

## **WHO MIGHT NEED PASTORAL RESPONSE?**

- **COMPLAINANT**
  - **PARTNER, SPOUSE, FAMILY**
- **RESPONDENT**
  - **PARTNER, SPOUSE, FAMILY**
- **INJURED PERSONS**
  - **PARTNER, SPOUSE, FAMILY**
- **COMMUNITY**
  - **CONGREGATION**
    - **WARDENS**
    - **VESTRY**
    - **PARENTS**
    - **YOUTH**
    - **CHILDREN**
  - **STAFF—PAID & VOLUNTEER**
  - **ASSISTANT/CURATE**
- **WITNESSES**
- **BISHOP, CHANCELLOR, INTAKE OFFICER**
- **DISCIPLINARY BOARD**
- **OTHER POTENTIAL VICTIMS**
- **CONCILIATORS**
- **ADVISORS**
- **“AFTER-PASTORS”**
- **PEER CLERGY**
- **FORMER PARISHES WHERE CLERIC SERVED**
  - **INCLUDES ALL MEMBERS OF THE COMMUNITY**
  - **DON'T WANT TO LEARN OF IT IN NEWS MEDIA OR THROUGH THE GRAPEVINE**
  - **COULD BE AN INVITATION FOR ADDITIONAL VICTIMS TO COME FORWARD**
- **FORMER ASSISTANTS OR CURATES WHO SERVED UNDER DISCIPLINED CLERIC**

## **WHAT MIGHT PASTORAL RESPONSE LOOK LIKE?**

### **BEFORE MISCONDUCT IS REPORTED:**

- **CARRYING FOR ALL OF GOD'S PEOPLE MEANS THAT PARISH LEADERS AND MEMBERS KNOW WHO TO GO TO WHEN THEY SUSPECT MISCONDUCT OR THAT ‘SOMETHING JUST DOESN'T SEEM RIGHT.’ THIS ENTAILS MORE THAN JUST A NAME AND CONTACT INFORMATION. IT INCLUDES ASSURANCES THAT THEY WILL BE LISTENED TO, CARED FOR, AND THAT THERE IS A PROCESS IN PLACE TO CARE FOR ALL CONCERNED.**
- **CONGREGATIONS NEED TO GROW INTO A COMMON UNDERSTANDING OF POWER AND PRIVILEGE IN MINISTERIAL RELATIONSHIPS, HOW MISCONDUCT OCCURS, WHO IS RESPONSIBLE FOR MAINTAINING**

**APPROPRIATE BOUNDARIES, AND THE GENERAL CARE AND WELLNESS OF ORDAINED AND LAY MINISTERS.**

- **SAFE CHURCH TRAINING ASSISTS IN DEVELOPING COMMON LANGUAGE AND UNDERSTANDING ABOUT MISCONDUCT.**
- **MAKE IT CLEAR TO CONGREGATIONAL STAFF HOW AND WHEN TO MOVE A CLAIM TO BISHOP'S OFFICE/DIOCESAN INTAKE OFFICER.**

**DEMEANOR OF INTAKE OFFICER AS IMPORTANT AS LOGISTICS OF PROCESS:**

- **AVAILABILITY**
- **ASSURANCE OF ACTION/PROCESS**
- **SIT AND LISTEN TO STORY**
- **SUMMARY OF PROCESS**
- **REVELATION OF BOUNDARIES AND LIMITS OF CONFIDENTIALITY**
- **TIME FRAME NEEDS TO BE REVEALED AND HONORED**
- **WHERE DOES A MEETING TAKE PLACE?**
- **CHOICES NEED TO BE REVEALED**
- **ASK WHAT CLAIMANT NEEDS IN TERMS OF PASTORAL CARE *RIGHT NOW* (INTAKE OFFICER NEEDS IMMEDIATE ACCESS TO DIOCESAN STAFF WHO CAN AUTHORIZE OR PROVIDE RESOURCES)**
- **GET ACCURATE DETAILS**
- **ADVISOR—PERMISSIVE (NOT ADVOCATE OR OFFICIAL REPRESENTATIVE)**

**II. INTAKE OFFICER THEN NEEDS TO DETERMINE IF INFORMATION IS FACTUAL AND ACTIONABLE AND WARRANTS AN INVESTIGATION**

- **PASTORAL CARE NEEDED AND ADVISOR REQUIRED IF INTAKE OFFICER DISMISSES COMPLAINANT**
- **MUST BE THOROUGH EXPLANATION OF WHY COMPLAINT IS BEING DISMISSED IN TERMS OF TITLE IV AND SUGGESTION OF WHAT FURTHER ACTION MAY BE APPROPRIATE**
- **IF DISMISSED, PASTORAL RESPONSE TO MOVE TOWARD CONCILIATION WITH POTENTIAL RESPONDENT**
- **CONSIDERATION OF STATUTE OF LIMITATIONS NEEDS TO BE DISCUSSED**

