

# *Just* FAITH

***Catholic Version***

***Getting Started  
2008-09***

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***JustFaith Ministries  
P.O. Box 221348  
Louisville, KY 40252  
(502) 429-0865  
[www.justfaith.org](http://www.justfaith.org)***

***JustFaith Ministries works in partnership with:***



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## Welcome to JustFaith!

If you are new to this program, you are about to embark on a journey with one of the most life-changing and spiritually meaningful programs available. We thank you for the energy, spirit and interest that you bring to this planning process.

This program is different from other programs in that the JustFaith Ministries staff “walk with you” throughout the planning and the implementation phases of the program. We are available by phone or email to answer your questions and consult with you on any issue or concern you have over the next several months and throughout the program itself. We hope that you will connect with us as you need to. Our phone contact information is on the bottom of each page of this document. Or if you prefer to email, please contact [chris@justfaith.org](mailto:chris@justfaith.org) or [sharon@justfaith.org](mailto:sharon@justfaith.org).

This document is a compilation of practical steps, suggestions, handy tools and resources intended for those taking the initial steps to get the JustFaith program started. The language used in this document presumes a parish context since most JustFaith groups are linked with Catholic parishes. However, this information is applicable to other settings including small faith communities. (We also have an ecumenical version of JustFaith for Protestant churches and ecumenical groups.)

This document is filled with important and useful information. Please read it thoroughly and provide copies to each member of the planning group. You will find that using this document at the planning meetings is very helpful.

**Note to renewing parishes:** It is very important that you delete and dispose of previous year’s documents and read the 2008-09 documents carefully. While there are some similarities to previous materials with similar titles, there are also some important changes this year. Deleting old materials will prevent confusion.

## Planning Group

It is very helpful to have a small group work together to plan for the start-up of JustFaith. This group can share the preparatory tasks to be done. Collaboration can also add to the creativity and fun of beginning a new program. People who might be interested in helping with the start-up are those interested in promoting social ministry work, JustFaith graduates, and those interested in co-facilitating the program. It is also very helpful to include someone who is familiar with the inner workings of the parish so that the group can tap into parish resources and follow parish protocols. This group can do all the planning work and then hand the program over to those who are going to facilitate the program after the recruitment is completed and the initial steps are done. A detailed list of planning group responsibilities is provided within this document on pages 18-20. This list will be very helpful in planning your recruitment strategies and activities.



## Initiating the Program within the Parish

Frequently, the process begins with one or two parishioners who are interested in starting the JustFaith program at their parish. The very first step is to share information about JustFaith and seek approval to offer this program from appropriate parish staff and the pastor. Schedule a meeting with the staff member who oversees social concerns for the parish or parish formation. Generally, the staff person who is responsible for social ministry work would greatly appreciate having this type of program offered to parishioners. However, it is far more common for a parish not to have any social ministry staff or even anyone on staff with social ministry expertise. In some cases you might work with the adult or lifelong formation staff person, who may be looking to offer transformational adult programs in the parish. ***A critical point to emphasize with the parish staff is that this program is designed to be facilitated and coordinated by parishioners and does not require the time of the pastor or the parish staff.*** This message goes a long way toward getting approval to offer the program because parish staff members are frequently over-extended or unavailable.

Explain the program to the staff person and seek their support. Ask them to go with you when you meet with the pastor to explain the program.

When meeting with the pastor, information from this document can be used to help describe the program contents and its goals. Here are some helpful hints for meeting with the pastor.

- Provide a brief description of the program.
- Provide a few pages of information to the pastor. The JustFaith flyer and "JustFaith General Overview (Catholic) 2008-09" can be shared. Do not share the "Getting Started" document unless the pastor requests because it is very long and comprehensive.
- Share that this program is in its eighth year and has been offered in over one hundred dioceses across the nation. Each year, around 275 parishes participate in this program.
- Inform the pastor that this program is done in partnership with the three largest Catholic anti-poverty organizations – Catholic Campaign for Human Development, Catholic Charities USA and Catholic Relief Services.
- Stress that the program is implemented by parishioners with the help and support of the JustFaith Ministries staff and does not involve any staff time.
- Share the costs for the parish (\$300 to register and around \$250 for videos and DVDs).
- If you live in a diocese where JustFaith has been offered in the past, you might also want to bring along someone who has completed the program. Personal stories of transformation told by people who have completed the program can be powerful tools when looking for support to offer the program.
- Once you have received the pastor's approval, ask if he would be willing to identify parishioners that he thinks might be looking for this kind of spiritual experience.



To help you describe the program succinctly, you might use these or similar words when you first talk about the program with the pastor or anyone at your parish: “JustFaith is a scripture-based adult formation program that looks at poverty and compassion for the poor through the lens of Catholic social teaching. Through prayer, immersion experiences, books and videos, participants will encounter poverty in such a way that they will experience transformation and be drawn to respond to the needs of our broken world. It is a deep spiritual journey done in the context of a small faith community.”

Sharing information that is provided in the general overview document is usually adequate to promote the program to parish staff. Again, JustFaith organizers should remember that, when approaching the pastor and pastoral staff, you are not asking for help to put on the program, just the approval for the program to be offered in the parish. On the other hand, if a member of the parish staff or the pastor is interested in offering support to or participating in the program, they are certainly welcome and encouraged to do so.

### **Parish Staff Support**

There are a few ways that the parish staff can be helpful when possible. One way is to assist with costs (see below). Another way is to suggest ideas on the best recruitment methods within the parish. It is also very helpful to be able to order the books through the parish account and have participants reimburse the parish. This task can either be done by a parish staff member who will order the materials and coordinate the receipt of monies or by a co-facilitator who works with a staff member.

Finally, it is often helpful if parish equipment can be used for printing and copying materials needed for the program. There is a fair amount of copying that is needed. Having said this, the absence of any or all of this assistance does not eliminate the option of offering the program in the parish.

### **Fees**

The costs of the program should also be discussed with the parish staff. The registration fee for a parish is \$300 and is typically paid by the parish. Video costs are usually \$200-\$250 for the first year. The participants usually pay for their own books (approximately \$145/person).

**Note to renewing parishes:** Some of the JustFaith graduates from your parish might be interested in loaning or selling their books to this year’s participants.

These costs are described in more detail later in this document.

### **Options**

If for some reason it is not possible to offer JustFaith under the parish banner, the planning group may choose to offer it within a community of interested people. In this case, the program can be offered out of someone's home.



## Recruitment

Once the pastor and staff have approved the program, the coordinators can turn their attention to recruitment. Consider the recruiting process as the first step in forming a new and exciting learning community. Recruitment for a program of this length can be challenging but be assured there are people in your parish who are hungry for this type of spiritual experience. Finding these people and awakening them to this opportunity requires time and the use of a variety of recruitment strategies. Feedback from JustFaith groups has indicated that the keys to successful recruitment include: have an ample number of people on your planning committee, allow eight to ten weeks for the recruitment period, and focus on the recruitment strategies that have proven to be most successful (see below).

When possible, it is ideal to start promoting the program in the spring, presuming that the program is to start in the fall. One approach is to do planning in April, recruitment in May, discernment/orientation meetings in June, and ordering of materials in July. This spreads out the tasks and allows participants to have the summer to arrange their schedules to accommodate the JustFaith schedule. But this plan is just one possible scenario. The basic rule of thumb is to advertise and recruit as early as possible so that participants can prepare themselves, and co-facilitators have time to order materials and deal with other logistics, recognizing that the ideal recruitment cycle usually takes two to three months.

There are two primary ways to recruit and promote the program – personal invitations and general recruitment. Both of these are discussed in detail below.

### Personal Invitations

Parishes that have been most successful at recruiting participants for the JustFaith program consistently tell us that the best way to recruit is through personal invitations. The first thing to do is to have the Planning Group generate a list of potential participants. This task is usually enhanced by the help of the pastor or another staff person; it is also another way to gain support for the program from the pastor and staff. The Planning Group will want to identify parishioners that they think might be interested in JustFaith – those who have shown an interest in justice issues, been involved with social ministry organizations, been engaged in other social ministry work, or are just seeking new ways to live out their faith.

**For renewing parishes:** A very effective way to recruit is to have JustFaith graduates extend personal invitations and provide testimony as to how the program affected their spirituality and their lives. Connect with JustFaith graduates and ask them to extend a personal invitation to three people they know in the parish.

