



PHASE
3



C2. Kickoff

Phase 3 Culture Kickoff
*Vision is "I have a dream," and culture is
"this is how we march."*
John Maxwell

The block is divided into two horizontal sections by a thick yellow line. The top section is white and contains a logo for 'PHASE 3' (a yellow leaf with the number 3 inside) and a QR code. Below the QR code is the text 'C2. Kickoff'. The bottom section is also white and contains the title 'Phase 3 Culture Kickoff', a quote in italics, and the name 'John Maxwell'.

Phase 3

Agenda

Time	Topic	Presenter
10:00 AM	Welcome, Prayer	Mr. Jeremy Helmes
10:20 AM	Overview	Dcn Mike Lippman
10:30 AM	Five Senses of Culture	Mr. Scott McGohan
11:15 AM	Table Exercise	
11:45 AM	Lunch	
12:30 PM	Transforming Parish Culture	Fr. David Sizemore
1:15 PM	Table Exercise	
1:45 PM	Break	
2:00 PM	Panel Discussion	Fr. David Sizemore, Mr. Scott McGohan
2:30 PM	Application	Dcn. Mike Lippman
3:00 PM	What's Next	Dcn. Mike Lippman, Fr. Tom DiFolco
3:30 PM	End	

Phase 3

Lectio Divina

Ephesians 4:11 – 12, 15 –16

And he gave some as apostles, others as prophets, others as evangelists, others as pastors and teachers, to equip the holy ones for the work of ministry, for building up the body of Christ.

Rather, living the truth in love, we should grow in every way into him who is the head, Christ, from whom the whole body, joined and held together by every supporting ligament, with the proper functioning of each part, brings about the body's growth and builds itself up in love.

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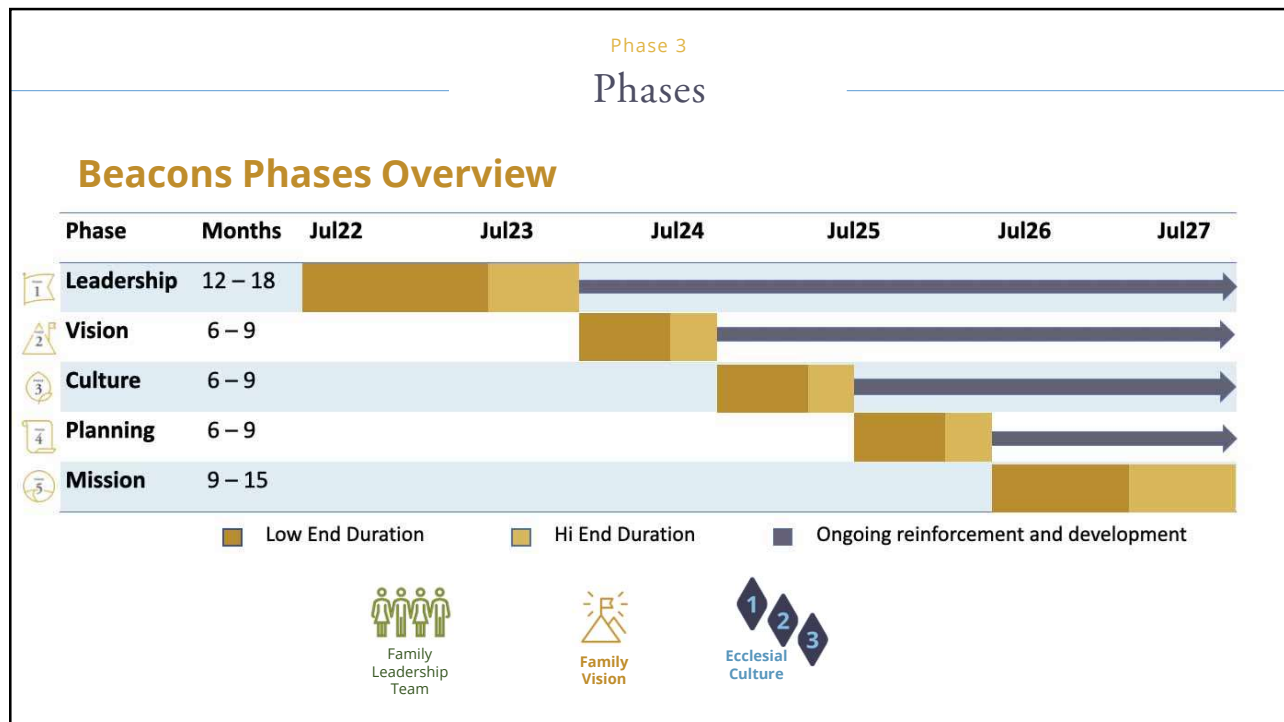
Lectio Divina

Ephesians 4:11 – 16

How does a Family of Parishes live as the body of Christ?

