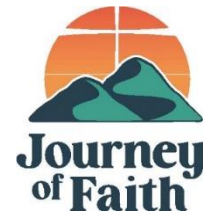


Roadmap for Transitioning Parishioners Through Challenging Change

Updated 28 September 2022



OVERVIEW

This document helps pastors and their teams design a customized roadmap to intentionally shepherd parishioners through a challenging transition that might require the loss of familiar structures¹ and cultural relationships² in order to grow into a new and more sustainable future as a flourishing Family of Parishes. Providing parishioners with multiple layers of support will make the process of change easier because people need to hear things more than once, in multiple ways, from multiple people.

A typical roadmap will involve the four overlapping steps outlined below. Visit the Journey of Faith website often for a frequently updated **Transition Toolkit** for parish leaders.
[https:// journeyoffaith.org/parish-process/transition-roadmap](https://journeyoffaith.org/parish-process/transition-roadmap)

Step 1. Communication & Vision. Explains the reasons for change and how the parish fits into the broader *Journey of Faith* planning process. Also provides parishioners with an opportunity to grapple with their current reality and to receive their pastor's vision for what a flourishing future might look like as a member of their new Family of Parishes. Ongoing.

Step 2. Transition & Grief Support. Provides parishioners with the time, space, and rituals to grieve the loss of what's past so they can be free to grow into a new reality within their Family of Parishes. Begins now.

Step 3. Community Building. Introduces new ways of relating and interacting with others within their Family of Parishes. Begins approximately January 2023.

Step 4. Equipping Disciples. Within their new Family of Parishes, invites everyone to take their next step toward growth in their relationships with our Lord and in their focus on the greater mission of the Church to make disciples and become missional communities. Begins approximately July 2023.

ROADMAP: A MENU OF OPTIONS

Pastors and their teams are invited to create their own customized roadmap by selecting one or more options for each of the four steps from the menu that follows on pages 2 and 3. These options are proven to be effective at helping parishioners overcome resistance and foster unity, and we will post them as soon as we can at journeyoffaith.org/parish-process/transition-roadmap. Please note this menu is not an exhaustive list of options. Pastors and their teams may wish to develop their own creative approaches, and your coach(es) and the Pastoral Planning Office are available to assist you in designing your roadmap.

Page 4 provides space for you to consolidate the options you select into your customized Family of Parishes Roadmap.

¹ E.g., changes to Mass times and locations, staff organization, or the way particular ministries are offered.

² E.g., changes to existing interpersonal connections between communities and to customary ways of doing things.

Menu of Options

STEP 1. Communication and Vision

OPTION	DESCRIPTION
Ongoing Communication Plan	Systematic <i>Journey of Faith</i> communications. Some possibilities include a homily series, bulletin inserts, regularly scheduled Flocknotes, letter(s) to parish families, and videos. <i>Pastor & parish leadership communicates. Resources and templates are available.</i>
Pastoral Conference Saturday, Oct. 1 st 9:00 am-12:30 pm	An archdiocesan-wide “town hall” for your parishioners to gather and receive inspiration to become a missional community. Each parish’s attendance is expected. <i>Livestreamed event; Pastor hosts locally.</i>
Family Town Hall with Holy Hour	Invitation for all parishioners in the family to gather to meet one another, pray together, hear the current reality, and receive a vision for the future. <i>Pastor, parish leadership, or Parish Support Team facilitates at your parish. A template is available.</i>
Parish or Family Leveling Sessions	Three interactive evenings that take participants on a deep dive into the Vision & Priorities, the Big Goal, and the process of evangelization. <i>Parish Support Team facilitates at your parish.</i>
Parish or Family Offsite	Day-long prayerful experience focused on topics such as vision casting, goal setting, and developing specific initiatives. <i>Pastor, parish leadership, or Parish Support Team facilitates at an offsite location. A template is available.</i>
Insert your idea(s) here	