When generating the list, the question often comes up as to who will benefit most from JustFaith—people who have been involved in social ministry for a long time or those newly interested. Without any hesitation, the answer is “both.” Testimonies from around the country attest to the fact that both experienced and inexperienced participants have derived great benefit. Moreover, it would seem that there is some advantage for groups to be a mixture of both. Experienced folks will benefit greatly from the reflections, the fresh enthusiasm and the ideas of



newcomers. Newcomers will benefit from the testimony of those who can speak from firsthand social ministry experience. And all participants will have an opportunity to go further in their faith journeys and deeper into their spiritual development, no matter where they may be along the continuum.

Once the list of potential participants is generated, the list should be divided among Planning Group members who each make a commitment to call people on the list within a set timeframe. The phone call is made to ask for a personal meeting to explain the program. Let the person know that they were identified by the pastor, staff or others as someone who would probably be interested in JustFaith. You can spend twenty minutes before or after liturgy, in the parishioner's home or meet at a convenient location for coffee.

### ***Points to Make during Recruitment***

When having personal conversations with potential participants some of the following points could be made to help explain the program:

- The JustFaith program helps each participant re-look at these questions: What is my relationship with God? How do I live the Gospel of Jesus? What does the world today look like and why? What is my role as a Christian in the world today? What is the responsibility of Catholics toward the poor? How do we become people who really care for and act on behalf of the poor and the vulnerable?
- This program focuses on poverty through the lens of Catholic social teaching and the social mission of the Church, which are core elements of our faith. Many parishioners have had little or no exposure to either of these elements.
- This program helps to bridge our faith with action based on the testimony of Scripture and the call of the Gospel.
- Many graduates of this program have said that this is the most transformative and important process they have ever gone through.
- This is an opportunity to take a spiritual journey within the context of a small faith-based community. JustFaith is about relationships—with God, with those in your JustFaith group, and with those who live at the margins of our society.
- This program is rigorous because it is an in-depth spiritual journey and a comprehensive look at our world and our personal role in this world.
- No previous knowledge of Catholic social teaching or involvement with social ministry is necessary.
- Many couples have taken JustFaith together and have really appreciated the opportunity to share the experience.

Sometimes you will find that people quickly say they cannot participate in JustFaith once they hear that they will be asked to make a thirty-week commitment. Frequently people offer this objection without first having taken some time to discern whether JustFaith is right for them. It's important that you keep the conversation going when they raise the issue of time commitment. Share with them that many other Catholics have felt the same way and yet busy parents, teachers, lawyers and physicians have taken this program not because they had time but because they were pulled to engage in something that is deep and spiritually rich. Many people have said that once they were in the program, they would do whatever they could to get to the meeting since it often is the most meaningful part of their week. They feel drawn to the small faith community and the



deep conversations. Then invite this person into a prayerful discernment about what they may need to feed their spiritual lives and to give new life to her/his faith journey. Encourage the potential participant to not automatically dismiss the program because of the time commitment but to pray about whether the Spirit is calling them to come closer to God. Ask them to take home a brief discernment exercise. (See **Attachment A**.)

***It is important to stress the positive aspects of the program.*** Participants will have a chance to explore the tradition of our faith, to examine how that tradition calls us to change our lives, and to consider and discuss some very difficult issues. Many people are looking for an opportunity to wake up their spiritual lives - let them know they've come to the right place!

### **General Recruitment**

There are usually several general recruitment avenues available within the parish setting. These are addressed below. As noted, most of these promotion methods require planning ahead and frequently involve specific timeframes and deadlines for submission of promotion materials. This is another reason why the Planning Group should come together four to six weeks before actual promotion of the program will begin. It is often helpful to dedicate an eight- to ten-week period as your primary recruitment time. The methods listed below can then be applied to the selected recruitment month.

### ***Focused Sermon/Homily***

The second most effective recruitment strategy is to have the pastor relate a Sunday's Scripture readings to the church's social mission, our call to respond to that mission, and the opportunity to learn more through participation in JustFaith. This strategy can be very powerful. One way to encourage the pastor to support JustFaith from the pulpit is to have JustFaith graduates schedule an appointment with the pastor to tell him about how the program changed their lives and their faith. If a pastor does agree to talk about JustFaith during the homily, the specific information about the JustFaith program can be minimal if there are people available after worship to answer questions and provide more information about the program.

(Contact the JustFaith Ministries office if you are interested in the name of a qualified and effective deacon who can give a guest homily on JustFaith for modest cost by emailing [chris@justfaith.org](mailto:chris@justfaith.org).)

***For renewing parishes:*** If possible, arrange for JustFaith graduates to provide personal witness or testimony as part of the liturgy. For most parishes, the best time to offer personal witness will occur after the post-communion prayer, but some pastors may be willing to have these reflections offered during the homily.

### ***Information Session***

The third most effective method for recruitment of participants is holding information sessions. These information sessions are opportunities to discuss the components of the program and to give an overview of the JustFaith experience. A sample outline for an information session is included in this document (See **Attachment B**). There is a thirteen-minute JustFaith



promotional DVD that should be used during these information sessions. (See the **Order Form** at the end of this document.)

**For renewing parishes:** If there are JustFaith graduates within the parish or community, be sure to invite two or three of them and incorporate their personal testimonies into the information session.

It is often helpful to offer *two or three* informational sessions in the middle of the designated recruitment period. These sixty- to ninety-minute sessions can be held after liturgies or in the evening. These should be coordinated with parish staff and announced in the bulletin and through other parish communication tools.

### *Pre- or Post-Liturgy Opportunities*

The fourth effective way to promote participation is by having the Planning Group available at information tables after liturgy. Depending on parish policies and practice, the Planning Group may be able to promote the program before or after Mass by setting up a table with information and sample materials and by having people available to answer questions. This could be set up in the church foyer or outside depending again on normal parish practices. Materials that could be available at the table include the JustFaith bookmarks (see **Order Form** on page 36) and/or adapted forms of **Attachments C or D**. These events are best timed for the middle and towards the end of the designated recruitment period and work out well if it follows a homily that mentions JustFaith.

### *Bulletin Announcements*

Using the bulletin—the main means of communication for most parish events—is another common and easy strategy. The Planning Group can create content for bulletin announcements or refer to **Attachment E** for suggested content. Have the Planning Group read through all the bulletin announcements and select a variety for bulletin announcements.

Since bulletin space may be limited, the critical elements of the announcement include: the essence of the program, the length of the program, the planned dates for the program, and the people to contact (with phone numbers) for more information. It is ideal if the bulletin announcements are in the bulletin for four to six weeks. Have these announcements placed in the general formation section of the bulletin, not in the social concerns section of the bulletin. Some groups have run announcements for several months to provide a regular reminder of this opportunity to parishioners. This requires planning ahead and coordinating with the parish staff.

### *Bulletin Insert*

Many times it is possible to promote the program through a bulletin insert or one-page flyer. This is a helpful option because it provides the opportunity to offer many more details about the program. However, the opportunity to do a bulletin insert can be limited and space for a flyer might need to be requested early. It is ideal to have the flyer distributed in the middle of the promotion period. A sample flyer is included as **Attachment F**. Recruitment materials that have been used by other parishes are included in **Attachments C and D**. Use creativity and the skills of the Planning Group to create an insert or a brochure.



### *Parish Newsletter*

Many parishes have a monthly or bimonthly newsletter that goes out to all parish households. This is another option for recruitment that generally gives ample space for program description and details. The newsletter deadlines are usually four to six weeks before the publication of the newsletter. Again, this takes forethought and planning.

**For renewing parishes:** Quotes from former participants could also be included in the article if there was a previous JustFaith group within the parish or within the diocese.

### *Act, Reflect, Transform Workshop*

A three-hour workshop entitled *Act, Reflect and Transform* is available from the JustFaith Ministries office. This workshop introduces parishioners to our call to participate in the Church's social mission and to the charity and justice role of parishes. It is an engaging and interesting workshop that is self contained and easy to implement. The Planning Group may want to consider offering this workshop sometime during the recruitment phase or at another time before the program is scheduled to begin. For an electronic copy of this workshop, contact the JustFaith Ministries office through [chris@justfaith.org](mailto:chris@justfaith.org) or [sharon@justfaith.org](mailto:sharon@justfaith.org).

**For renewing parishes:** Consider having a gathering of JustFaith participants at the end of the program year (in May) where they share their experiences and journey (What was life giving? What was challenging? How are you different, living differently, or hoping to live differently?). Parishioners who are interested in the program can be invited to attend, as well as the pastor, parish staff and others. This gathering has proven to be an effective recruitment tool and helps to celebrate the graduates' accomplishment.

