

Invite One Back Series with

# JOEL STEPANEK

Part 1: “Cultivating a Culture of Connection and Invitation”

HIGHLIGHTS

## IMPORTANCE OF PARISH CULTURE

Foundation: Culture shapes behaviors, thoughts, and outcomes.

Myth: Culture is not just a business concept, a feeling, or something that can be declared into existence.

## DEFINING YOUR PARISH CULTURE [VISION]

Where do you want your parish to go?

How do you plan to get there?

Who do you need to be?

## FIVE ELEMENTS OF PARISH CULTURE

Hospitality: Create a welcoming environment.

Substance and Depth: Offer something meaningful and unique.

Unique Charism: Identify and lean into your parish’s strengths.

Commitment to Accompaniment: Walk with people through their faith journey.

Fortitude: Be brave and take necessary risks.

## COMMON HURDLES THEY IDENTIFIED

Overcoming resistance to change.

Managing resources and volunteers effectively.

Addressing fears of being replaced among long-time members.

Engaging older parish communities in new initiatives.

## IDEAS FOR SUSTAINING CHANGE

Continuous Communication: Keep explaining the “why” behind changes.

## CHALLENGES IN BUILDING CULTURE

Honesty: Be truthful about current parish conditions.

Inertia: Overcome existing momentum moving in the opposite direction.

Time: Allow sufficient time for changes to take root.

Change Management: Help people adapt to new ways.

Saying No: Prioritize initiatives and be prudent with resources.

## STEPS TO IMPLEMENTING CULTURE CHANGE

Communicate: Continuously explain the reasons and benefits of changes.

Train and Hold Accountable: Equip people with the tools and support they need.

Evaluate: Regularly assess progress and make necessary adjustments.

Inculturation: Ensure new members and volunteers understand and embody the parish’s culture.

Regular Evaluation: Implement systems to gather feedback and make ongoing improvements.

## Q&A HIGHLIGHTS

Invitation Methods: Personal invitations are most effective. Use mailers, social media, and personal contacts to re-engage lapsed members.

Engaging Parishioners Without Diluting Mission: Balance listening to feedback with staying true to the Church’s mission.

FEEDBACK FROM  
PARISH LEADERS

## JOIN US ON MAY 29!

Next Webinar: Part two focuses on parish health and laying the foundation for invitation.

## CHECK YOUR INBOX

Registered webinar participants will receive the link for the next session automatically.

