

# TAKE A LEAP TOWARD CULTURAL CHANGE

## *In Six Easy Steps*

Cultural change is hard. It often means a fundamental re-examination of our assumptions, attitudes, and execution of ministry and parish life. Authentic cultural change at the parish level is the result of a long obedience in the same direction, an openness to the grace of God, and the willingness to change in order to manifest fruit rather than remain comfortable and fruitless. There really is no silver bullet.

To paraphrase the old adage: *A journey of a thousand miles begins with the first step!* If you want to get started on the transformation of your parish, but you're feeling overwhelmed or unsure where to begin, here is a quick, rough-and-tumble way to begin the journey.



M3 MINISTRIES  
MAKING | MATURING | MISSIONING



# 5

# PARADIGM SHIFT DISCUSSION QUESTIONS



## From Institutional Faith to Intentional Faith

Have we as a leadership team and staff committed ourselves to Christ as disciples?

Do we, first and foremost, lay a groundwork of prayer and intercession for our work together, and do we take time to pray together as a team beyond Opening and Closing Prayers?

Do we talk about, preach about, form others in, and otherwise make personal relationship to Christ (in the midst of His Church) a normal expectation and component of parish life?

Does a person being an intentional disciple of Jesus Christ ever factor into our hiring decisions?

Have we taken the time to see how all of our programs, processes, and activities might lead to a game plan of discipleship, or a path into missionary discipleship?

## From Engagement to Encounter

Have we examined every facet of parish life and evaluated how well it helps others encounter Jesus?

Are we satisfied simply with “bodies” filling up spaces within our ministries because we need them?

If our goal is to get more people involved, what is our hope for these people, and what will we do with them once they start showing up?

Do we, as leaders, understand the kerygma and how do we share that Good News with others? What are the ways that our people encounter the Story of Jesus?

## From Maintenance to Mission

Do we as leaders, and do our people, have any sense that our baptism calls us to serve the world?

How much of our time, energy, and money is spent on actions and activities that point inward toward the community?

How comfortable are our people in sharing Jesus with others? What do we need to do to help them grow in this area?

What are three of the biggest issues, difficulties, or obstacles facing the community in which our parish is placed? What are we, as a people, doing about them?

## From Programs to People

Do we have a sense of where our staff, key leaders, and volunteers are in their own spiritual journey? What about our wider community?

Do we form people to walk alongside others in their journey to encourage, instruct, and pray with them so as to help them become disciples?

How do our programs directly and intentionally lead others to make a decision for Christ?

## From Avoidance to Accountability

Are we, as staff and leaders, willing to have difficult but necessary conversations with each other, as well as with those we serve when the need arises?

Do we offer each other feedback on how we are doing relative to our mission of making, maturing, and missioning disciples?

Are we willing to invest in the things which we have deemed critical to the success of our mission?

Are we willing to NOT DO things, even very good things, for the sake of priorities that need to happen in order to move the growth and mission forward.