### *Promotion Material*

The Planning Group (and JustFaith graduates) may want to wear "Ask Me About JustFaith" buttons when they attend church functions during the recruitment period. (See sample of button design at right.) These buttons are available from the JustFaith Ministries office. (See the **Order Form** on page 36.)



You should also use the thirteen minute DVD, "JustFaith: A Call to Compassion and Community," that includes interviews with Jack Jezreel, the founder and executive director of JustFaith, as well as several people who have experienced the program. Potential participants will be able to hear the stories of how JustFaith changes lives and what some people have done as a result of going through the program. The DVD can also be ordered through the JustFaith Ministries office.

There are two items that the Planning Group may want to hand out after liturgies or other parish functions. The first is the JustFaith flyer that you designed to promote the program in your parish. The second item is a bookmark that has a brief description of the program and reasons why a parishioner should consider participating in JustFaith. (See the **order form**.)

### *Other helpful information “from the field”*

See **Attachment G** for two helpful short articles on recruitment that were written by two people who have a lot of experience recruiting participants for JustFaith groups in their parishes.

### **Group Size**

The optimum size for a JustFaith group is ten to fifteen people. Some groups are smaller and some are a bit larger, but be warned that bigger is not always better. Never attempt to do JustFaith with more than seventeen people in the same group. The difficulty with larger groups is that the JustFaith process places a heavy emphasis on group conversation and community building. When group size goes over seventeen people, the ability of a group to bond or to include everyone in the conversation is much more difficult. Some parishes have chosen to form two JustFaith groups rather than one very large group.

### *Too Much Interest?*

Having too many people express an interest in the program can sometimes be problematic since JustFaith groups are generally limited to fifteen people. Frequently, potential candidates have done some discernment before deciding to sign up for the program and are very disappointed if the group fills up too soon and they cannot participate. One solution is to divide the group in half and offer two smaller groups. There is no additional registration fee for more than one group within the same parish, and there are no other increased costs (a second set of syllabus materials is sent at no additional cost). Finding co-facilitator(s) for the second group may be a challenge, but look to the people who signed up for the program. Someone in the group may have facilitation skills and may be interested. Be sure to explain to potential co-facilitators that the program is designed so that co-facilitators only have a modest amount of preparation time each week. One advantage of having two groups and more co-facilitators is that the logistical details of implementing the program can be shared by more co-facilitators.

### *Too Little Interest?*

Sometimes, even with the best efforts at recruitment, only a few people express interest during the initial recruiting period. One option is to ask participants who are interested to talk with their spouses about the program. As previously mentioned, many couples are appreciative that they experienced JustFaith together.

Another possibility to consider is to run a recruitment period again towards the end of summer. When doing this, evaluate what worked during recruitment, which parishioners need follow up calls and what recruitment strategies you may want to repeat.

You may also consider clustering with one or two other parishes in your area and recruiting participants together from all parishes. This has been done successfully in many dioceses. While it is best to have at least ten participants in a group in order to sustain in-depth conversations and build community, groups with less than ten members have reported favorable results. Groups of five or less are not recommended. Also remember that all recruitment efforts tend to plant seeds in parishioners, and the second round of recruitment the following year is often easier.



## JustFaith Program Highlights

Potential participants want to know exactly what is going to be covered within this program. Since the JustFaith syllabus changes from year to year, it is difficult to be exact, but there are some constants that can be shared during promotion of the program. Catholic social teaching and Scripture are significant parts of the program and, in effect, shape the entire process—content, focus, themes and experiences.

The primary focus of JustFaith is on domestic and global poverty. The intention of JustFaith is to help participants see the world with eyes wide open and recognize God’s call for their lives in fresh and critical ways. To accomplish this, the foundational insights of the Bible and Catholic social teaching are incorporated throughout the program. The following themes are addressed *as they relate to poverty*:

- The intersection of justice and spirituality
- Voices of the poor
- Human dignity
- The root causes of domestic and international poverty
- The effects of the global economy
- Option for the poor
- The relationship between violence and poverty
- Dignity and rights of workers
- Consumerism
- Care for the environment
- Nonviolence
- Solidarity
- Simple lifestyle
- Community organizing
- Racism
- Root causes and effects of migration
- Effective strategies for change (rights and responsibilities)
- Opportunities for involvement in social ministry



## Discernment/Orientation Meeting

It is important to meet with each potential participant to help him or her discern if this program will meet his or her needs and expectations. Ideally, this should be done well in advance of the start of the program. There are three purposes for this meeting. First, it gives the co-facilitators and potential participants a chance to get acquainted. The meeting could begin with a co-facilitator simply asking the interviewee why she/he is interested in JustFaith. It may also be helpful to ask for some background information, for example, previous involvement in the parish and/or community, family background, current work. This is just a matter of getting to know the person. See **Attachment H** for Discernment Meeting guidelines. The co-facilitator may want to share information on why she/he is interested in facilitating this program or what attracted the co-facilitator to this program.

Second, this meeting provides an opportunity for the co-facilitator(s) to describe the process of JustFaith in more detail. It is very important that potential participants clearly understand the program expectations. Succinctly, this is a program that helps participants look at their roles as faith-filled people in the world today and focus on the Church's commitment to charity and justice. It is a rigorous program that asks people for their time each week, and it is a program that offers an opportunity to experience conversion of hearts and minds. The JustFaith program is about changing people who want to change the world.

The third purpose of this meeting is to provide the co-facilitators an opportunity to assess whether or not the candidate is appropriately suited for JustFaith. In the vast majority of cases, potential participants should be encouraged to do JustFaith. Occasionally, though, someone will express an interest in JustFaith who is clearly not ready for the program. Usually, it is quickly evident when a candidate is immature or ill-prepared to take on a process that requires a certain level of maturity and ability to be a constructive influence in a group. There is no question that turning someone away from JustFaith is difficult and awkward, but it can be done with pastoral sensitivity. As awkward as it is to suggest to someone that the program may not be a good match for him or her at this time, it is even more awkward to facilitate a program week after week with someone who is unintentionally a liability to the process. Again, this situation happens only very rarely.

Finally, it is strongly encouraged that only adults age eighteen and older participate in JustFaith groups. It has been the experience of previous groups that the gap between the life experiences and struggles of adults and those of high school students makes the conversations awkward. For those interested in offering a program like JustFaith for high school youth, "JusticeWalking" is available. Contact the JustFaith Ministries office for more information ([theresa@justfaith.org](mailto:theresa@justfaith.org)).

### Required Commitment

As part of the description of the program, the co-facilitator should provide a calendar of JustFaith activities so that potential participants are clear about the dates involved, particularly the weekend dates for retreats and immersion experiences. As a general rule of thumb, potential participants should be told that they need to attend both opening and closing retreats, at least three out of the four scheduled immersion (border crossing) experiences, and at least 27 out of the 30 sessions.



Everyone realizes, of course, that family emergencies can and do happen throughout the year. However, before people begin this spiritual journey they should be willing to commit to attendance and participation to the best of their ability. If someone is planning to go on vacation for three weeks in February, for example, or if someone has a monthly commitment that conflicts with the weekly JustFaith sessions, then they can be told, in a kind way, that it is not possible for them to participate this year.

Why such a strong emphasis on participation? Remember that the defining logic of JustFaith is conversion, which is a meaningful journey that results in a change of heart and behavior. Conversion takes time and happens best in the context of supportive and trusting relationships. In other words, one of the mechanisms of conversion is community. Each and every participant in JustFaith is a critical part of the success or failure of the program. The JustFaith process works hard to build community because when the topics become difficult to discuss, it helps to have positive, personal relationships to support each other in the struggle.

As a matter of responsibility to the entire group, everyone must come into the process equally committed. If co-facilitators are interested in using a commitment form as part of this discernment process, see **Attachment I**.

## Fees

Potential participants need a clear understanding of all fees during the recruitment process. Generally the parish pays the registration fee and buys the videos. Participants pay for the cost of their own books. The cost of the twelve to thirteen books used in the program is approximately \$145 per participant. Many groups actually buy the books through the parish office and then reimburse the parish for these purchases. Books are ordered incrementally throughout the program year; therefore, some groups allow quarterly payments of book costs so that the cost of books is spread over the eight months of the program.

There will be additional costs if the group chooses to use a retreat center for one or both retreats. The cost per person for each retreat may range from \$60 to \$120 per retreat weekend depending on the site selected. Again, retreats can be held in a participant's home or the parish center so that these expenses can be avoided, especially if cost is a concern for some or all of the participants. There certainly can be advantages to going to a retreat center because it removes participants from the usual routine and distractions, but, as previously stated, it is not necessary.

