

Responding to the Recommendations of the Pellucid Assessment

(Edited 3.10.23)

#1: “Pellucid recommends that C4SO hold Mr. Greener accountable for his misconduct...”

- After reviewing the report for 5 days, Rev. Greener voluntarily resigned from his role at Church of the Redeemer.
- In August, Rev. Greener announced his retirement from ministry.
- He shared that he has spent much time in prayer and in getting support to deal with some of the underlying issues.
- He expressed contrition, and his desire to “see healing take place sooner rather than later,” for “Redeemer to be a place of healing.”

#2: “Pellucid recommends that C4SO engage a process of caring for the individuals who have been directly harmed by Mr. Greener’s actions...”

a) Steps taken:

- Counseling funds have been offered.
- Redeemer’s warden reached out through Pellucid with an official apology and an offer of support.

b) Next steps:

- Provide safe settings to tell their stories to people who matter to them or have the authority and resources to assist them. “Those who have been harmed and victimized need to experience compassion. A compassionate response requires sitting in the pain and brokenness, suffering with those who suffer, and resisting any desire to ignore the suffering or accept false narratives for the sake of maintaining a false peace.”
- Affirmations from those in positions of authority along the lines of, “We believe you. This should not have happened to you. It is not your fault.”
- Seek to repair and make restitution for what was lost through asking each individual “What do you need?”
- Make public this working plan for responding to the Pellucid recommendations so individuals who have left the church can access it.

#3: “Pellucid recommends that C4SO engage in a process of caring for the congregational community at Redeemer.”

a) Steps taken:

- Listening Groups discussed Dr. Monroe’s video, “What is abuse?”
- Renewal Leaves for staff members
- Pastoral presence of Revs. Bill and Linda Richardson
- Vestry retreat & conversations with Dr. Phil Monroe
- Pre-service prayer leading up to Annual Meeting

b) Next steps:

- Vestry: continued work of healing and learning with Dr. Phil Monroe
- An organized meeting with the ombudsman for those with ongoing concerns related to the investigation and/or assessment
- Additional times of group listening and learning with Dr. Monroe’s help in order to assess and respond to ongoing needs, competing narratives, and areas of confusion within the congregation

#4: “Pellucid recommends that C4SO engage in a process to review and make improvement to any weaknesses or gaps in governance...”

a) Steps taken:

- Hired HR consultant
- Completed initial staff performance reviews and personnel files
- Nearly completed: Staff job descriptions & employee manual
- Completed financial systems clean-up with the help of new bookkeeper
- Vestry has received copies of book on roles of vestry & rector
- Moved away from “discretionary funds” to use of a single Benevolence fund
- Created a facilities use policy

b) Next steps:

- Revising by-laws, including qualifications and process for selecting vestry members
- Complete staff job descriptions and employee manual
- Compile vestry handbook so vestry members and nominees are clear on the role and expectations for a vestry member at Redeemer
- Complete a financial audit
- System for accountability and transparency around use of Benevolence funds

- Adult education series on “Anglicanism 101” -- including the role of the Bishop and the vestry

#5: “Pellucid recommends that C4SO continue to engage in a process of training and education... on all matters related to abuse prevention and response.”

a) Steps taken:

- Dr. Monroe’s video on “What is Abuse?” watched and discussed in listening groups
- Incoming staff & interns required to watch C4SO safeguarding videos
- Promoted conversation between Dr. Esau McCaulley and Rachel Denhollendar

b) Next steps:

- Publish webpage of resources on abuse and trauma
- Offer learning on "special topics" through the year (e.g. conflict vs. abuse, role of forgiveness and reconciliation) as needed
- Publish clear process for reporting future concerns

In addition to these recommendations from Pellucid, Church of the Redeemer will work toward:

#6: Cultivating Culture Change

- Dr. Phil Monroe will create a curriculum for Redeemer’s vestry for learning healthier patterns of communication and conflict resolution
- Vestry, staff, and clergy will read and engage with the book *The Five Dysfunctions of a Team* to address areas of dysfunction in Redeemer’s leadership culture.
- Clergy and staff will tend to soul care through rhythms of regular rest, paid prayer days, and spiritual direction.
- Clergy, staff, vestry, and lay ministry leaders will be asked to engage with the book *A Church Called Tov*, with the help of Dr. Scot McKnight.
- Rector and other leaders will model and cast vision for healthier church culture in areas such as:
 - Direct and kind communication of concerns and expectations (vs. indirect, blaming/shaming, expectation of ‘mind-reading,’ triangulation, or passive-aggressive communication)
 - Active and non-reactive listening (Cultivating curiosity, asking good questions, assuming good intentions, “I language,” vs. defensive posture or “you” language)
 - Welcoming productive conflict and expression of differing thoughts, ideas, and opinions (vs. conflict avoidance, back-channeling, or group think)

- Clear and healthy boundaries, including between vestry/clergy/staff/congregation, personal/professional, modeling differentiation (vs. enmeshed style of relating), appropriate boundaries around sharing of information
- Greater understanding, ownership, and wise stewardship of power dynamics inherent to the variety of leadership roles at Redeemer (Rector, wardens, vestry, clergy, staff, lay leaders)
- Appropriate and inappropriate ways of handling concerns (Taking the initiative to talk to people when we have a concern or feel hurt by them vs. speaking negatively about them in their absence; taking ministry concerns directly to the ministry leader; etc.)