



2025 Annual Report

Walking Together In Our Second Calling

Report Date: December 19, 2025

Website: www.thenextstepnetwork.com

1) Letter from Leadership

Dear Next Steppers,

2025 was a year of steady, faithful growth. In a lot of ways, we are just preparing the soil, although many fruits are already showing up as we build bridges and connect people across the world. We strengthened relationships, expanded our reach, and served men and women navigating big vocational and career transitions. We piloted new events, got consistent with communications, advanced our data integrity, and discerned partnerships that can scale our impact. The year also revealed clear priorities for 2026: formalizing membership, diversifying revenue (including grants), broadening our service to women and other specific communities, and deepening mentorship pathways.

Thank you for your prayers, generosity, and ongoing companionship in this mission.

Un fuerte abrazo,

Kristian Jaloway (Cheshire NV '94)

Executive Director, The Next Step Network

2) Mission & Vision

Mission: Our mission is to make a huge positive impact on the world by unleashing the leadership potential of this international network.

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Vision: We see a world in which everyone going through that transition has a bridge they can walk over with solid footing, and has someone to walk with them as they take their next step.

Guiding Values:

Gratitude: we are full of gratitude to God for having called us to experience the Church in such a deep way, and we are grateful for all that we have received in our formation. We're also grateful God has helped us discern our second calling. We also recognize where there were human errors and sin but we don't throw out the baby with the bathwater.

Connection and Friendship: We think that particular friendships are good and we want to make both more and deeper connections. As much as possible we try to walk together, as accompaniment combats loneliness and is truly the way we are made to live.

Healing: original sin and actual sin, both ours and others, cause wounds in us. We want to be a source of healing for ourselves and others through our community and offering specific resources to help each other. We try to understand our own story, with its highs and lows, and share it as appropriate so that we can integrate our past with our present and build towards the future.

Continual Growth: we are men and women who are focused on how we can always grow, both individually and together. We want to excel in all areas of our lives and do it by challenging each other and supporting each other.

Empathy: Understanding each member's unique journey and point of view, while being able to share our own story and perspectives on life and the world.

Accompaniment: We believe that walking together through transitions in life as well as the ordinary and mundane moments just makes life better for all of us.

3) Year in Review: Mission in Action



Highlights & Milestones

- **Events & Fraternity**

These gatherings have become an important hallmark of The Next Step Network (TNSN). They are fun and action packed, yet focused on how we can share our stories and motivate each other to keep growing towards the future. We have established a good rhythm of one summer event and one winter event, typically going to a beach or water location in the summer and the mountains in the winter. Below are the ones we organized in 2025.

- *International Ski Trip* (Park City, UT; Mar 13–16): participants from US and Mexico committed to make it annual.
- *Summer Beach Trip* (Acapulco, Mexico, August 22-25,) again, participants from the US and Mexico spent quality time at a 5-star resort right on the beach.
- *Northern VA Dinner* (Mar 22): alumni and friends built new local connections and planned future hikes and gatherings.
“There’s a camaraderie that only those who have ‘served’ together can share... these events inspire everyone.” — *Fr. John Pietropaoli*
- Different cohorts have been organizing trips as well, with a large group of apostolics going to visit New Hampshire, for example.
- If you want help organizing your own cohort or local group, we are happy to help out.
- **International Networking Group:** This group was started initially for guys with their own business and/or an entrepreneurial desire. We had participants from the US and Mexico. Many useful connections were made through those calls and the consequent follow up one-on-one meetings. We stopped in the summer of 2025 and plan to relaunch it in 2026.
- **Communications:** This year we’ve made substantial progress on our regular operations and governance, establishing quarterly board updates and meetings; regular member newsletters; increased personal outreach and mentoring touchpoints.
- **Partnership Pathways:** This year we also partnered with Erik Bello (Cheshire PC ‘91?) and **Phoenix Media Group LLC** to amplify storytelling and media presence (see Governance & COI note).

Accompanying Men and Women

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Our work has continued with ongoing one-on-one support for men and women navigating this path out of formation/ministry. This includes talking about studies, immigration, job searches, discernment, health challenges, and family transitions. We try to connect them with good mentors, based on geography, age, area of study and/or work. Thankfully many people have offered to help mentor others, as well as many who have asked for more mentoring.

4) Membership & Community Snapshot

Every company and nonprofit has a part of their report that are the metrics that define success. We realize that this can be triggering for those of us who experienced LC/RC as far too focused on the numbers for the sake of numbers. What we realize now is that each number here represents someone we know and serve and walk with over time. Data are like a skeleton, and the stories put flesh and skin on that data and make it real. So, we hope some basic numbers will help to understand the scope of the mission we have and what we've accomplished, without mistaking them for the actual story and people.