Finally, miscellaneous costs may occur if the group chooses to participate in local programs that charge a fee. Sometimes there are wonderful local opportunities, such as guest speakers or film series, during the JustFaith year that would greatly benefit the group. Generally, participants pay the individual fee for these extra activities.



# Scheduling

## Weekly Meetings

Many parishes typically offer programs that are accommodating of most people's busy schedules and lifestyles. This has meant that most programs are relatively brief, do not require a lot of preparation and are accessible to all. However, since JustFaith is targeting a group of people who are looking for a deeper, life-changing experience so co-facilitators should not presume to abbreviate the program to make it "easier." The resounding testimony of previous co-facilitators is that they are very glad to have allowed for the investment of time and energy for the full program.

If the JustFaith sessions will be held at the parish, one of the most significant scheduling variables is what space is available to the group and when. Serious preplanning must be done to secure a meeting place for the thirty sessions. Again, this takes coordination with parish staff. The weekly sessions could also be held in someone's home if preferred.

Planners who have not previously been involved in parish scheduling will want to pay particular attention to this next point: ***Do not presume to gather registered participants together and then try to work out a schedule!*** This will almost inevitably end up alienating people who are not able to accommodate the most popular time choice. The Planning Group must determine the best option for weekly sessions in advance and advertise the program with the dates already selected. Even though some potential participants may call and report that they cannot register for JustFaith because, for example, they cannot make it on Tuesday night, co-facilitators must nevertheless choose a day and advertise the weekly meeting time of JustFaith ***in advance***. Those who sign up will then know what day and time they will be expected to meet. Undoubtedly, some people will have conflicts, but this will be true regardless of whatever day is selected.

If there will be more than one group within the parish, it is helpful to select different nights (or even day-time sessions) or have one group start a week later so that video sharing is made easier. If two groups do meet on the same night and in the same location, videos can be shared by switching the order of scheduled activities within a session.

Once a time and day of the week are selected, prepare a yearly calendar in advance of both advertising and conducting the individual discernment meetings. This will allow potential participants to have a firm schedule that they can then write into their calendars. The earlier this is done, the better. See **Attachment J** for a sample schedule. (This is only an example of what a schedule might look like.)

## Retreats

Whenever possible, schedule retreats from Friday evening through Sunday noon. Retreats are not optional; they need to be scheduled before the program begins, and they demand 100% participation. The opening retreat should be scheduled sometime between sessions three and five. This first retreat is critical to the success of the program because it lays the foundation for community building and the trust that is required in this formation process. The closing retreat is also essential because it ties together the conversion experience, helps address future group and individual goals, and provides a celebration for community and all that has been learned and



accomplished in the previous eight months. The closing retreat is best held the weekend before the last session or within two weeks after the last session. ***Let people know in the discernment meeting that they must attend both the opening and closing retreats.***

### **Border-Crossings (Immersion Experiences)**

Incorporate four border-crossing experiences into the schedule. These should be scheduled so that one of these experiences occurs approximately every two months. See the sample schedule in **Attachment J** for an idea on how these might be spaced. See the “JustFaith Border-Crossing Experiences 2008-09” document for more information on these experiences. Dates can be targeted for these experiences before specific plans are made for the border-crossing.

## **Co-Facilitation**

### **Facilitation – A Job for One or Two**

Testimonies from groups across the country attest to the fact that the facilitation of JustFaith is best done with a team approach with two or three co-facilitators. The team approach allows for multiple facilitation styles and gifts, and it encourages the exercise of leadership skills by more people. It also allows for flexibility in the event of a situation in which one of the co-facilitators gets sick or is involved in some kind of emergency that prevents him/her from attending. Many people find that it’s just more fun and/or productive to do the planning as a team, instead of doing it alone. A team of two or three allows for a division of labor, as there is plenty of work to do to plan and execute this program. The team of two or three should meet frequently both before and during the program to prepare and evaluate. It is strongly recommended not to rotate co-facilitation responsibilities among all participants.

***Even though facilitation is shared, all co-facilitators need to be at every session, all four immersion experiences and both retreats.*** JustFaith depends heavily on the rapport and community building that happens in the course of the program. It is absolutely necessary for participants and co-facilitators alike to make a determined and faithful commitment to the group to be present every week.

Though not recommended, it is possible to facilitate this process by oneself. Many have done it and done it well. Remember, too, that the JustFaith Ministries office is designed to be a source of help and consultation for all facilitators, including those who are facilitating alone. JustFaith Ministries office staff is readily available through email or phone throughout the eight months. The staff has extensive experience with co-facilitating JustFaith groups. In addition, a very helpful document on guidelines and suggestions for co-facilitation will be sent to all registered groups.

### **Qualifications of a Co-Facilitator**

Potential co-facilitators do not need to have theological training nor vast social ministry experience. Co-facilitators are true facilitators—they are the planners and the leaders; they hold the group together and make plans and decisions about when to move from one conversation or exercise to the next. Co-facilitators are **not** asked to be the teachers; the books, videos, group discussions and occasional guest speakers are the educational tools.



The co-facilitators (or their designees) also order the books and videos, arrange for speakers, make contacts with agencies for immersion experiences, conduct discussions and attend to group dynamics.

What is most important is that a co-facilitator be someone who is really interested in the Gospel call to social ministry and justice. This should be a person who is mature, responsible and capable of overseeing a conversation among a group of people. It is also helpful to have one co-facilitator who has had experience facilitating groups. Certainly, the most ticklish task that the co-facilitator must negotiate is the week-to-week sensitivity to the needs and energies of the group. It could spell quick and unending problems for a group if neither of the facilitators has basic facilitation skills.

**For renewing parishes:** Consider JustFaith graduates as potential co-facilitators. They know the process well and are generally very eager to be helpful with the ongoing justice education and formation process at the parish.

### **Communication between Co-Facilitators and the JustFaith Ministries Office**

JustFaith co-facilitators are encouraged to connect regularly with the JustFaith Ministries staff. They are encouraged to call with questions about content, process issues or other concerns as they come up within the group.

JustFaith materials and general communications are distributed via attachments to email. This obviously presumes that co-facilitators will have access to a computer and the Internet. Materials can be sent to each co-facilitator. These materials include: the syllabus, which outlines in detail the prayers, exercises, discussion questions, and planning instructions for JustFaith sessions; border-crossing experiences; and retreats. In addition, materials include order forms, evaluations and occasional updates. These materials are sent in a timely manner so that planning can happen well in advance of each session. It is hoped that all of these tools help the co-facilitators prepare for each session with a minimal amount of time and effort.

## **Registration**

Another step in getting started is to register the group with the JustFaith Ministries office. Groups need to be registered prior to receiving syllabus materials. It is recommended that groups register as soon as possible so that materials with further guidelines and timetables can be received with adequate time to prepare for the start of the program. A registration form is available at the JustFaith web site ([www.justfaith.org](http://www.justfaith.org)).

Please note that any parish, diocese or organization that has registered for JustFaith in the past needs to re-register each year that it intends to use program materials. This will accomplish the following goals: assure that co-facilitators receive updated materials (materials are revised every year); link co-facilitators with other JustFaith groups and the JustFaith Ministries office; and provide the JustFaith Ministries office with an accurate accounting of program use. The registration fee has been kept intentionally low so that parishes can participate year after year. Registration fees help support the program and insure that JustFaith will continue to be available.



JustFaith Ministries does not want cost to be a barrier for either participants or parishes. If the parish cannot afford the registration fee, please contact the JustFaith Ministries office to discuss a waiver, which may be available to low-income parishes, or to discuss funds for participants who cannot afford the cost of books and materials ([chris@justfaith.org](mailto:chris@justfaith.org) or [sharon@justfaith.org](mailto:sharon@justfaith.org)).

## Other Program Considerations

### Books

For the convenience of the co-facilitators, all materials (books, videos, DVDs and CDs) can be ordered from Sowers Books & Videos, which is a service created in collaboration with JustFaith Ministries to assure inventory, low prices and a single source for ordering all materials.

Typically, individual participants pay book expenses, although some parishes have elected to subsidize some or all of the cost of the books. Book and video costs can be paid in installments because the materials are ordered intermittently throughout the program year.