How does a Family of Parishes support the spiritual growth of its staff and lay leadership?

**Overview**



Phase 3
Ecclesial Culture

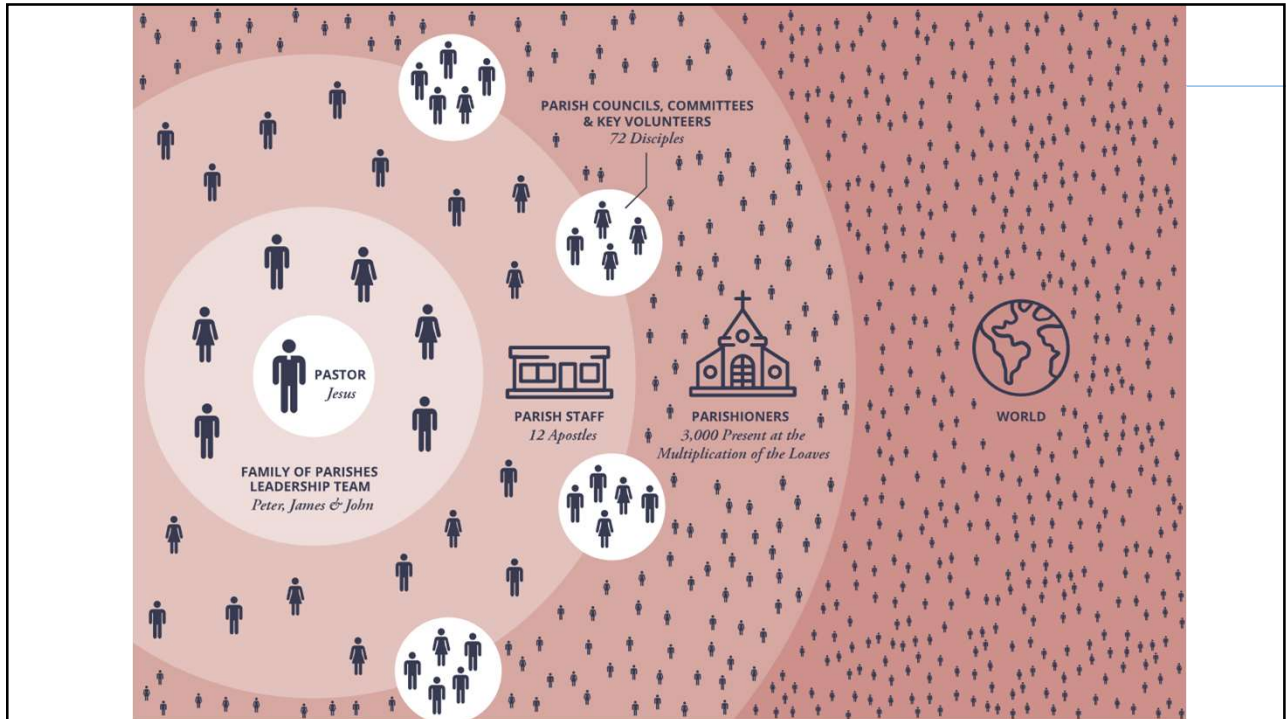
What is Ecclesial Culture

- Ecclesial culture refers to the set of customs, beliefs, practices, behaviors, and traditions associated with a particular religious community and how they express and live out their faith. This includes the shared values and norms that guide its parishioners' behavior and interactions within the church. Most often, this ecclesial culture is not taught, but caught from the lived example of the community's clergy, staff, and volunteer leadership.
- Ecclesial Culture therefore is the combination of your Family of Parish's organizational culture and the lived culture you foster among all your parishioners.

Phase 3

Ecclesial Culture

Is	Isn't (Only)
Beliefs, practices, behaviors, traditions	One specific liturgical expression or preferences
Shared values and norms	Ethnic culture
Encourages discipleship, holiness, service, witness, teamwork, creativity, growth, delegation, fulfillment, welcoming	Uniformity, top down, passive, punitive, condemning
Unique charism	Unwelcoming