**III. WHEN A COMPLAINT LANDS WITH REFERENCE PANEL AND A CLERIC HAS BEEN PLACED ON ADMINISTRATIVE LEAVE:**

- **OFFER THERAPIST, SPIRITUAL DIRECTOR, CHAPLAIN, ADVISOR (CAP THE NUMBER OF THERAPY SESSIONS TO BE PAID BY THE DIOCESE SO THAT THERE IS NO FUTURE MISUNDERSTANDING)**
- **NEED TO HAVE RESOURCES BEING OFFERED TO COMPLAINANT SET UP IN ADVANCE SO THEY ARE READILY AVAILABLE**
- **AN EQUITABLE APPROACH TO COUNSELING FOR BOTH COMPLAINANT AND RESPONDENT**
- **INVITE RESPONDENT TO HAVE A COMPANION WITH THEM FOR MEETING**

- **PAY DURING LEAVE NEEDS TO BE CONSIDERED FROM PASTORAL AND NOT PUNITIVE PERSPECTIVE**
- **PASTORAL RESPONSE OFFERED TO FAMILY AT BISHOP'S DISCRETION/DIRECTION**
  - **PASTORAL CARE FROM CHAPLAIN**
  - **HOUSING**
  - **CONSIDERATION FOR CLERIC'S DEPENDENTS**
- **CONSIDER TIME FRAME FOR RECONCILIATION—THERE MAY BE YEARS BETWEEN CLERIC'S DEPARTURE AND OUTWARD EXPRESSION OF RECONCILIATION ON PART OF CLERIC AND CONGREGATION**
  - **BISHOPS, ESPECIALLY THOSE NOT PRESENT WHEN OFFENSE TOOK PLACE, NEED TRAINING FOR LONG TERM PASTORAL CARE FOR BOTH CLAIMANTS AND RESPONDENTS**
  - **NEED FOR TRAINING TO INTEGRATE SCRIPTURE AND THEOLOGY AND PATH FOR A "GOOD RESPONSE" WHEN ENGAGING WITH CONGREGATION, RESPONDENTS AND FAMILY**
  - **IDENTIFY HELPFUL AND APPROPRIATE WAYS IN WHICH THE STORY CAN BE SHARED IN ORDER TO FACILITATE HEALING AND RECONCILIATION RATHER THAN TO INFLAME AND CONDEMN SITUATION**
  - **IDENTIFY WAYS TO WORK WITH CLERGY IN ORDER TO REACH POINT OF TRUTHFUL ADMISSION AND HELPFUL RESPONSE TO COMMUNITY WHERE TRUST WAS BROKEN**
- **DISCLOSURES**
  - **IT IS VERY IMPORTANT TO REMEMBER THAT DISCLOSING MISCONDUCT IS NOT THE ROOT CAUSE OF HURT: *THE MISCONDUCT ITSELF* IS THE ROOT CAUSE. THIS CAN BECOME BLURRY WHEN LEADERS (DIOCESAN AND PARISH) URGE THAT THERE BE NO DISCLOSURE AND THAT THE CONGREGATION BE "ALLOWED TO MOVE FORWARD." EDUCATION ON THE EFFECTS OF NON-DISCLOSURE NEEDS TO BE IMMEDIATELY AVAILABLE. PARISH LEADERS NEED TO KNOW THAT THERE IS SUPPORT FOR THEM AS THEY MOVE FORWARD.**
  - **TO WHOM IS DISCLOSURE MADE (START WITH WARDENS, THEN VESTRY AND/OR STAFF, THEN ADULT CONGREGANTS, THEN YOUTH/CHILDREN)**
  - **INITIAL DISCLOSURES SHOULD BE MADE WITHIN THE CONTEXT OF COMMUNITY WITH OPPORTUNITY FOR MEMBERS TO PROCESS FEELINGS AND QUESTIONS AS A COMMUNITY**