### Videos and DVDs

The program also uses approximately 14-16 videos and DVDs each year. The cost of purchasing all of the videos the first year is approximately \$200-250. Since the majority of these videos will be used again in subsequent years, this cost is greatly reduced in the second and third years of doing JustFaith. Also, it should be noted that these videos may be used in other contexts within the parish: RCIA, Confirmation programs, adult education classes, youth group gatherings, etc. Parishes that have participated in JustFaith in past years will attest to the importance of having a social concerns video library for the work of social ministry. Most often, parishes pick up the cost of these videos, but sometimes the diocese will elect to purchase one or more sets of the videos and loan them to participating parishes. Video materials can also be purchased through Sowers Books & Videos.

### Other Costs

Finally, there may be some speaker fees, and it is helpful if these can be paid for out of parish funds.

In those situations where no parish assistance is available, JustFaith groups may opt to take on the financial responsibility for all materials, dividing the costs among the members of the group. The participants would then share the costs of the registration fee, copying, videos and speakers (a total cost of around \$40 per participant for a group of fifteen), in addition to the cost of books.

## Other Questions

Once registered, co-facilitators will receive a detailed document on the guidelines for co-facilitating a JustFaith group. If you have other questions that were not addressed in this document, please call the JustFaith Ministries office at 502-429-0865 and ask for Chris or Sharon, or email [chris@justfaith.org](mailto:chris@justfaith.org) or [sharon@justfaith.org](mailto:sharon@justfaith.org).

*Thank you again for your willingness to bring this exciting program to your parish.*

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In partnership with the Catholic Campaign for Human Development,  
Catholic Charities USA and Catholic Relief Services

**Planning Group Timetable  
Getting JustFaith Started  
2008-09**

<b>Initial Coordinator(s) Responsibilities</b>	<b>Person Responsible</b>	<b>To be done by:</b>
<b>Secure approval to offer the program</b>		
<ul style="list-style-type: none"> <li>• Meet with the person responsible for parish social ministry or the appropriate parish staff member</li> <li>• Meet with the pastor</li> <li>• Send in a completed registration form to the JustFaith Ministries office</li> </ul>		
<b>Establish a Planning Group</b>		
<ul style="list-style-type: none"> <li>• Seek out interested parishioners to be on the Planning Group</li> <li>• Establish a meeting schedule and place for the Planning Group</li> <li>• Provide all Planning Group members with a copy of this “Getting Started” document</li> </ul>		
<b>Planning Group Responsibilities</b>		<b>Person Responsible</b>
<b>Thoroughly read the “JustFaith Getting Started 2008-09” document</b>		<b>All</b>
<b>Plan personal invitations</b>		
<ul style="list-style-type: none"> <li>• Identify parish members who may be interested in the program</li> <li>• Develop a plan for who will approach these candidates</li> <li>• Establish a deadline for personal recruitment activities</li> </ul>		
<b>Arrange for a focused sermon/homily</b>		
<ul style="list-style-type: none"> <li>• Request pastor or another appropriate individual to do a focused sermon as described in this document</li> <li>• Arrange for Planning Group members to be available after these Masses</li> <li>• Have promotion materials prepared and available. (See Attachments C, D and order form for options.)</li> </ul>		



**Planning Group Timetable  
Getting JustFaith Started  
2008-09**

Page 2

**Arrange for information sessions**

- Review Attachment B
- Develop session outline and assign responsibilities
- Work with parish staff to identify two or three dates and times for the Information Session(s)
- Advertise dates and times in parish communication tools
- Order JustFaith Promotional DVD if desired

**Arrange for promotion opportunities pre- or post-Liturgy**

- Select three or four dates
- Assign Planning Group members to these dates and times
- Have promotion materials prepared and available (See Attachments C and D as options.)

**Develop bulletin announcements and newsletter item**

- Select and adapt bulletin announcements (See Attachment E.)
- Identify targeted dates for bulletin announcements
- Submit bulletin announcements to appropriate parish staff person with desired insert dates
- Create bulletin insert/flyer (See Attachment F)
- Identify targeted date for bulletin flyer
- Submit bulletin flyer to appropriate parish staff person with desired insert date
- Create item for the parish newsletter
- Identify targeted date for newsletter item
- Submit newsletter item to appropriate parish staff person with desired publication date



## Planning Group Timetable Getting JustFaith Started 2008-09

Page 3

Planning Group Responsibilities	Person Responsible	To be done by:
<b>Create a schedule</b>		
<ul style="list-style-type: none"> <li>• Select best day of the week and times for JustFaith weekly sessions</li> <li>• Check parish calendar for availability of meeting space on selected days and times</li> <li>• Obtain approval for preferred schedule from parish staff</li> <li>• Select beginning and end dates, and create a calendar for the thirty sessions incorporating holiday breaks</li> <li>• Choose weekends for retreats and incorporate these into the calendar</li> <li>• Select proposed dates for border-crossing experiences</li> </ul>		
<b>Determine co-facilitator(s) for the program</b>		
<ul style="list-style-type: none"> <li>• Recruit co-facilitators, if necessary</li> </ul>		
<b>Hold Discernment/Orientation meetings with each potential participant (Attachment H)</b>		
<ul style="list-style-type: none"> <li>• Ideally this is scheduled and conducted by the person(s) who is going to facilitate the program</li> <li>• Share the schedule and anticipated fees with participants</li> <li>• Seek a commitment from each participant (see Attachment I)</li> <li>• Finalize the participant roster</li> <li>• Notify candidates</li> </ul>		
<b>Final Steps</b>		
<ul style="list-style-type: none"> <li>• Provide an update report to parish staff liaison and/or the pastor</li> </ul>		
<ul style="list-style-type: none"> <li>• Send out letter confirming start date, time and place; include the roster of participants</li> </ul>		
<ul style="list-style-type: none"> <li>• Co-facilitators: Look at "Co-Facilitator Timetable" for the first syllabus segment, complete required tasks and review all other documents sent by the JustFaith Ministries office</li> </ul>		
<ul style="list-style-type: none"> <li>• Consider having a co-facilitator training session. Coordinate with diocesan office and/or other JustFaith groups in the area</li> </ul>		



## Attachment A

### Personal Discernment Exercise for Potential Participants

Are you ready for a deep spiritual process like JustFaith? To help you discover the answer to this question, consider using the following process.

1. Find a quiet space where you can sit uninterrupted for at least 15-20 minutes.
2. To remind you that the light of Christ is always present to us, light a candle and offer up a prayer of thanksgiving for the gift of time to be present to God's Spirit.
3. As you settle into your chair, take a few deep breaths—the breath of God breathing us into being.
4. From this centered place, ask yourself: “What do I need at this point in my life to go more deeply into my faith journey?”
5. Sit quietly with this question for a few minutes. Allow yourself to listen to what arises.
6. Once images, words or symbols have emerged for this question, then ask yourself, “Am I willing to arrange my time to make my spiritual development a priority?”
7. Again, sit quietly with this question for a few minutes.
8. You may wish to use your journal to write or draw the responses that emerged. Use this activity to bring your prayer to a close.
9. Consider calling the JustFaith co-facilitators at your parish to continue your discernment process with them.



## Information Session Outline

### Steps

1. Assign two or three people to coordinate this session.
2. The coordinating team implements the following:
  - Select date and time for the information sessions
  - Arrange for a meeting space
  - Put announcements in the Sunday bulletins at least two weeks in advance of the sessions
  - Coordinate who will be presenters and clarify responsibilities for the meeting
  - Invite an experienced facilitator and two graduates from your parish or the community, if possible.
  - Use the following outline to present information on JustFaith. (This outline may be adapted and modified as desired.)
  - Copy the “JustFaith General Overview (Catholic) 2008-09” document and order the promotional DVD if desired.

**Setting:** Have coffee and a snack available as well as nametags. You will need a DVD player if you plan to show the JustFaith promotional DVD.

**Timing:** Plan the session to last for 1 to 1¼ hours

**Presenters:** If possible, have an experienced JustFaith facilitator with two to three participants/graduates present or have members of the planning group attend.

**Introductions/Prayer:** Begin with introductions and then an opening prayer

### Discussion:

1. Present a general description of the JustFaith program. Pass out copies of the “JustFaith General Overview (Catholic) 2008-09” document and walk people through the appropriate pages. If the program was offered in your parish previously, have on hand a sample of the books and videos that were used.
2. Show the 13-minute JustFaith promotional DVD if available. (See order form on page 36.)
3. Discuss the structure of the program: thirty-week program; format of prayer, discussion, videos and reading; two retreats; four border-crossing experiences
4. If possible, have graduates provide testimony of their experiences (6-7 minutes each)
5. Discuss logistics of program (start date, schedule, meeting place, commitment)
6. Questions and answers

**Closing:** Thank people for coming. Have forms available for those who are interested to sign up. Let them know that someone will be contacting people who sign up by a certain date.



