

Questions to help Parish Leaders Plan for the Implementation of the Changes to the Roman Missal

The Church is determined that these changes to the Mass will be accompanied by an extended period of catechesis. To that end, lots of materials are being produced, timetables have been released to assist with planning, and there is some collaboration between liturgical and catechetical ministers. But, the fact of the matter is, unless individual pastors and staffs answer the following questions, these materials and timetables will remain unused. What follows are some questions parish leaders need to answer as they approach the **November 27, 2011** implementation of the changes to the Roman Missal.

Regarding Leading Change

- Which staff member(s) or parishioners know some things about change theory and leading change?
- When can we arrange for them to help us think through the steps to lead the change from the perspective of leadership, attitude and known occurrences related to change?
- Who ought to attend this gathering or these gatherings? Who will invite them (or require them) to come?
- What shall we do about this aspect of the project if we do not have people within the staff or the parish to assist us?

Regarding Planning

- Whose job is it to craft the parish plan for implementing these changes? Have they been so designated? Have they been given permission to NOT do something they usually do in order to take on this project? Has there been assistance in determining what will be paused in order to implement the changes? By when should that be done?
- By what date does the pastor want a plan? What parts of the plan is the pastor creating? What materials should the planners have in hand in order to make the plan? Who will research available materials? Who will determine this materials list and order them? What do we do if we don't have the budget to acquire the materials? Who needs to be part of the planning process in order to facilitate buy-in?
- How and when will this plan be communicated to the various constituencies in the parish? Who are the best messengers for these communication events? What methods will we use (oral, homilies, written, visual, audio, web-based)?

Regarding the Communication Plan

- Who will craft the communication plan? Have they been so designated and had this placed as a priority in their work?
- What platforms will the parish use to communicate as widely as possible regarding these changes?

- Who will assist the pastor in crafting and delivering the communications? Why are these people the best choices?
- What is the long-term communication plan regarding the changes, especially as it concerns Christian Initiation, those returning to the faith, and Christmas and Easter visitors?

Regarding Catechesis

- Who, besides the pastor, are the best catechists for various constituencies in the parish when it comes to these changes? Have they been invited to consider this work? Who is committed? How will they be formed themselves? By when? What formation resources are available from our Diocese or neighboring dioceses?
- What is the catechetical plan for introducing these changes? To what extent are existing catechetical gatherings going to be used for this purpose? Who will adjust catechetical curriculums and notify participants/parents of the changes? By when?
- Whose work is it to determine the combination of gathered and non-gathered, intergenerational, age specific and adult formation events that are appropriate for the parish? By when? With whose approval/consent?
- What criteria will be used to choose materials with which to catechize? Who will determine those criteria? What budget is there to work with this? Does money need to be allocated differently now as well as in the year to come? Who can do that?

Regarding Pastoral Issues

- Who will be responsible for determining how these changes will be introduced to Christmas and Easter guests? By when? With whom should they consult?
- Who will be prepared to lead parishioners through the range of emotions these changes will evoke? What training will they need? Can the parish offer that training to various parishioners/leaders?
- How will the new Mass settings/music be introduced, taught and eventually prayed? Who will assist musicians with catechesis on full, conscious and active participation in the liturgy?
- What unique situations do you have in your parish that will impact on how you handle these changes. i.e. Children's Liturgy of the Word, deaf ministry, home school families, college students, those presenting children for baptism or themselves for marriage who have been away from the church and so are unaware of these changes, guests at weddings and funerals and? Who will craft pastoral responses/plans for these settings? How will those responses be introduced to these constituencies?

Regarding Collaboration

- Within which of the above areas might it be beneficial to work with others in your region or your neighboring parishes? Who might open the door and invite this collaboration? By when?
- Which areas might benefit from bringing in outside voices to assist you? Who will research diocesan and national resources to see what is available to assist you? By

when? (Ex: Worship Office Personnel, Diocesan Liturgical Commission members, Jerry Gallipeau from World Library Publications, diocesan trained liturgy/catechetical personnel, Debbie Stollery of ConSpirita Consulting Network, Inc, CDs of Fr. Paul Turner's presentations at the 2010 Sullivan Conference in the Diocese of Richmond, etc.)

- How can resources be shared within ministries, between parishes and within regions?
- Who are the prepared and skilled musicians, cantors and theologians who can assist music ministers in this endeavor?

ConSpirita Consulting Network, LLC stands ready to assist you with the implementation of the Roman Missal. In addition to this free resource, see our website www.ConSpirita.com for a communication plan, and for a description of three 2-hour modules you can mix and match should you wish to bring in outside voices to assist you.

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