



Embracing Missionary Values for Cultural Change



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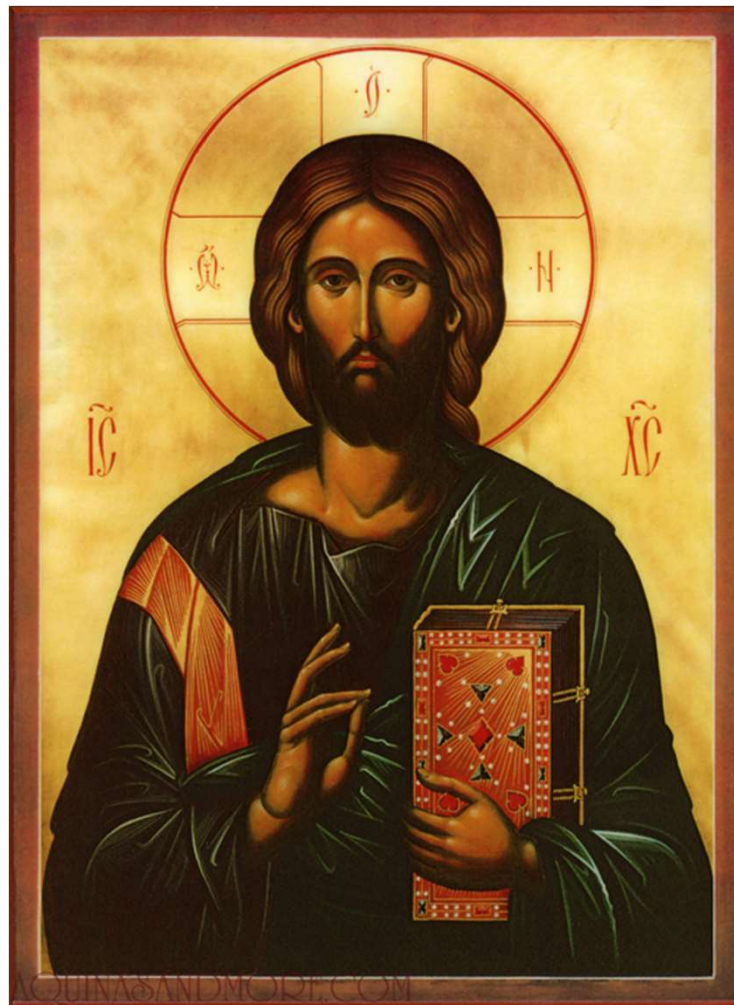
Before We Begin

A Warning



The Purpose of the Church

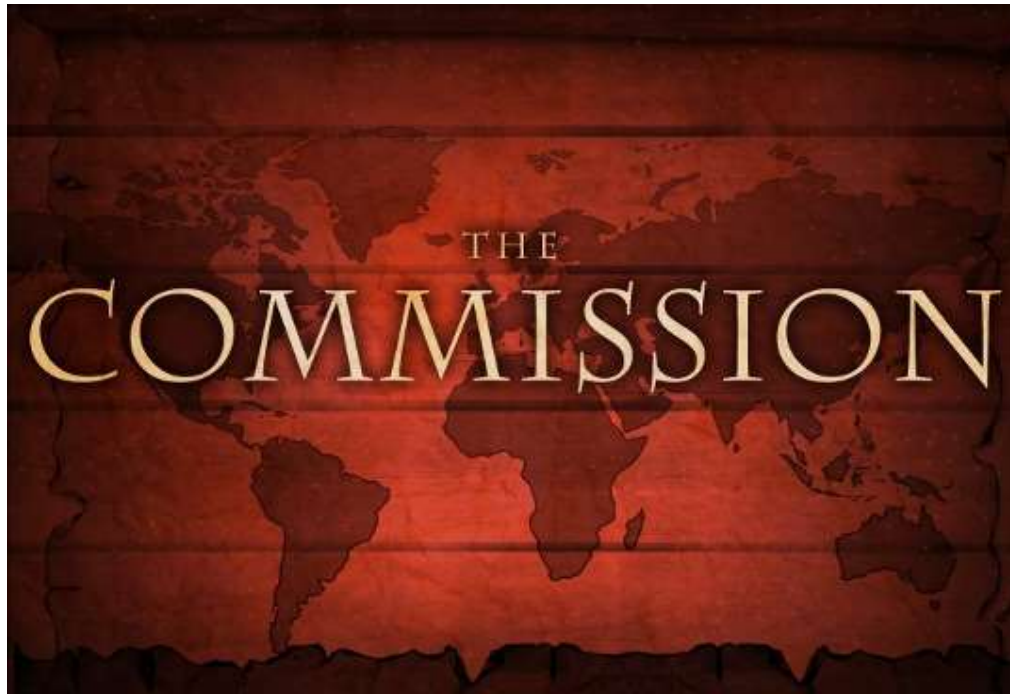
- To offer people salvation in Jesus Christ