PHASE
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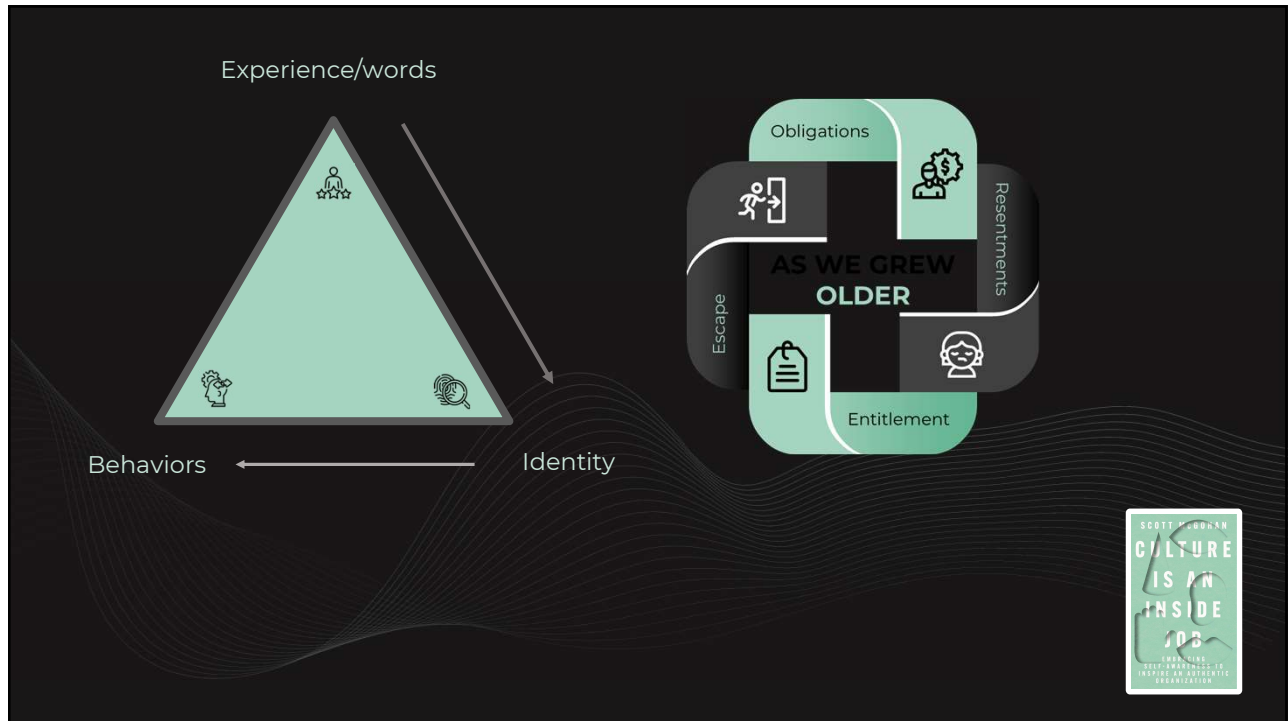
Five Senses of Culture

LEAN IN



SCOTT MCGOWAN
CULTURE IS AN INSIDE JOB
EMBRACING SELF-AWARENESS TO INSPIRE AN AUTHENTIC ORGANIZATION

What we **THINK** is what we **BELIEVE**. What we **BELIEVE** is what we **GIVE** to the **WORLD** and what the **WORLD SEES** in us.



**THEY ARE
WATCHING
US!**



ITS AN INSIDE JOB!



**The BEST Culture answers 2 key
questions.....**

- How do I get rewarded around here?
- How do I get in trouble around here?



“The Currency of a Culture is relationships with people.”

5

Senses of Culture

- SEE
- FEEL
- HEAR
- TASTE
- SMELL



I SMELLED 1st



“Change is inevitable, misery is optional... A beautiful culture is built to adapt to change...”

Go on a quest for the naysayers, bystanders and victims.

- This is what they say...
- This is what they do...
- This is how they behave.....

Give them a chance or move them out.....



5 SENSES

See	Hear	Feel	Taste	Smell
Work	Encouragement	Pressure	Results	Motive
Meaning	Never Good Enough	Perfectionism	Values	Arrogance
Eye Contact (yes/no)	Inspiration	Encouragement	Leadership	Pride
Closed/Open Doors	Vision	Self Worth	Spoiled	Purpose
Smiles/Frowning	Values	I Matter	Fresh	You Matter
Fear	Brand	I'm Small	Exciting	Teamwork
Vision	Purpose	Compassion	New	Growth
Purpose	Leadership	Contentment	Reward	Values
Future	Story Trumping	Humility	B/S	Authenticity
Failure	Arrogance	Valued	Two Sided	Vulnerability

As a leader we are often the last to know, the last to hear the truth.....

- Do you have a truth teller?
- Do you tell others the truth?
- Do you accept the truth?
- Culture is an **inside job**.....



Self Discovery

Q. A parishioner from your church is at an event and someone else asks them about you?

- A. WHAT WOULD THEY SAY?
- B. WHAT WOULD YOU WANT THEM TO SAY?



