G-L-C? We recommend that there be.
Connections/relationship w/other Dioceses

Leadership accountability at all levels.

Orientation for leaders – vestries, treasurers, wardens

Be open to the “ifs”

Don't fight change

Find ways to get people involved.

Synod.

Open to fresh eyes from “new” people or those who have not been “in” the conflict of the past years

Is there an end date? Resources are lacking meaning spiritual, more Christ centered.

Where is Jesus in all this?

Growth oriented

a.- Take advantage of local college student resources

b.- More involvement of the laity

More education about how systems work

Implement “Difference Program” training across diocese – reconciliation training

Reevaluate resources – (human capital)

Find a creative way for laity to interact/meet on a regular basis (similar to clergy monthly gatherings and convocation)

Note realistic in today's world. Let's move on.

Dialogue in community. Live out the proclamation of the Gospel.