Global Need: There are about 2,000,000 people around the world who have received at least a year of formation in seminary or religious life and then discerned that was not their calling.

The Next Step Network in 2025

- **Unique contacts:** 753
- **Newsletter subscribers:** 262
- **Donations received:** \$6000
- **Cash on hand:** \$5824

Observation: We are very much at the beginning of this mission, as you can see. Funding development will be a top focus for 2026, as this is still mostly funded by the Executive team and the board.

Engagement



- Regular personal calls and follow-ups with dozens of men each quarter (US & international).
 - Newsletter cadence established; continued strong qualitative feedback.
 - Increased interest in destination events (e.g., Acapulco, ski trip).
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6) Strategic Goals Progress (*Board Focus*)

A. Mission Advancement

- Expanded to serve **women, international members**, and men from other **orders/dioceses** (pilots and relationship-building underway).
- Built recurring touchpoints: newsletters, mentor calls, and regional meetups.

B. Member Experience & Data Integrity

- Database hygiene improved:
 - Names: 753 (+8)
 - Emails: 266 (+3)
 - Cell phones: 169 (+12)
 - Mailing addresses: 7 (+5)
- Clearer intake fields (e.g., milestones like ordination/marriage) to personalize outreach.

C. Sustainability & Revenue

- Adopted **Zeffy** for 0%-fee giving; designed **membership model** (\$9/mo or \$90/yr) with benefits package for 2026 launch.
- Began **grant research** and partnership due diligence.

D. Systems & Infrastructure

- Codified quarterly board updates; strengthened action-item tracking.
 - Prepared COI safeguards for vendor/board relationships (see §8).
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7) Organizational Health & Governance



- **Board Composition:** Planning for staggered roll-offs and targeted recruitment.
 - **Committees:** Board update included in quarterly newsletter; international networking group supported by **Carlos Macias**.
 - **Action Items (selected):**
 - Evaluate paid services to source contact info for new names
 - Explore affiliate revenue (e.g., tours, etc)
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8) Looking Ahead to 2026

Top Priorities

1. **Launch Membership** (pricing above) with benefit stack and onboarding flow.
2. **Fundraising Engine:** grants, major gifts, membership dues via Zeffy; secure a **treasurer** and finance committee.
3. **Mentorship Scaling:** quarterly mentor cohorts, best-practice playbook, and case tracking.
4. **Events Calendar:** Pagosa Springs ski trip; Detroit regional dinner; Canada/Europe touchpoints; small group initiatives.
5. **Data Integrity:** continue contact enrichment; evaluate compliant paid tools for data sourcing.

Calls to Action

- **Members:** Join the paid membership, invite peers, volunteer as mentors, and share needs.
 - **Board:** Identify treasurer candidates; open doors for grants/major donors; finalize membership benefits and legal review for data services.
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9) Gratitude & Recognition

Thank you to our team, board, mentors, lay leaders, volunteers, and members who offered time, prayer, counsel, hospitality, and expertise throughout 2025. Your generosity made real differences in people's lives.

10) TNSN Value Proposition

\$506 million have been spent on Legionaries who were formed but found their vocation elsewhere. We don't want this formation wasted, but rather put at the service of the Church and the world.

The model for helping people in transition already exists, but it has not been adopted well in the Catholic Church. Canonical processes such as an annulment or dispensation from vows are important, but for a person to thrive it's just as important to have someone walk with the person. Since 2018 we have been assisting with the transition period as well as afterwards.

How we do it:

- Coaching and Mentoring: short-term coaching and then long-term mentors
- Resume and job search: translate their formation into a professional resume
- Community: make friends and build new relationships
- Business Networking: We capitalize on this global network to help grow careers, businesses, and ministries
- Advocacy: we assist institutions with people, processes, and policies that help our members in this time of change and after

Impact:

- Mentoring for 350 men and women
- Career placement for 70 men and women
- 30 networking events locally and regionally
- 2 annual Band of Brother events where men shared their stories and support each other
- Assisted Vatican and Legion of Christ to update policies as regards alumni

"Being with the "Brothers" brought back a ton of memories. It was cathartic for some in the group and overall a learning experience. There should be more opportunities for events like this. It's probably akin to old war buddies getting together. The bonds and friendships are unique." Kyle Dardis, Cheshire '95