**Interview people you trust and drive to the truth
About your 5 senses. Ask compelling questions and
Drive for words that are expressive...**

SEE

If you're doing great maybe you need to tell your face (ATTIRE, could see ego)

HEAR

Arrogance, humility (VULNERABILITY, SURFACE LEVEL NO) could see being quiet

TASTE

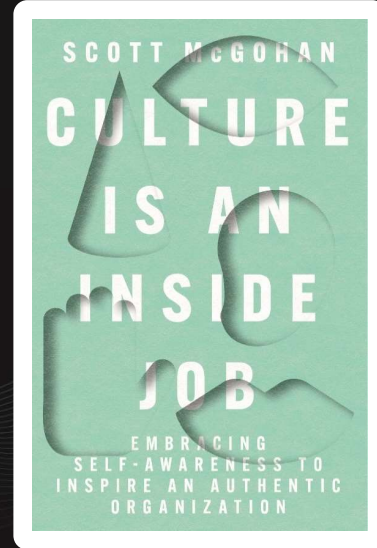
Interest, empathy or story trumping (COMPASSION) could be too deep

FEEL

Listening, body language, closest, or strength (AUTHENTICITY, ARROGANCE)

SMELL

Motive, encouragement, (ENCOUREGAMENT) Could appear fake



ACKNOWLEDGE THE CHASM



THE TRUTH LIES HERE...

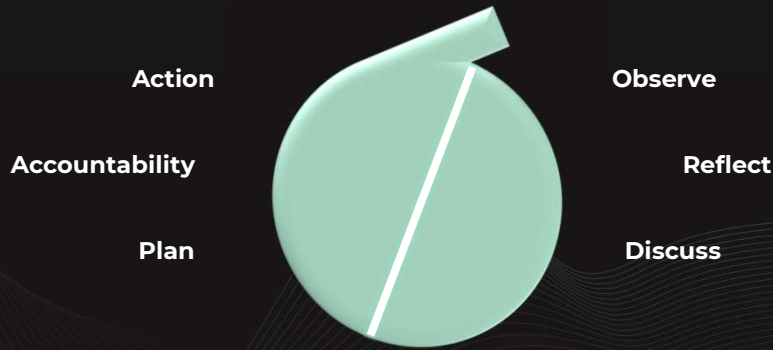


The Mirror is a wonderful place to find a friend...

- So, we be kind to others.
- So, we encourage others.
- So, we love others.
- Culture is an **inside job**.....



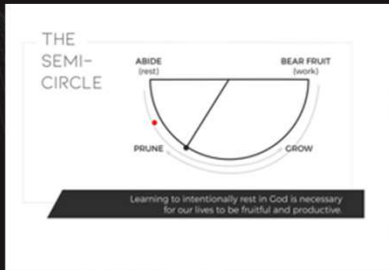
Resentments are the **number 1** offender. Learn how to clean up your mind, heart, soul everyday....



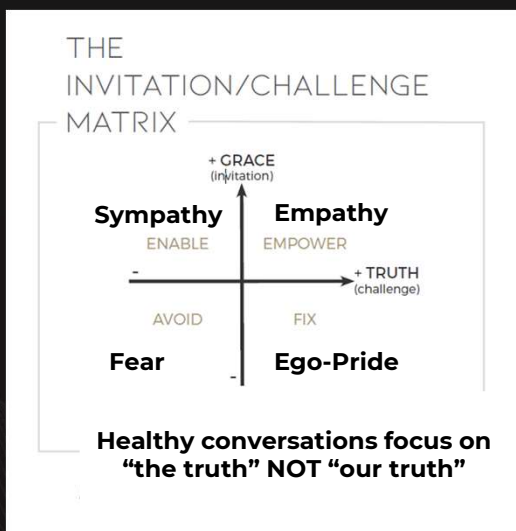
Who pays the price for your resentments?



The awful gift of artificial harmony



Attractive



Grace and Truth must be equal partners

Delegation is one of the greatest gifts we can give others.....



Promoting

“A sense of belonging means a sense of understanding of people.”

- Understanding Generations
- Understanding Emotional Intelligence
- Understanding Social Economic Boundaries
- Understanding Humility, Empathy & Love

“Ignorance is not the absence of knowledge, it’s the perception you have it”



Be a beautiful storyteller.....

- Be compelling
- Be aspirational
- Be inspirational

“People love stories and when you celebrate others who inspire your culture, others want to be a part of the next chapter.....”



Love an amazing word and its ok to use it in the workplace, because business is about people.

Products and services are innovated by people, developed by people, manufactured by people, packed by people, shipped by people, bought by people, **SOLD BY PEOPLE** and thrown away by people.

