The faith community assessment tool is designed to pace your Reconciling in Christ (RIC) welcoming journey and take the temperature of your faith community’s overall temperament when considering extending a specific welcome to LGBTQIA+ people. When you complete it, have other members of your Core Team take this assessment and then compare notes. This document has the recommended pacing for Saint Moderatus.

**STEP ONE: LEADING THE PROCESS**

2 - 3 months

Tasks: Conduct One-to-One Visits and gather a Core Team. Check in with LGBTQIA+ people in the faith community to determine their preferred level of involvement in the RIC journey. Contact ReconcilingWorks if you need help beginning this journey.

Tools: Graceful Engagement, One-to-One Visits

People Involved: Core Team, LGBTQIA+ People and ReconcilingWorks

**STEP TWO: GATHERING INFORMATION**

1 - 2 months

Tasks: Examine your faith community’s history, conduct a power analysis, and examine your community’s culture to gain a better understanding of how it deals with change and conflict. Choose a pace for your journey using the Faith Community Assessment.

Tools: Graceful Engagement, One-to-One Visits, Faith Community Assessment, Faith Community and Conflict, How Does Change Happen in Faith Communities or Any Organization.

People Involved: Core Team, Formal and Informal Leadership of Faith Community

**STEP THREE: OUTLINING THE PROCESS**

1 - 4 weeks

Tasks: Outline each step of the Reconciling in Christ journey for your Faith Community based on the pace and frame you’ve chosen.

Tools: Graceful Engagement, Framing, plus the information you’ve gathered up to this point

People Involved: Core Team

**STEP FOUR: BUILDING RELATIONSHIPS**

3 - 6 months

Tasks: Conduct One-to-One Visits with formal and informal leadership and faith community members.

Tools: Graceful Engagement, One-to-One Visits, Public Storytelling

People Involved: Core Team, formal and informal leadership, faith community members
STEP FIVE: MAKING IT OFFICIAL
2-3 meetings with governing body
Tasks: The Core Team transitions into a formally-recognized committee of the faith community, often called the Welcoming Task Force.
Tools: Consult your faith community’s policies, One-to-One Visits, Framing
People Involved: Core Team/Welcoming Task Force, faith community governing body

STEP SIX: SETTING THE FRAME AND PROVIDING EDUCATIONAL OPPORTUNITIES
6-12 months
Tasks: Set up a series of educational opportunities for the faith community.
Tools: Graceful Engagement, One-to-One Visits, Framing, Public Storytelling, Sexual Orientation and Gender Identity, Bible studies, films, panels, newsletter articles, Reconciling in Christ Resources
People Involved: Welcoming Task Force, rostered leaders, educators, community members

STEP SEVEN: WRITING YOUR WELCOMING STATEMENT
1-3 months
Tasks: Create a draft Welcoming Statement (that meets the requirements of ReconcilingWorks) and present it to the formal faith community leadership. Revise statement as needed based on feedback.
Tools: RIC Sample Affirmations, your chosen frame
People Involved: Welcoming Task Force, formal leadership, ReconcilingWorks

STEP EIGHT: CONDUCTING AN EXPLORATORY SURVEY
1-4 weeks
Tasks: Send out postcards or develop an anonymous online survey for the entire congregation.
Tools: Postcards and postage or free online survey service
People Involved: Welcoming Task Force

STEP NINE: HOLDING THE VOTE
When Exploratory Survey Shows at Least 75-85% Support
Tasks: Schedule and hold a vote according to your faith community’s policies and procedures.
Tools: Faith community’s policies and procedures
People Involved: RIC Task Force, Council, all members, ReconcilingWorks Regional Coordinators and/or staff (if needed)

STEP TEN: CELEBRATING AND PUBLICIZING
Soon After Successful Vote
Tasks: Notify ReconcilingWorks. Hold a worship service or celebration, and publicize your new RIC status to the greater community.
Tools: Special liturgy, bulletin inserts, website, sign, sample press release in online RIC welcome packet
People Involved: Welcoming Task Force, rostered leaders and staff

STEP ELEVEN: WE’RE WELCOMING NOW WHAT?
Ongoing
Tasks: Ensure church policies are LGBTQIA+ inclusive. Provide ongoing educational opportunities. Provide opportunities for community members to take action on LGBTQIA+ social issues beyond the community’s doors.
Tools: Community policies, RIC Now What Resource
People Involved: RIC Task Force, rostered leaders, educators, Social Justice committee, greater LGBTQIA+ community