## Sample Information Sheet

# JustFAITH

Adapt as needed.

### **What is JustFaith?**

JustFaith offers an opportunity for parishioners to experience a spiritual journey into compassion. Most of us long to be a generous and compassionate people. However, the opportunities to explore our tradition's Catholic social teachings in a deliberate and engaging way have largely not been available. JustFaith, now offered in hundreds of parishes across the country, provides a lively and challenging format to read, view, discuss, pray, experience and be formed by the justice tradition, which changes lives, inspires faithful witness, and transforms the world through love and service.

Our Catholic faith and biblical tradition extend an extraordinary invitation to each of us and to our faith communities to become agents of God's compassion and healing in a wounded world. The Good News of Christ is both a comfort and a promise for the poor and, at the same time, a call to those of us who are not poor to be linked with God's vision of justice and reconciliation.

Participants are also afforded the privilege of becoming community with other participants and sharing a journey of faith and compassion that is both life-giving and challenging.

### **Do participants need to have previous social justice experience or knowledge?**

No. People benefit from JustFaith if they have been involved in social ministry for a long time or if they are newly interested. Testimonies from around the country attest to the fact that both experienced and inexperienced participants have derived great benefit.

### **What does the JustFaith program entail?**

JustFaith involves groups of about 15 people, who meet for 30 weekly sessions, two weekend retreats and four Saturday immersion experiences. Overall, this adult formation process extends over 8 months and uses the best of adult education practices including books, videos, guest speakers, discussion, prayer, retreats, immersion experiences, and community building.

### **Does it cost anything to participate in JustFaith?**

The books cost approximately \$145/person and are paid in installments.



## Testimonies

*(If possible, use testimonies of JustFaith graduates from your parish or from your community. Other testimonies are available at [www.justfaith.org](http://www.justfaith.org).)*

### Karen Simon, parishioner

Among other things, the JustFaith process has given me a deeper commitment to serve the poor and marginalized in our community. We did an immersion experience with our St. Camillus French-African community in which we listened to the stories of some of those who have been persecuted, tortured and had to flee from their homelands, and are now political refugees in our community. That day, my heart was “broken open.” I have since been richly blessed by the close relationships I have with some from this community . . . people who have taught me the true meaning of deep faith and trust in God. I feel called to be an advocate for and to be a companion on life’s journey with my new friends.

### Jim Cullen, parishioner

We read, we talked about what we read. And we prayed. We were confused, sometimes. We were surprised, even shocked at other times. We prayed. All of us, in some way, were changed.

### Fr. Dan Divis, pastor

I would call it the new Pentecost. But, the reality is, it is these (JustFaith) people who are willing to come together, question the questions, and look at the issues, make some changes, and challenge things. It is a Pentecost, it's a new life, it's energy. It has changed the parish, it has changed me.

### Jenny Haliski, parishioner

Through JustFaith I have developed a greater awareness of how excessive consumption in the U.S. is tied to an unequal distribution of the world’s resources, global poverty and hunger. I now do my best to consider whether the corporations I support with my purchases act responsibly on a range of social issues, and to reduce my consumption so that others may have enough.

### Elizabeth Gordon-McNeil, parishioner

After going through JustFaith, I can never look at a homeless person and walk past and dismiss him or her again.

### Fr. Tim Taugher, pastor

The people from my parish talk about their hearts being transformed, their way of thinking being transformed, their spirituality being transformed. Now their lives are committed to justice and the spirituality of justice.

## Attachment C, page 3

### Ruby Tynes, parishioner

JustFaith has opened my eyes to poverty, abuse of citizens, world trade issues, and ways in which we can serve those less fortunate than ourselves. Everything we own is a gift and these gifts are to be shared.

### Helene Sparaco, parishioner

I have come to see that one person can effect change.

### Laura Stark, parishioner

JustFaith opened my eyes to the poor with a heart of compassion! I can clearly see that I am a sister to all, the oppressed and the oppressor.

### Pat Bowles, parishioner

JustFaith was an avenue by which I could discover who I am/am not, explore simplicity, define a life purpose, develop a social consciousness, experience compassion, build community, and rediscover prayer. JustFaith was a life-changing course of study; it awakened the Spirit within me and opened my mind and heart.



# JustFAITH

You are invited to participate in an intensive formation program for people who want to encounter the Good News that Jesus brought to the poor.

## *Why Participate?*

- To gain a better understanding of the Church's social mission from Scripture, the Church's historical witness, and Catholic social teaching.
- To integrate personal spirituality and social ministry

## *When Will We Meet?*

- Wednesday evenings, September 2008-April 2009 (Limited to the first 15 people)
- Other groups may meet during the day and on different evenings if there is sufficient interest.

## *What Is Involved?*

- Weekly 2-1/2 hour meetings
- Retreats in September and April
- Four immersion experiences
- About two hours of reading weekly
- Cost: \$145 per person for books (paid in installments)

## *Who Should Participate?*

- People who want to learn more about the Church's social mission
- People who are looking for spiritual growth
- People who want to experience their faith in community
- People who have participated in the RCIA

**You!**

## *How Do I Sign Up or Get More Information?*

- Stop at the *JustFaith* table after Mass on \_\_\_\_\_.
- Come to an information session in \_\_\_\_\_ at \_\_\_\_\_ on \_\_\_\_\_.
- Contact \_\_\_\_\_.
- Return the form on the back of this page.

## *Think It's Too Much?*

- It's like taking a college course or a year-long adult education class.
- It's similar to what we ask of our Confirmation candidates and RCIA participants.
- It asks a lot for 8 months – but it's only 8 months.
- It will be one of the most rewarding things you'll ever do!

## Bulletin Announcements

*Please adapt these bulletin announcements as needed. Also, note that some of them offer more straightforward information about JustFaith while others are designed to grab the interest of someone who is seeking a particular type of adult formation or spiritual experience. JustFaith Ministries recommends varying the type of announcements you place in the bulletin. Also consider varying the location of the announcements in the bulletin, if you have any flexibility to do so. Some people will look under formation for new programs, while others might look to the social concerns announcements.*

What is my responsibility toward the poor? How do I become someone who really cares for and acts on behalf of the poor and the vulnerable? This fall, a new program called JustFaith will be offered for the first time in our parish. The program is designed to empower and transform participants so that they can become voices for the voiceless and agents of God's good news to the poor. Be ready for a demanding, challenging thirty weeks! The program will run from \_\_\_ to \_\_\_. For more information, call \_\_\_\_\_.

There are 168 hours in each week. Did you know that you can participate in a rich spiritual journey at our parish for a commitment of less than three percent of that time? Can you spend three percent of your week deepening your faith and encountering the Gospel in a new way? JustFaith offers an intensive study of the Christian's call to address the needs of the world. The thirty-week program includes weekly meetings, regular reading, retreats and immersion experiences. The program will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.

We are called to be compassionate as our God is compassionate. (Luke 6:36) What does the compassion of Christ look like in the modern world? How do I become a more compassionate person? The JustFaith program is an intensive thirty-week program that helps to answer these questions through reflection, study, prayer and community. For more information about this life-changing program, contact \_\_\_\_\_.

Did your religious formation essentially stop with confirmation in your teen years? Are you ready to encounter your faith and the Church's social mission through adult eyes and with adult experiences as your lens? If so, then JustFaith can help you take that next step. JustFaith is a thirty-week program that uses books, videos, conversations about the most difficult topics of the day, face-to-face encounters with the poor, and an exploration what the Christian tradition says about addressing injustice in our world. JustFaith will run from \_\_\_ to \_\_\_. Call \_\_\_\_\_ for more information.



## Attachment E, page 2

“Love your neighbor as yourself” is the great commandment. But, in my busy life, who really is my neighbor and what does my faith say I should do for my neighbor? JustFaith is an intensive thirty-week program that helps to answer these questions through reflection, study, prayer and community. For more information, contact \_\_\_\_\_.

If your children are in formation now, maybe it’s time for you to continue your own faith formation. The Church values the transmission of the faith in the home church—from parents to their children. JustFaith can help prepare you to show your children how to live the Gospel of Jesus Christ in today’s challenging and broken world. JustFaith is a thirty-week program focused on understanding and addressing the needs of the poorest and most vulnerable people in our world. The program includes weekly meetings, regular reading, retreats and immersion experiences and will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.

