

Archdiocese of Baltimore

Key Ingredients for Missionary Renewal

The Best of
Human
Organizational
Leadership
Principles

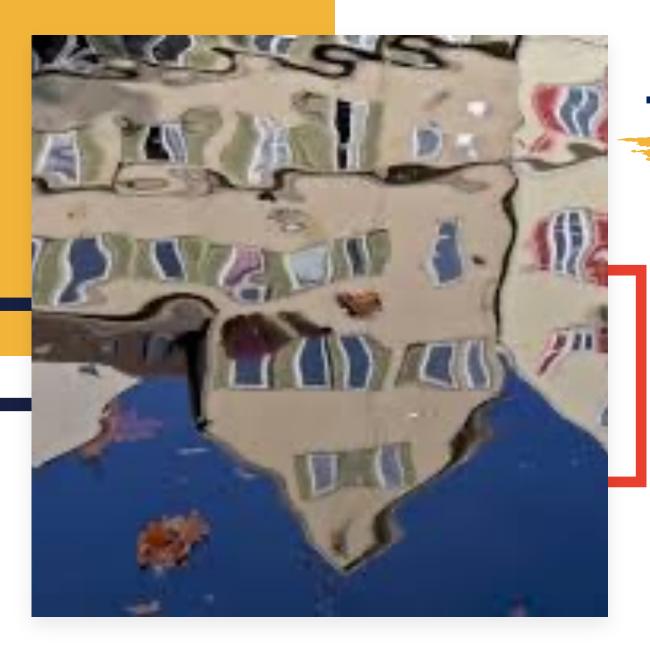
Deep
Understanding of
Discipleship and
Evangelization



Cooperation with the Supernatural Dimensions of Life in Christ

Culture is the lens through which we





The Power of Culture

Culture warps and distorts our ability to read our tradition, privileging certain aspects while obscuring other dimensions



Culture can act like the human immune system!



Breaking Open Culture

"A culture is a pattern or system of beliefs, values, and behavioral norms that come to be taken for granted as basic assumptions and eventually drop out of awareness."

-Edgar Schein

Signs of Cultural Change

- You are willing to be punished for living out your new values!
- Some volunteers, leadership, and staff begin to step away
- Some parts of the old way of doing things begin to feel foreign
- People who embrace the new culture begin to show up to assist
- Without prompting, some people who love the community name the specific cultural values that you chose as things they appreciate
- Without prompting, some people who criticize the community name the specific cultural values that you chose as things they dislike!
- You begin to see sustained fruit in the value areas of the community



Shifting Paradigms Requires:

- Unanimity of vision
- Pastoral Courage & Commitment
- A willingness to modify or surrender previous models, approaches, programs, events, and initiatives
- A disciplined, ongoing approach to evaluating the various facets of parish life in light of their fruit relative to the paradigms
- An intentional decision to take action and start moving toward change even if the conditions aren't perfect or it might lead to difficult conversations with affected people.