LEARN

As leaders learn as much as you can. What are you reading, what are you learning

OBSERVE

God gave us two eyes and two ears for a reason

VULNERABILITY

Please let people know they are not alone

ENCOURAGE

Everybody needs encouragement and the people that deserve it the least need it the most

IN CONCLUSION

Here are three things to leave with

Progress

Vulnerability

Courage



PUT YOUR NAME ON IT!



The sound of **your** name for **us** and others can change in a beautiful, meaningful, purposeful way and it can start **today. You're worth it**, so are the people around you.....



THANK YOU



TODAY: A new young family from Pittsburgh just moved to your neighborhood. They are attending your parish for the 1st time. Honestly, what will they see, hear, feel, taste and smell?

5 SENSES

	See	Hear	Feel	Taste	Smell
Example	½ empty parking lot	Compliant, quiet people	Like this Church is too old for them	Stale, bitter	Literally, musty carpet
Example	An older person stared at me when my baby cried	I was greeted with kind words	Like they are trying something new	Vulnerability, I am where I belong	Authenticity



LUNCH

We start promptly at 12:30!



Transforming Parish Culture

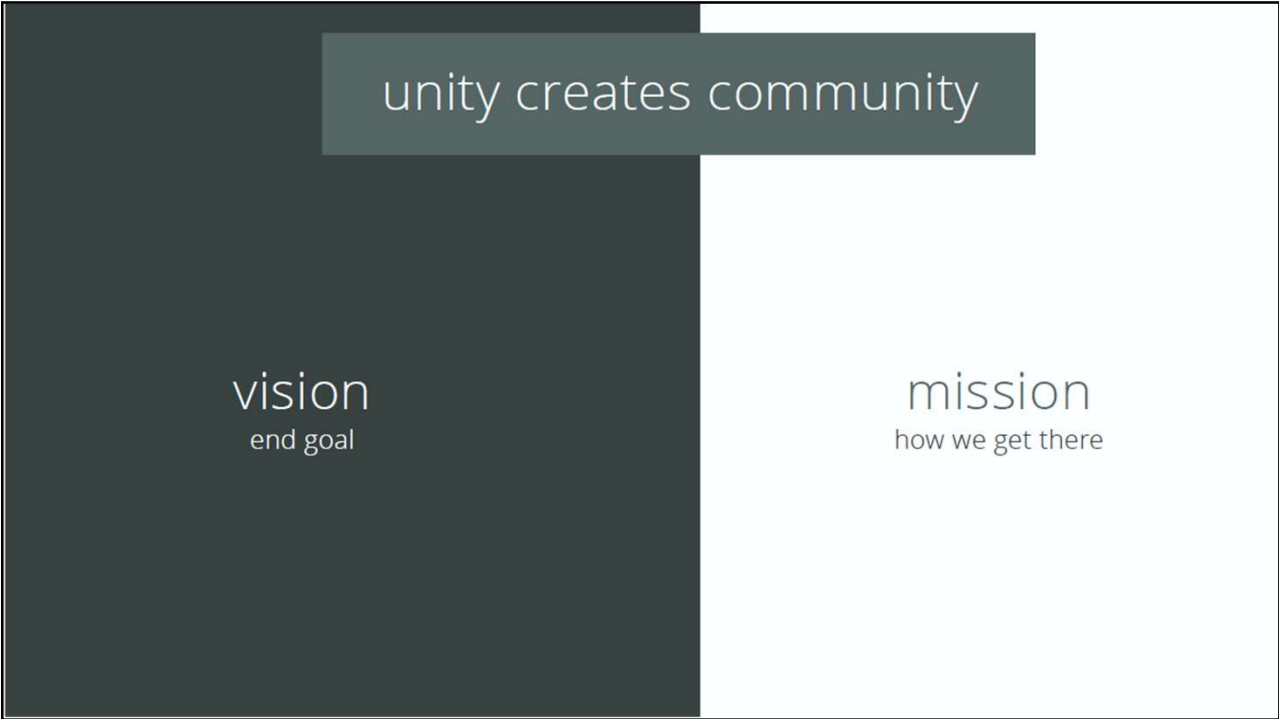
Father David Sizemore
Pastor: Saint Francis DeSales, Administrator: St Leonard