Scripture repeatedly calls us to care for the widows, the orphans and the strangers. Who are these people in our world today? What do I know about them? What does my faith say about my relationship with them? The JustFaith program is an intensive thirty-week program that helps to answer these questions through reflection, study, prayer and community. For more information, contact \_\_\_\_\_.

When was the last time you had an experience that was “soul satisfying”? If you are looking to encounter your faith in a way that challenges you and how you are to live as a Christian in today’s world, then JustFaith may be the program for you. For thirty weeks you will journey with other seekers using books, videos, conversation, and encounters with those who live at the margins of society. The program will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.

Do you find yourself wondering how to live your faith in today’s complex world? Living our faith and understanding today’s challenges takes reflection, study, prayer and community. All of these are offered in the JustFaith program, an intensive thirty-week program that helps to answer these questions. Consider joining a group that starts this September. For more information, contact \_\_\_\_\_.

If you attended college, then you know that two semesters of coursework can go very quickly, especially when the subject matter is attention-grabbing. If you are ready to commit to two semesters dedicated to deepening your faith, then JustFaith is the program for you. JustFaith offers an intensive study of the Christian’s call to address the needs of the world. The thirty-week program includes weekly meetings in a small faith community, regular reading, retreats and immersion experiences. The program will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.



### Attachment E, page 3

Do you find that your life is rapidly moving from one year to the next and you have little time to reflect on what it means to live the Gospel as Jesus asks us to do? Consider joining a JustFaith group that helps to answer this question through reflection, study, prayer and community. For more information, contact \_\_\_\_\_.

JustFaith, a formation program for parishioners interested in social ministry, will be offered beginning this fall. JustFaith offers an intensive study of the Christian's call to address the needs of the world. The thirty-week program includes weekly meetings, regular reading, retreats and immersion experiences. Participation will be limited to the first 15 registrants. The program will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.

Are you interested in exploring the social justice tradition of your faith? Do you want to know more about the spiritual journey of Francis of Assisi, Mother Theresa, Oscar Romero and the prophets? Consider taking part in a new justice formation process called "JustFaith" that will begin at our parish this fall. The program includes readings, videos, conversations about the most difficult topics, face-to-face encounters with the poor, and an investigation into the intersection of spirituality and Christian activism. Parishes have offered JustFaith across the country with dramatic effects. JustFaith will run from \_\_\_ to \_\_\_. Sound good? Call \_\_\_\_\_ for more information.

English poet William Wordsworth wrote, "The world is too much with us; late and soon, / Getting and spending, we lay waste our powers: Little we see in Nature that is ours; / We have given our hearts away, a sordid boon!" If the world is too much with you, and you are looking for a place to reclaim the power of your faith, then check out JustFaith. During each of the thirty weekly sessions, JustFaith can create a place for you to reclaim the heart of your faith—loving God and loving your neighbors all over the world—in a new and meaningful way. Find out what you are called to do through reflection, study, prayer and community by participating in the JustFaith program. For more information, contact \_\_\_\_\_.

During Mass each week we say the Lord's Prayer, share a sign of peace and are sent forth at the end of Mass to love and serve God. Are we really at peace with our brothers and sisters at home and around the world or has this become a superficial prayer and gesture? Do we really go forth to love and to serve God? If you are looking for ways to make these prayers more meaningful and to live them more fully, then check out the JustFaith program. JustFaith offers an intensive study of the Christian's call to address the needs of the world. The thirty-week program includes weekly meetings, regular reading, retreats and immersion experiences. The program will run from \_\_\_\_\_ to \_\_\_\_\_. For more information, call \_\_\_\_\_.

Fifty percent of the world lives in abject poverty. What does our faith call us to do to change this situation and help our brothers and sisters in need? Find out what you are called to do through reflection, study, prayer and community by participating in the JustFaith program. For more information, contact \_\_\_\_\_.



## Sample Flyer or Bulletin Insert

*Please adapt this bulletin insert as needed.*

### JustFAITH

#### **"The Parable of the River Children"**

*One summer in the village, the people gathered for a picnic. As they leisurely shared food and conversation, someone noticed a child in the river, struggling and crying out for help. The child was going to drown!*

*Someone rushed to save the child. Then, they noticed another crying child in the river, and they pulled that child out. Soon, more children were seen drowning in the river, and the townspeople were pulling them out as fast as they could. It took great effort, and they began to organize their activities to save the children as they came down the river. As everyone else was busy in the rescue efforts, two townspeople started to run away along the shore.*

*"Where are you going?" shouted one of the rescuers. "We need you here to help us save these children!"*

*"We are going upstream," they shouted back, "to see why the children are getting into the river!"*

Where do you see yourself in this story? Are you saving children who need immediate attention or are you rushing upriver to see the source of the problem? Or have you just never noticed the children in the river? JustFaith offers an opportunity for parishioners to answer these questions. You are invited to go on a rich spiritual journey and look more closely at the troubling issues of our times through the lens of compassion and Catholic social teaching. JustFaith provides a lively and challenging format to read, discuss, pray, experience and be formed by our faith tradition that, when lived out, changes lives, inspires faithful witness, and transforms the world through love and service.

Our Catholic faith and biblical tradition extend an extraordinary invitation to each of us and to our faith communities to become agents of God's compassion and healing in a wounded world. The Good News of Christ is both a comfort and a promise for the poor and, at the same time, a call to those of us who are not poor to be linked with God's vision of justice and reconciliation.

JustFaith asks for a considerable commitment. The process involves thirty weekly sessions, retreats and immersion experiences. In addition, participants are expected to do one to two hours of reading each week. Participants have the privilege of being nurtured by a small faith community as they journey through this program. Former participants have said it is the best and most meaningful formation experience they have had, and they eagerly looked forward to each weekly meeting.

The program will begin on \_\_\_\_\_ and end on \_\_\_\_\_.

It is limited to the first 15 registrants.

The cost, which includes 12-13 books, is approximately \$145.

All those interested should call \_\_\_\_\_. Deadline for registration is \_\_\_\_\_.

**JustFaith Ministries works in partnership with the Catholic Campaign for Human Development, Catholic Charities USA and Catholic Relief Services.**

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*In partnership with the Catholic Campaign for Human Development,  
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## Testimonies about Recruiting

### “Recruiting JustFaith Participants: Four Tried-and-True Methods”

*By Diane Hardwood from the Diocese of Grand Rapids*

How can you get JustFaith started or keep JustFaith alive and growing in your parish? Particularly if your parish has been offering JustFaith for a few years, the pool of likely candidates may seem to have dwindled. How do you keep “widening the net” and reaching out to new people? Recently, the JustFaith Ministries Office conducted a recruitment survey of parishes that have done JustFaith for three or more years. Here are some of the best ideas from the parishes that responded.

**Get Support.** Recruitment starts by enlisting the support of the pastor and the pastoral council. This is a step that cannot be skipped. When the pastor is fully behind something, wonderful things can happen. One parish told of a pastor who regularly “sits in” on JustFaith sessions and joins the group when participants share meals together. Not all pastors will want to be this “hands-on.” Pastors are busy people and JustFaith might not be at the top of a pastor’s agenda. Even so, do ask for the pastor’s support, keep him informed, and do show your appreciation for any support he is able to offer. Building good relationships is worth the effort it takes!

Be sure to include the pastoral council in your planning as well. Happy the parish that can report, as one parish did, that its pastoral council “is aware of the importance of JustFaith to the parish and supports any and all projects and events it offers.” Why not invite your pastoral council members to become JustFaith participants? Once they have been through JustFaith, they will be your strongest allies!

**Get Attention.** A well-written article in your parish newsletter, a provocative ad in the bulletin, or a well-designed brochure might be the first inkling people have that JustFaith is going to be offered in your parish. Even better is a plug from the pulpit at Sunday Mass. A short, heartfelt “witness talk” by a recent JustFaith graduate and/or a homily by the pastor that includes an encouragement to consider JustFaith may be the most effective attention-getters there are. This can be followed by an opportunity for those who want more information to sign up at a table in the parish vestibule (staffed by the Planning Group or JustFaith grads). This approach is sure to get you some interested inquirers.

As suggested above, JustFaith graduates make the best recruiters. Talking about JustFaith in casual conversation, when appropriate, is an inexpensive but effective way to stimulate interest. One parish even suggested having JustFaith grads wear “Ask Me about JustFaith” buttons! A well-placed reference to JustFaith at the appropriate time could be just the catalyst that makes a person decide to find out more.

