



BECOMING A LIGHT BRIGHTLY VISIBLE

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**



Can



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.



FROM
AVOIDANCE TO
ACCOUNTABILITY

A wide-angle photograph of a desert landscape. In the foreground, there are sand dunes with intricate, wavy patterns of wind-blown sand. The dunes are bathed in the warm, golden light of late afternoon or early morning. In the middle ground, more rolling dunes stretch across the frame. In the background, a range of rugged, reddish-brown mountains rises against a clear, pale blue sky. The overall scene is serene and majestic.

Thank You