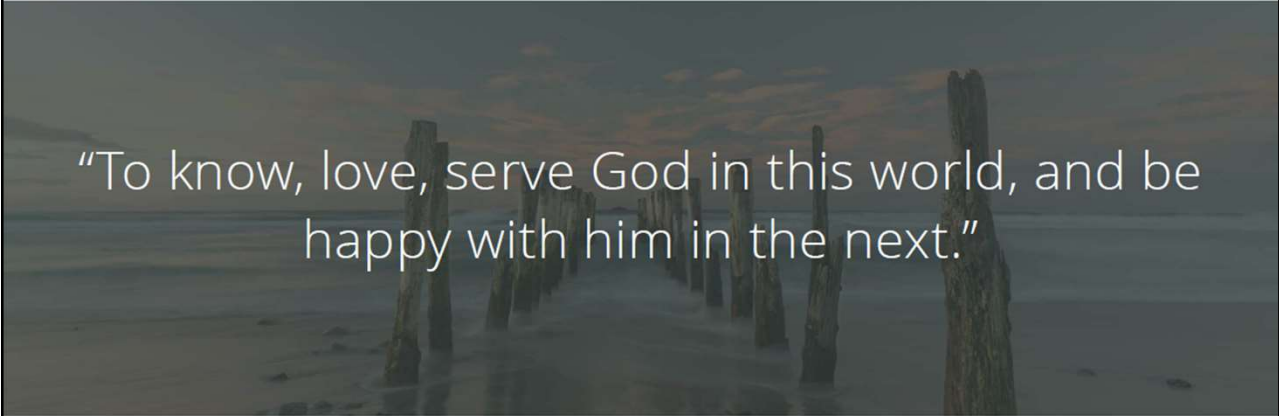
<i>then</i>	<i>now</i>
25 YEARS OF DECLINE	CONTINUED GROWTH
NO ADULT FAITH FORMATION	EXTENSIVE ADULT FAITH FORMATION <small>OCIA Walking with Purpose Alpha Marriage Seeds of Faith</small>
BROKENNESS & LACK OF TRUST	HEALING MINISTRIES <small>Fruit of the Vine Surrendering the Secret Grieving with Great Hope</small>
ISOLATION	COMMUNITY <small>TMIY Blessing Bags Homebound Buddy Outdoor Adventures</small>
ONE WAY LITURGY	TRADITIONAL, CONTEMPORARY, P&W
PEW-SITTERS	DISCIPLES & DISCIPLE-MAKERS
INSULAR	HOSPITALITY & OUTREACH (COM)
DEBT	FINANCIAL SOLVENCY
DEFICIT	GROWTH IN OFFERTORY
\$2 MILLION DEFERRED MAINTENANCE	\$4 MILLION CAMPAIGN
12 PARISH STAFF	50 PARISH STAFF
FAILING SCHOOL	THRIVING SCHOOL

trust

in God
in one another
in yourself



V I S I O N



"To know, love, serve God in this world, and be happy with him in the next."

M I S S I O N



"to make disciples and disciple-makers"

ALL DECISIONS MADE THROUGH LENS OF THE MISSION



a new model of service


STAFF

▼

TEAM

▼

FAMILY



three qualities of parish leadership



love of Jesus

Do they love Jesus and his teachings?



love of service

Do they love people and have a true desire to serve?



skills/experience

Do they have skills or degrees or experiences that can help the team with the mission?