- INVITATION TO CONGREGATIONAL DISCLOSURE MEETING SHOULD BE CLEAR AS TO THE PURPOSE OF THE MEETING SO THAT PEOPLE MAY OPT OUT OF ATTENDING
- DISCLOSURE MEETING SHOULD BE HELD SEPARATE FROM WORSHIP AND OTHER CHURCH FUNCTIONS
- DISCLOSURES ARE MADE TOWARD HEALING, NOT TO PERPETUATE GOSSIP
- DISCLOSURES HAVE POTENTIAL LEGAL CONSEQUENCES
- BALANCE PRIVACY NEEDS AND APPROPRIATE AUDIENCES TO AVOID FURTHER INJURY
- *NEVER* IDENTIFY THE COMPLAINANTS/VICTIMS
- SAMPLE DISCLOSURES COULD BE OFFERED IN TRAINING
- DISCLOSURES WILL BE DIFFERENT IN EACH CASE
- NOT ALL PARTIES WHO FEEL ENTITLED TO CERTAIN INFORMATION ACTUALLY NEED TO KNOW
- LEGAL ADVICE RE: DEFAMATION OF CHARACTER, ETC. SHOULD BE SOUGHT
- TIMING OF VARIOUS DISCLOSURES NEEDS TO BE CAREFULLY PLANNED
- IDENTIFY MEDIA SPOKESPERSON
- INFORM RESPONDENT ON WHAT WILL BE DISCLOSED
- WHAT MUST BE DISCLOSED MAY CHANGE AS INVESTIGATION MOVES FORWARD
- VESTRY NEEDS TO BE TRAINED/CAUTIONED AS TO THEIR ROLE IN DISCLOSURES
- FOLLOW-UP NEEDS ATTENTION, ESPECIALLY WITH CLERGY PEERS
- HOLDING THE TENSION OF INFORMATION, WHAT NEEDS TO BE DISCLOSED, WHEN AND HOW, IS THE PRIMARY JOB OF THE BISHOP IN SUPPORTING THE ACTING CLERGY AND CONSULTANTS WORKING WITH A CONGREGATION
- EDUCATE CONGREGATION ON THE EFFECTS OF MISCONDUCT IN CONGREGATION (SIGNIFICANT DIFFERENCES OF OPINION, DIVISIVENESS, DIFFERENCES IN DEPTH OF EMOTIONAL RESPONSE TO MISCONDUCT, HOW TO CARE FOR AND HOLD EACH OTHER IN COMMUNITY IN THE MIDST OF THESE DIFFERENCES, EFFECTS OF RUMORS AND/OR GOSSIP) THIS GIVES COMMUNITIES SOME FRAMEWORK TO ANCHOR THEIR EXPERIENCE OF MISCONDUCT AND TO KNOW THAT OTHER COMMUNITIES HAVE HAD THE SAME REACTIONS AND GONE ON TO BE HEALTHY WHOLE COMMUNITIES OF FAITH.

**LONG TERM CARE AND HEALING FOR CONGREGATIONS:  
 PROVIDING SAFE CHURCH TRAINING IN A PARISH THAT HAS EXPERIENCED MISCONDUCT CAN BE PARTICULARLY HEALING. IT IS**

**AN OPPORTUNITY FOR MEMBERS TO SEE THAT THEY ARE NOT ALONE; THAT MISCONDUCT HAS HAPPENED IN OTHER COMMUNITIES; AND TO COME TO A DEEPER UNDERSTANDING OF THE POWER DYNAMICS.**

- **CHALLENGES IN TRAINING**
  - **INTAKE OFFICERS**
  - **PASTORAL RESPONSE**
  - **SKILL SETS FOR REFERENCE PANELS WILL BE KEY IN RECEIVING INFORMATION**
  - **NEED TO CONVENE INTAKE OFFICERS, ADVISORS AND DISCIPLINARY BOARDS FOR ONGOING TRAINING AND COLLEGIAL SUPPORT TO KEEP UP TO SPEED WITH CASE STUDIES IN ORDER TO BUILD COMMUNITY AND BE PREPARED FOR WHEN A CASE COMES FORWARD**

**QUALITIES NEEDED TO PROVIDE PASTORAL RESPONSE:**

- **NON-DEFENSIVE, NON-ANXIOUS PRESENCE**
- **UNDERSTAND THE DYNAMICS OF ABUSE**
- **UNDERSTAND THE TITLE IV PROCESS AND THEIR ROLE IN THE PROCESS**
- **GOOD BOUNDARIES**
- **MAINTAIN CONFIDENTIALITY**
- **HAVE WORKED OUT THEIR OWN ISSUES**

**MISCELLANEOUS**

- **PENSION—IF A CLERIC IS DEPOSED OR SUSPENDED FROM MINISTRY, THIS DOES NOT AFFECT THE CLERIC'S PENSION. HOWEVER, IT MIGHT BE PRUDENT TO LET SPOUSES KNOW IF THEY DIVORCE THE CLERIC BEFORE THE CLERIC IS ELIGIBLE OR STARTS TO DRAW RETIREMENT, THE SPOUSE MAY NOT BE ENTITLED TO FUTURE PENSION BENEFITS.**