Catholics Come Home Radical Christian Hospitality Workshop  
November 19, 2009

Potential reactions to change:
- Sense of loss, confusion
- Mistrust and a “me” focus
- People hold onto and value the past
- High uncertainty, low stability, or high emotional stress
- Perceived high levels of inconsistency
- High energy — often undirected
- Control becomes a major issue
- Conflict increases — especially between groups

Adapted from [www.calstatela.edu/faculty/jpark/Change.ppt](http://www.calstatela.edu/faculty/jpark/Change.ppt)

Small Group Discussion questions:

a) How might you affirm both the differences and the similarities you have with other staff, committee members, and parishioners whom you sense are positioned at a very different point from you on the change continuum?

b) How might you talk about CCH with someone you sense is positioned at a very different point from you on the change continuum?

c) Consider a situation in your parish where you believe one or more individuals will be resistant to the efforts of Catholics Come Home. Discuss how you will work to lessen their resistance.

What to do with “pew renters,” greeters who don’t greet, and parishioners who resist change:

1. **Personal Gain or avoiding loss:** people are more likely to accept change when they see that they will gain something (promote these greeters to be greeter trainers) or, especially if they can avoid losing something (ex. If small parish has more people, may eventually be able to have more Masses; show “pew renters” how to share with others why their pew space is important to them).

2. **Involve them:** Put resisters on teams that allow them to play some decision-making part in the change process, however small (ex. Have greeters on team that will develop strategies to have more women, families, and children become greeters).

3. **Directly address the resistance:** Determine the most powerful forces behind resistance and devote time and energy to weakening these.

Adapt insights from “Managing Change in the Workplace,” available at [businessperform.com](http://businessperform.com)