*periodic performance reviews also scheduled

INTERVIEW PROCESS



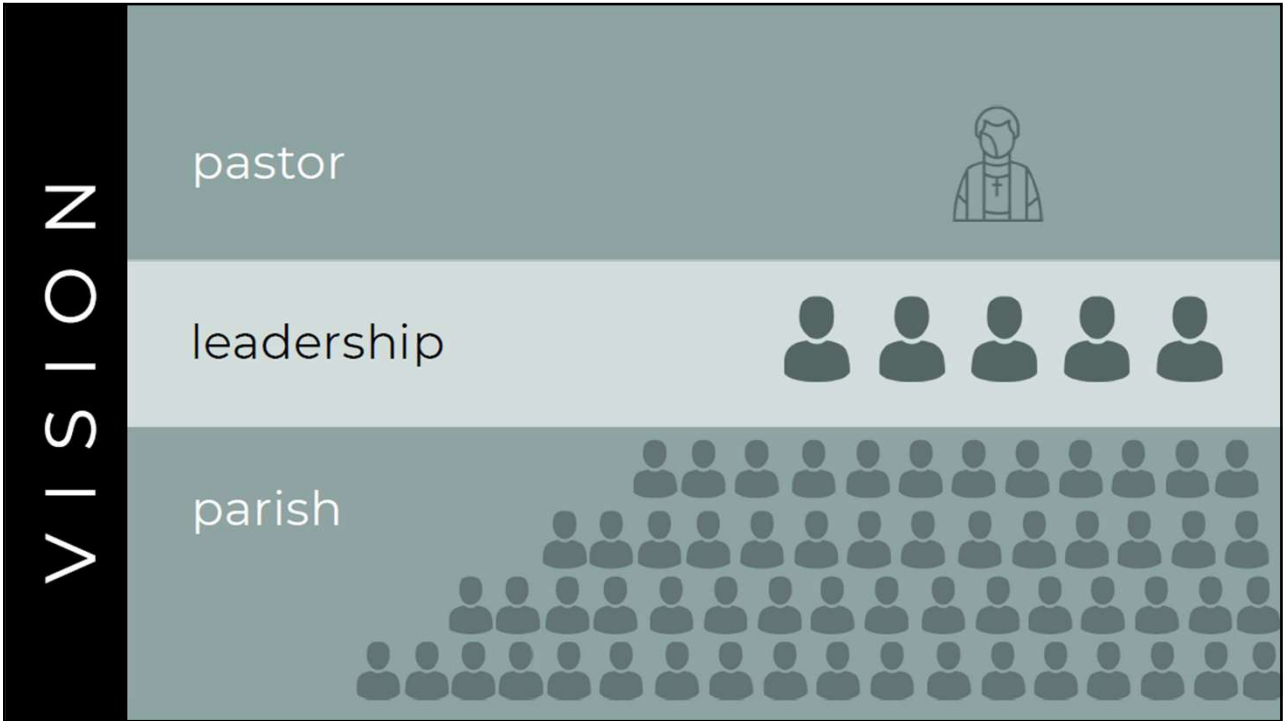
Resume



Spiritual Narrative



Sit-Down Interview



FAITH EXPECTATIONS

<p>01</p>  <p><i>Mass</i> weekly attendance</p>	<p>02</p>  <p><i>Discipleship Group</i> forming relationships</p>	<p>03</p>  <p><i>Adoration</i> time with Jesus</p>	<p>04</p>  <p><i>Spiritual Director</i> guidance</p>
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resources

Don't wait until you "arrive" with your finances until you have a fully complemented and competent staff.

A group of seven diverse people are seated around a long, light-colored wooden conference table in a bright, modern meeting room. They are engaged in a discussion, with some looking at laptops and others gesturing. The room has large windows in the background, letting in natural light. A small potted plant and a blue marker are on the table in the foreground.

RESOURCES



full-time staff
positions held by qualified people able to commit full-time

part-time staff
positions held by qualified people able to commit part-time

missionary paid + unpaid staff
positions held by those willing to be on a mission and not in need of money; offer to pay just wages over time; still considered staff members and give monthly reports, performance reviews, etc



PRAYER

Ask God in prayer together: "how do you want to use us?"

"Be not afraid.
Open the doors
wide to Jesus."
St. John Paul II

TRUST

CULTURE

VISION + MISSION

TEAM BUILDING

FORMING THE PLAN

Thinking about Tomorrow

Imagine if you will.....

A new young family from Pittsburgh just moved to your neighborhood. They are attending your parish for the 1st time. Honestly, what do you want them to see, hear, feel, taste and smell?

See	Hear	Feel	Taste	Smell
Full Parking Lot, beautiful and uplifting	Welcoming people, kind words	I belong and want to come back	Different in a good way	Love & Acceptance



BREAK

We start promptly at 2:00!



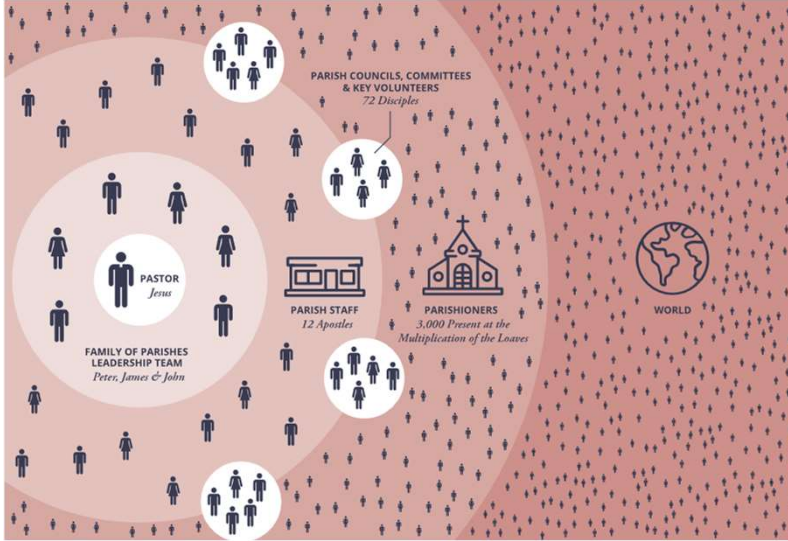
Panel Discussion

Scott McGohan
Father David Sizemore



Application

Phase 3 Application



"The Currency of a Culture is relationships with people."