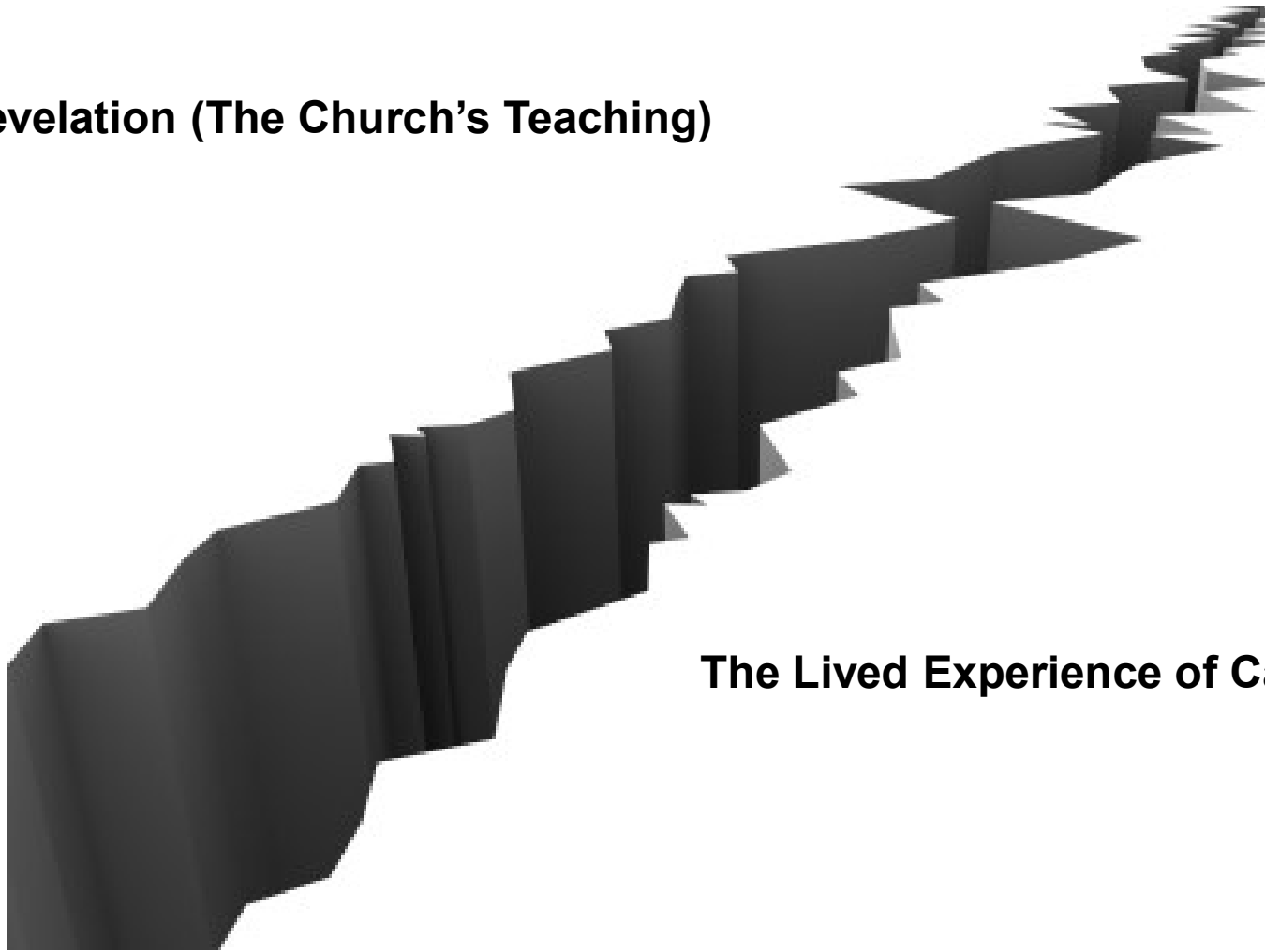
The Purpose of the Church

“Go and make disciples of all nations, baptizing them in the name of the Father, the Son, and the Holy Spirit, and teaching them all I have commanded you to.”