STEP 2. Transition and Grief Support

OPTION	DESCRIPTION
Discussion Group: Managing Transition	A 30-minute video for parish leaders on managing transition, followed by an opportunity to work through a discussion guide together. <i>Pastor, parish leadership, or Parish Support Team facilitates at your parish. A discussion guide is available.</i>
Guided Discussion on Restorative Practices	Series of exercises to help parish leaders restore and strengthen relationships in communities experiencing tension and conflict. <i>Archdiocesan staff facilitates at your parish.</i>
Best Practices for Communal Grieving	Online resources developed by pastors from our archdiocese to shepherd parishioners through the grieving process.
Parish Life Celebrations	Parishes plan concluding and welcoming celebrations for the last Sunday Mass in a location and the first Mass as a new Family of Parishes. Can also include celebrations of parish feast days and other noteworthy events. <i>Pastor and parish leadership facilitate at your parish. A template is available.</i>
Insert your idea(s) here	

STEP 3. Community Building

OPTION	DESCRIPTION
Family of Parishes Potluck	A Family of Parishes collaborates to host a potluck social for all its parishes to come together and spend time with one another.
Family of Parishes Trivia Night	A Family of Parishes collaborates to host a trivia night featuring questions about each parish. Teams intermix members from each parish.
Family of Parishes “Speed Meeting”	Get-to-know-you questions a Family of Parishes can use to connect people from different communities and help them build trust.
Insert your idea(s) here	

STEP 4. Equipping Missionary Disciples

OPTION	DESCRIPTION
Small Group Prayer & Faith Sharing	Modeled on <i>Live Lent Together</i> ; includes training for parishioners to facilitate scripture-based small groups with their friends, neighbors, and co-workers. <i>Pastor, parish leadership, or Parish Support Team provides facilitator training at your parish.</i>
School of Mission	Training in the fundamental habits of missionary disciples. Topics include prayer, invitation, sharing your faith story, and small group facilitation. <i>Pastor, parish leadership, or Parish Support Team facilitates at your parish.</i>
Discipleship Foundations Workshop	Full-day event that explains the principles of discipleship and equips parish leaders to cast vision with others. <i>Parish Support Team facilitates at your parish.</i>
Clear Path Exercise	Parish leaders examine the role of current ministries and programs in making disciples. Uncovers gaps and redundancies in the support a parish or Family of Parishes provides to help individuals grow and mature as disciples. <i>Parish Support Team facilitates at your parish.</i>
Missionary Prayer 101 (Lampstand Initiative)	Training in various methods of personal prayer, such as WRAP, ARRR, and intercession. <i>Templates are available.</i>
Insert your idea(s) here	

DESIGNING YOUR CUSTOMIZED ROADMAP

Sample Roadmap	Date	Your Customized Family of Parishes Roadmap
Ongoing Communication Plan: Homily Series & Bulletin Inserts <i>(Step 1: Communication & Vision)</i>	Sept 2022	Ongoing Communication Plan: _____
Family Town Hall w/Holy Hour <i>(Step 1: Communication & Vision)</i>	Sept 2022	
Pastoral Conference <i>(Step 1: Communication & Vision)</i>	Oct 2022	Pastoral Conference
Discussion Group: Managing Transition <i>(Step 2: Transition & Grief Support)</i>	Nov 2022	
Guided Discussion on Restorative Practices <i>(Step 2: Transition & Grief Support)</i>	Dec 2022	
Family of Parishes Potluck <i>(Step 3: Community Building)</i>	Jan 2023	
Small Group Facilitator Training <i>(Step 4: Equipping Missionary Disciples)</i>	Feb 2023	
	Mar 2023	
Family of Parishes Trivia Night <i>(Step 3: Community Building)</i>	Apr 2023	
Family Leveling Sessions <i>(Step 1: Communication & Vision)</i>	May 2023	
	Jun 2023	
Last/First Mass Rituals <i>(Step 2: Transition & Grief Support)</i>	Jul 2023	