5
Senses of Culture

- SEE
- FEEL
- HEAR
- TASTE
- SMELL



What's Next?


Phase 3
Culture Phase



Three Components

		Who	When	What
1 AWARENESS & ASSESSMENT	Kickoff	Clergy and Family Leadership Team	August 20 and 21 (Same @ 2 locations)	Ecclesial Culture Education
2 CULTURE DEFINITION	Retreat	Clergy and Family Leadership Team	Oct 7/8 Maria Stein Nov 13/14 Milford	Worship, prayer, and sessions to understand and plan to manage change in Ecclesial Culture
3 DISCIPLESHIP FORMATION	Disciples Radiate Christ	All Staff and Lay Leadership	September and ongoing	Discipleship Formation

Phase 3
Culture Phase




Three Components

1

AWARENESS & ASSESSMENT


Kickoff



2


CULTURE DEFINITION

Retreat
Oct 7/8 Maria Stein
Nov 13/14 Milford



3

DISCIPLESHIP FORMATION



- Grateful Disciples
- Process for Evangelization and Discipleship
- Salt & Light
- Amazing Parish Leadership

Phase 3

Culture Phase



Culture Definition Retreat

- Ecclesial Culture endures and merits focus.
- Movement toward intentional, missionary discipleship must be fueled by the Holy Spirit!
- Two-day retreat format:
 - Prayer and Worship
 - Fellowship
 - Discernment of Ecclesial Values
 - Integration into culture management techniques
- Dates: 10/7&8 (Maria Stein)
11/13&14 (Milford)
- No cost for up to 8 Leadership Team members



Culture Definition Retreat



DISCIPLES RADIATE CHRIST

Phase 3

Leadership Formation



Module	Topic
1	Overview
2	Teamwork Part 1
3	Teamwork Part 2
4&5	<i>(Under Construction)</i>
6	Prayer
7	Evangelization
8	Vision Part 1
9	Vision Part 2
10	Transition Management
11	Meetings
12	Exhortation

Phase 3

Formation

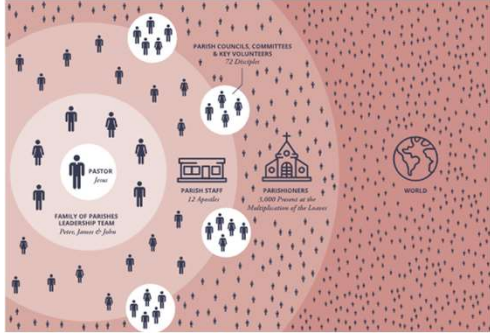
Principle-Specific Further Formation

Additional individual resources are available on the Pathway in [Phase 3 C5.0 to C5.4: Discipleship Formation](#)

In addition, Directors and Teams for the following areas should use:

- Evangelization: Process for Evangelization & Discipleship (PED)
- Stewardship: Grateful Disciples
- Love In Action: Communities of Salt & Light Formation

Phase 3
Closing



Today's Slides



C2. Kickoff

Retreat



Culture Definition Retreat

5 Senses of Culture

“The Currency of a Culture is relationships with people.”

Today

TODAY: A new young family from Pittsburgh just moved to your neighborhood. They are attending your parish for the 1st time. **Honestly**, what will they see, hear, feel, taste and smell?

See	Hear	Feel	Taste	Smell
↳ empty parking lot	Complacent, quiet people	Like this Church is too old for them	Formality and traditional structure	Literally, musty carpet
An older person greeted at the altar when my baby cried	I was greeted with kind words	Like they are trying something new	Vulnerability, I am where I belong	Authenticity

transforming parish culture
a case study

Tomorrow

Imagine if you will.....

A new young family from Pittsburgh just moved to your neighborhood. They are attending your parish for the 2nd time. **Honestly**, what do you want them to see, hear, feel, taste and smell?

See	Hear	Feel	Taste	Smell
Full parking lot	Accompanying people with kind words	Welcoming and open to come back	This is not my grandparents Church	Love & Acceptance

Thinking about Tomorrow

Mary, Mother of the Church and our Mother, present our prayer of thanksgiving to your Son. Beg from Him the graces we need to be faithful disciples who follow Him with enthusiasm and joy. May our witness to the love of God bear fruit in our archdiocese, parishes, homes and hearts. Teach us to be God’s joyful witnesses, to radiate Christ in all we do, so that all people might know, love and follow your Son through this life and into the next. Amen.