--Matthew 28:19-20



Revelation (The Church's Teaching)



The Lived Experience of Catholics

There is a chasm between the Church's theology . . . And the lived, spiritual experience of the majority of our people –Sherry Weddell

The Church Exists in Order to Evangelize

“Evangelization is in fact **the grace and vocation proper to the Church, her deepest identity. She exists in order to evangelize**, that is to say, in order to preach and teach, to be the channel of the gift of grace, to reconcile sinners with God, and to perpetuate Christ’s sacrifice in the Mass, which is the memorial of His death and glorious resurrection.”

Pope Paul VI, *Evangelii Nuntiandi* 14.



Crisis Response

Our pastoral response to this crisis has not borne sustainable fruit because we have largely been reacting to problematic symptoms rather than the core issue.

Our diagnosis has not gone deep enough!





Lack of Discipleship

Intentional Discipleship

- Definition:

“An ‘intentional disciple’ is one who has made a **PERSONAL ACT** of faith and is actively in pursuit of wanting to know better the Jesus to whom he has entrusted himself.

The "switch" from passive to active has occurred, the moral life proposed by the church is no longer burdensome, and is supported by a conscious sacramental life.”

--Carole Browne, PhD

Intentional Discipleship

My Father is glorified by this, that you bear much fruit and prove to be my disciples

John 15:8






Ministerial Implications

The Road Before Us

- **This is not simply about personal conversion, but about “pastoral” conversion as well**

A radical reorientation of the assumptions, priorities, expectations, and goals that characterize our approach to ministry

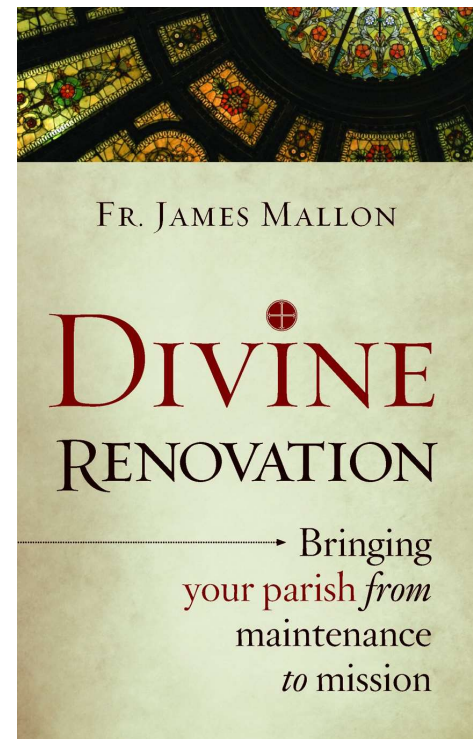
A large, white iceberg floats in the middle of a dark blue ocean. The sky is a clear, bright blue. The text is overlaid on the image in a teal color, with each word on a separate semi-transparent white rectangular background.

**The choice
before us: either
deep change
or running
aground!**

Transforming Parishes

“This necessary change, of course, is one of culture. This cultural change means a deep, deep change. It means changing what we consider to be normative for the Christian life. It means a total conversion of our lived values, not merely the stated ones. Compared to this change, all others, including closing churches, are merely cosmetic.”

--Fr. James Mallon, *Divine Renovation*





ALL

**ORGANIZATIONAL
CHANGE MUST PASS**

**THROUGH
THE DOOR OF
CULTURE**

What is Culture?

The assumptions, beliefs, and values that a group of people (often unconsciously) hold in common that shapes their behavior and how they see the world around them



What is Culture?

Culture, therefore, becomes the environment in which ideas, strategies, and activities are analyzed, evaluated, celebrated, and, possibly, rejected.

**Organizational culture eats strategy
for breakfast, lunch and dinner**



Culture



Strategy

Transforming Parishes

“The Gospel will not advance from a stage. It will only advance through friendships & through family. And if you don’t have time for either, you don’t have time for the Gospel.”

-- Fr. Michael Schmitz





**5 PARADIGM
SHIFTS LEADERS
MUST MAKE**



PARADIGM

A WORLDVIEW: A WAY OF LOOKING AT A PROBLEM OR
INTERPRETING REALITY.

paradigm shift

/par-uh-dyme shift/



**FROM AN INSTITUTIONAL
FAITH TO AN INTENTIONAL FAITH**

A bronze sculpture of a man with a full, curly beard and long hair, wearing a heavy, textured robe. He is holding a small, woolly lamb in his arms. The sculpture is set against a bright, white background. A dark grey rectangular box is overlaid on the right side of the image, containing white text.

