

**Rev. Dr. Barbara Coeyman**  
**Interim Ministry Network Conference, St. Louis: June 24, 2014**  
*New Ways of Being: Leading Ministry in a Transitional Era*  
**Afterpastor Workshop**  
**Outline of Workshop and Note Sheet**

**Centering:** “Safe Places,” Ted Bowman; Prayer, Janne Eller-Isaac

**Identification:** topic that brings us to this workshop; who’s in the room

**Causes and consequences of clergy misconduct:** (see OVER)

**Symptoms of Afterpastor:** (see OVER)

***CONVERSATIONS: 15 min total***  
***SMALL GROUPS (10 min):** Form small groups of 3 – 5. Try to mix with colleagues you don’t know, and with known afterpastor experience and those new to this concept. Together discuss symptoms of afterpastor you have experienced, and/or symptoms which suggest undiagnosed abuse in congregational system. **Establish terms of confidentiality within each small group.***  
***LARGE GROUP (5 min).** Report on conversations.*

**Tools for addressing afterpastor**

***CONVERSATIONS: 15 min total***  
***SMALL GROUPS (10 min):** In your same groups, discuss tools you have used to address behavior which you know to be afterpastor, or behavior with these features, regardless of confirmation of abuse in the system. **Confirm your terms of confidentiality.***  
***LARGE GROUP (5 min).** Report on conversations.*

**Benefits of Intentional Afterpastor Ministry; Current from Unit. Univ. Assoc. (see OVER)**

**Closing**

**Notes from Deborah Pope-Lance, “Congregations with a History of Misconduct,” Child, Kron, eds. *In the Interim*.**

Some consequences of Clergy Abuse

- Programs disrupted
- Hurt, shame, humiliation because church is supposed to be safe place
- Membership divided
- Open discussion discouraged: secret keeping, non-transparency affects relationships
- Minority views, not only on abuse topic, are shut out: minority view leave congregation
- Lost members means lost revenue
- Chronic repetition of abuse
- Unhappy departures of healthy ministers, possibly short tenures

Some symptoms of Afterpastor

- Very common: failure to thrive, in congregation, in ministry
- Members treat one another rudely: take ‘sides’
- Repeated conflict
- Differences with members, or ministers, quickly escalated and polarized
- Resolution through departure: short tenures of ministers
- Extreme reactivity to ministers: overly dependent, needing approval; overly neglecting (not informed of meetings, etc.); pushed and pulled: stress
- Current reactivity couched in explanations other than past abuse
- Difficulty in communicating with fellow congregants
- Easy anger and disagreement
- Inability to make or follow through on decisions
- Inability to secure community’s best interests

**Unitarian Universalist Association, Afterpastor Retreat, November 2013: “Conversations”**

- #1: What are the dominant experiences we encounter in afterpastor situations?
- #2: How can we help ourselves and the people in our congregations be more effective in dealing with change, resistance, loss, and grief?
- #3: Suggestions for uncovering and dealing with ‘elephants in the congregation’
- #4: Strategies for being ‘wounded healers.’
- #5: What do we need more of, and less of, in order to be effective in ministering within our congregations?
- #6: What nourishes our spirit?

**Brief Bibliography**

- Child, Barbara and Keith Kron, ed. *In the Interim: Strategies for Interim Ministers and Congregations*. (Boston: Skinner House Books, 2013).
- Gaede, Beth Ann ed. *When a Congregation is Betrayed: Responding to Clergy Misconduct*. Alban Institute, 2006.
- Pope-Lance, Deborah. “When We Come, and How, and Whither,” *191<sup>st</sup> Berry Street Essay* (June 22, 2011), Charlotte, NC.
- ..... Afterpastors: Relational Harm and Healing in the Aftermath of Clergy Misconduct. Andover Newton Theological School, D. Min, 2007.
- McClintock, Karen A. *Preventing Sexual Abuse in Congregations: A Resource for Leaders*. (Herndon: Alban Institute, 2004)