

## Worksheet

### Step-by-Step through the Change Process

Change Step	How will we implement this step?
<p><b>1. Establishing a Sense of Urgency</b></p> <ul style="list-style-type: none"> <li>• Examine current realities: strengths and weaknesses of current approaches to faith formation. What are we doing well? What are the areas we need to improve? Who are we reaching and involving? Who are we not reaching and involving?</li> <li>• Listen to feedback from parishioners, families, and participants in faith formation programming. What's working for them? What's not? What can be improved?</li> <li>• Identify recurring problems in faith formation that never seem to get solved. What are the problems that seem to come back each year? What are the problems that no matter how hard we try, it seems we can't ever solve?</li> <li>• Identify the major challenges facing the parish and faith formation efforts from within and from outside. What are the forces affecting the life of our parish—within the congregation and from the outside community and world? What potential crises do we see looming on the horizon?</li> <li>• Identify the major opportunities for faith formation that the parish has not acted on yet? What are the positive forces that the parish needs to build on? What are positive trends that could dramatically affect the quality of faith formation?</li> </ul>	
<p><b>2. Creating the Guiding Coalition</b></p> <p>The two major tasks involve:</p> <ul style="list-style-type: none"> <li>• Assembling a group with enough power to lead the change effort.</li> <li>• Encouraging the group to work as a team.</li> </ul>	