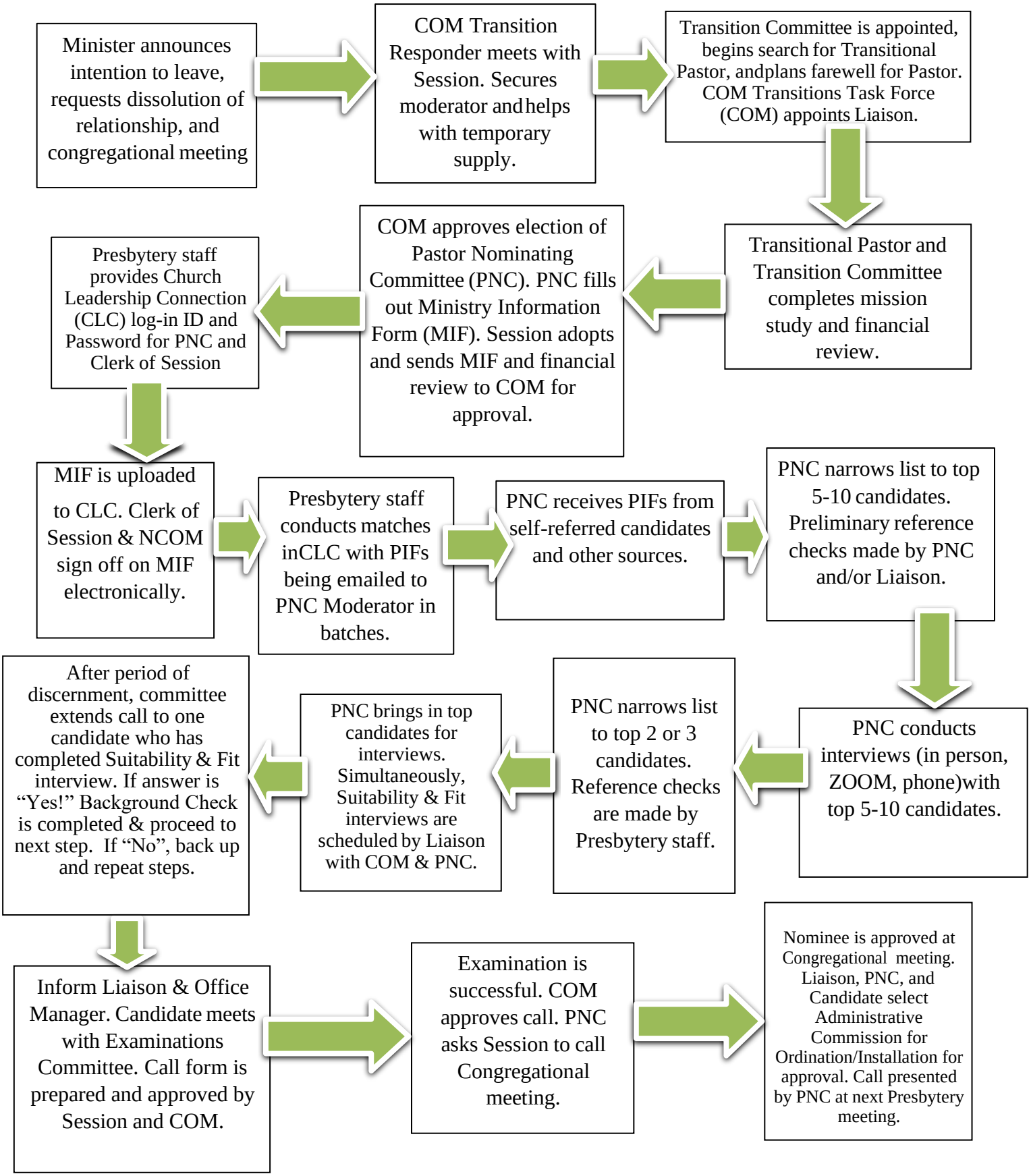Pastoral Change Flow Chart