Placing articles on JustFaith in your parish bulletin or newsletter throughout the year will keep the program in people’s awareness even if they are not participating. Another way to do this is to maintain a “Peace and Justice” bulletin board—and update it regularly!

**Get Personal.** Overwhelmingly, respondents agree that personal invitation is the best and most effective way to enlist new JustFaith participants. Information sessions work well in some parishes but not in others. What *does* work is good, old-fashioned one-on-one recruiting. JustFaith alumni, co-facilitators and/or parish staff people need to be on the lookout for likely participants and make it a point to invite them to consider JustFaith. “Likely participants” might be folks who are already involved in some form of social outreach—but they might just as easily be newcomers or “old-timers” whose gifts have never been tapped. Some parishes invite RCIA participants at the end of the RCIA year.



## Attachment G, page 2

The invitation could be extended in a phone call or, better still, a face-to-face sit-down meeting, maybe over coffee after Sunday Mass. This would be an opportunity to tell the person why you think she/he would be a good candidate for JustFaith, share how the program helped you grow in your faith, and tell a little bit about what the program involves and the kind of commitment it requires.

One parish reports, “We have a number of projects that JF graduates continue to do . . . Parishioners are invited to be part of these projects” and then invited to go through the JustFaith process.

Always keeping recruitment in mind is one of the keys to having thriving JustFaith groups, year after year after year. Recruitment, as one parish notes, is not a seasonal effort; rather, it “happens throughout the year.” While everyone might not respond by signing up, you are still “planting seeds” that might bear fruit later on.

**Get Real.** Finally, a personal invitation needs to be followed up with solid information about the program your parish will be offering: What are the start and end dates? How long are the sessions? What will be expected of the participant in terms of reading, attendance, and participation in the retreats and “Border-crossing” experiences? Who buys the books?

In the long run, providing this kind of detailed information “up front” will pay off in the quality of attendance and participation. JustFaith founder, Jack Jezreel says that there are people in our pews hungry for a challenge; we often err, not because we ask too much of people, but too little!

The above “best practices” are not quick fixes. They take hard work and ongoing attention. But following them will help your parish extend the JustFaith experience to new participants, this year and in the years to come.

### “The Greatest Recruiting Tool of All”

*By Jim Rademaker from the Diocese of Grand Rapids*

Want to jump-start JustFaith in your diocese? There’s no more effective tool than a JustFaith introductory workshop. I’ll never forget the first time I attended a full six-hour presentation. I, along with 150 others, sat in awe as we were taken on a journey through the Old and New Testaments. Most of us came to a new appreciation of our rich tradition. By the end of the workshop presentation, I felt like I had a wonderful grasp of God’s plan, from the beginning of time to the present. I not only felt but also *knew* that I was part of this wonderful plan. I couldn’t wait to dive into an intensive course of study (JustFaith) that would bring alive the social mission of the Church and enable me make the connections of the reality of the world and the part that God wants me to play in bringing about the reign of God.

To date, about 500 people have attended this workshop in our diocese. By the end of this year, we will have about 400 JustFaith graduates. Not all have been to this workshop, but those who did couldn’t wait to learn more. They helped spread the word. The most common response from the workshop is “I only wish my spouse or my friend could have been here.” One final thought: if you have a workshop, make sure you have a full house or you’ll miss a wonderful opportunity of spreading the Good News!



# Discernment/Orientation Meetings

### Why do we have these meetings?

- To begin to build a relationship with a potential participant
- To describe the process of JustFaith in detail
- To make the requirements of JustFaith clear
- To determine whether or not JustFaith is appropriate for a potential participant
- To secure a commitment for full participation in the program

### How do I set up these meetings?

● Call potential participants and ask for an interview. Some JustFaith co-facilitators have found that inviting a potential participant to their home or to offer to go to the participant's home has worked well at beginning to build the personal relationships that are so important to the JustFaith program.

### What should the discernment meeting consist of?

- **Beginning: Build the Relationship:** Open with a brief prayer asking the Spirit to guide the conversation and help with the discernment. Determine why the person is interested in JustFaith and learn something about this person (family, work, previous parish involvement, previous work in justice issues, etc.). Assess participant readiness and interest.
- **Middle: The Facts about JustFaith:** Share with the potential participant the requirements of JustFaith and a schedule (focus on: weekly meetings, required retreats, immersion experiences, costs, etc.).
- **End: Ask for a Commitment:** Assuming that the potential participant is a good match for JustFaith, ask for a commitment to participate fully in the program. Use the commitment form if desired.

### What if the potential participant is not a good fit?

- Handle the situation directly. Do not attempt to sidestep the issue or deceive the person involved.
- Explain why JustFaith might not be a good fit (e.g., too many scheduling conflicts, a recent significant loss, looking for a different kind of group; etc.).
- If there are other groups that more directly meet the person's interests, refer him/her to that group and follow up with the group's coordinator.
- If you think the person might be ready to do JustFaith in a subsequent year (e.g., when they have fewer conflicts) suggest that option.
- If you are not sure about the appropriateness of a particular person, do not ask for a firm commitment. Ask the person if you can call him/her in a couple of days to talk more about JustFaith. Encourage the person to reflect on the expectations of the program. During the phone call, listen to his/her perspective and then either invite him/her to join or explain why he/she might not want to do JustFaith based on your discussion.

## Attachment I

# JustFaith Commitment Statement

I, \_\_\_\_\_, commit to participating in the JustFaith process.

I understand that the program can be very rewarding by adding meaning to my faith life, deepening my relationship with God and growing my compassion for others.

I also understand that the JustFaith program involves an eight-month commitment. This commitment includes: attending thirty weekly sessions, reading assigned materials, attending two retreats, and participating in four Saturday immersion experiences.

I will be part of a supportive community and know that my presence is important to the integrity of the group. From what I know now about my schedule, I will commit to attend at least twenty-seven of the thirty sessions. I will prepare for each of these sessions by doing the assigned reading and exercises.

I commit to being an active participant in all these activities, to the best of my abilities. I also commit to the development of community within the group and to the support of other participants as I journey with other JustFaith colleagues.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date



## Sample JustFaith Schedule

**2008-09**

*Please adapt this schedule as appropriate.*

Tuesday, September 2

Tuesday, September 9

Tuesday, September 16

**Friday - Sunday, September 19, 20, & 21 - Opening Retreat**

Tuesday, September 23

Tuesday, September 30

Tuesday, October 7

Tuesday, October 14

Tuesday, October 21

**Saturday, October 25 – “Border-Crossing” (immersion) experience, 9-3**

Tuesday, October 28

Tuesday, November 4

Tuesday, November 11

Tuesday, November 18

Tuesday, November 25 – No meeting, Thanksgiving week

Tuesday, December 2

**Saturday, December 6 – “Border-Crossing” (immersion) experience, 9-3**

Tuesday, December 9

Tuesday, December 16

### **Holiday Break**

Tuesday, January 6

Tuesday, January 13

Tuesday, January 20

**Saturday, January 24 – Journey to Justice Day, 9-5**

Tuesday, January 27

Tuesday, February 3

Tuesday, February 10 – Break, No meeting

Tuesday, February 17

**Saturday, February 21 – “Border-Crossing” (immersion) experience, 9-3**

Tuesday, February 24

Tuesday, March 3

Tuesday, March 10

Tuesday, March 17

Tuesday, March 24

Tuesday, March 31 – No meeting Spring Break (adapt to local school schedule)

Tuesday, April 7 – No meeting Holy Week

Tuesday, April 14

Tuesday, April 21

Tuesday, April 28

Tuesday, May 5 – Final meeting and evaluation

**Friday, Saturday, Sunday May 8, 9 and 10 – Closing Retreat**

Tuesday, May 12 – possible make-up date



Promotional Material Order Form
2008-09

Today's Date \_\_\_\_\_

Shipping Address Name \_\_\_\_\_

Attn: \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Important: Is this address a (1) church/business or (2) residence? (Circle one)

Price Schedule for Buttons

Table with 2 columns: Quantity (1-19 Buttons, 20-59 Buttons, 60+ Buttons) and Price (\$1.00 each, \$0.75 each, \$0.60 each)

Main order table with columns: Item, Quantity, Cost/item, Total Cost. Rows include button pricing, Catholic and Ecumenical bookmarks and DVDs, subtotal, and total amount.

Contact Person \_\_\_\_\_

Phone # \_\_\_\_\_

Complete form, attach check and mail to:

(Please make checks payable to JustFaith)

JustFaith Ministries
P.O. Box 221348
Louisville KY 40252
502-429-0865

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