**FROM A CULTURE OF
ENGAGEMENT
TO A CULTURE OF ENCOUNTER**



FROM
MAINTENANCE
TO
MISSION



FROM
PROGRAMS
TO
PEOPLE



FROM
AVOIDANCE TO
ACCOUNTABILITY

CULTURAL INVENTORY ANSWER SHEET

Circle your answer to the appropriate question from the Cultural Snapshot Inventory. When you have completed this Inventory, add up all the number values **DOWN** each column and place the total in the box marked **TOTAL**.

Institutional to Intentional				Engagement to Encounter				Maintenance to Mission				Programs to People				Avoid to Account						
N	S	M	D	N	S	M	D	N	S	M	D	N	S	M	D	N	S					
1	0	1	2	3	2	0	1	2	3	3	0	1	2	3	4	0	1	2	3	5	0	1
6	0	1	2	3	7	0	1	2	3	8	0	1	2	3	9	0	1	2	3	10	0	1
11	0	1	2	3	12	0	1	2	3	13	0	1	2	3	14	0	1	2	3	15	0	1
16	0	1	2	3	17	0	1	2	3	18	0	1	2	3	19	0	1	2	3	20	0	1
21	0	1	2	3	22	0	1	2	3	23	0	1	2	3	24	0	1	2	3	25	0	1
26	0	1	2	3	27	0	1	2	3	28	0	1	2	3	29	0	1	2	3	30	0	1
31	0	1	2	3	32	0	1	2	3	33	0	1	2	3	34	0	1	2	3	35	0	1
36	0	1	2	3	37	0	1	2	3	38	0	1	2	3	39	0	1	2	3	40	0	1
41	0	1	2	3	42	0	1	2	3	43	0	1	2	3	44	0	1	2	3	45	0	1
46	0	1	2	3	47	0	1	2	3	48	0	1	2	3	49	0	1	2	3	50	0	1
TOTAL				TOTAL				TOTAL				TOTAL				TOTAL						

- 0 - 16 Your parish is firmly operating under a traditional paradigm in this particular area. Moving to a new paradigm will most likely take a lot of time and effort, and will cause moderate to major disruption as the community goes on this journey.
- 17 -24 Your parish is moving through a transition into a new paradigm in this area. You already have a good foundation off of which you can build bridges into the new paradigm. While the journey still requires intentionality, you likely have a growing group of parishioners who are either operating out of the new paradigm in this area or are open to it.
- 25 - 30 Your parish has made the paradigm shift in this area. Your effort now will likely focus on maintaining this cultural norm and passing it along to future generations within the parish community.



CULTURAL SNAPSHOT INVENTORY

A culture represents the assumptions that a group of people (often unconsciously) make together that shapes their behavior and how they see the world around them. Culture, therefore, becomes the environment in which ideas, strategies, and activities are analyzed, evaluated, celebrated, and, possibly, rejected.

The following inventory is a tool to help you get a better sense of where your parish is culturally relative to the 5 Paradigm Shifts. As you take this inventory, read each statement carefully and indicate to what degree it is true for your parish at the present time using the following scale:

0 Not True at All 1 Somewhat True 2 Mostly True 3 Definitely True

1. We take time as a staff to pray together regularly (beyond just starting out meetings with a brief prayer). 0 1 2 3
2. We have a clearly defined discernment process in place for when individuals want to volunteer in particular ministries. 0 1 2 3
3. Many parishioners understand that their baptism configures them in a particular way for service to the world and are they are open and excited about offering that service. 0 1 2 3
4. We use "off the shelf" programs and processes (e.g., Ascension Press Bible Studies, Be My Witness from Renew International, etc.) as part of a defined strategy intended to help people move from unchurched or culturally Catholic to missionary disciples. 0 1 2 3
5. Our parish leadership strives to listen when disagreements arise and act compassionately and professionally toward the individual or group who disagrees with them—and they are quick to apologize when they don't act professionally, even if they stick with their original strategy or decision. 0 1 2 3
6. Most members of our parish understand and agree that being Catholic involves an intimate, personal relationship with Christ in the midst of his Church. 0 1 2 3
7. We design and sponsor events throughout the year whose sole purpose is not primarily adult enrichment or even catechetical, but aimed at helping people encounter the person of Jesus Christ. 0 1 2 3
8. We spend at least as much money on initiatives that focus on the community outside the parish as we do on initiatives that focus on the parish community. 0 1 2 3



Cultural Snapshot Inventory

Qualitative Tool to get a quick snapshot of current parish culture relative to the 5 Paradigms of Parish Life

Questions?