

Exercises for Building Healthy Cultures

CULTURE OF PRAYER

- Choose a scripture passage to meditate with as a team (we recommend the upcoming Sunday Gospel). On a video call, pray through that Scripture using Lectio Divina or another form of prayer with Scripture. Then spend an additional 10-15 minutes discussing as a team and sharing how the passage personally spoke to each team member.
- Choose a spiritual devotion (rosary, Divine Mercy Chaplet, Liturgy of the Hours, praise and worship, etc.) and pray as a team specifically for the current crisis and the needs of your parish for 15 minutes on a video call. Then spend another 10-15 minutes discussing how God worked in your heart during that time of prayer.
- Organize specific times for team members/staff/leaders to be praying for the parish. Solicit prayer intentions from parishioners and let them know when you've prayed for them.
- Have a public list of prayer intentions on your website. If you can have permission to share the names of parishioners who are sick, especially with COVID-19, or have lost their jobs share those for people to pray for them.

CULTURE OF HEALTHY TEAMWORK

- Schedule a virtual meeting through Zoom or another video conferencing platform with staff members and other key leaders of the parish. Spend time talking about the most important issues at the parish, specifically the issues during this time of crisis. Ask team members to weigh in and identify ways that the team can better meet the needs of their parishioners during this time.
- Understanding some of the personal background and key influences in a team member's life is a safe and effective first step toward establishing healthy trust. In this exercise, take a moment for each team member to answer the following questions.
 - Where did you grow up?
 - How many siblings do you have and where are you in the birth order?
 - Describe a unique or interesting challenge or experience from your childhood.
- Listen to Pat's Podcast on the 5 Dysfunctions of a Virtual Team and discuss as a team.
<https://www.tablegroup.com/hub/post/35-the-five-dysfunctions-of-a-virtual-team/video>
- Set up a video call for "office hours" where team members can join to ask questions or just talk. Similarly, organize a "co-working" time with another team member through Zoom or another conferencing platform. The idea is to mimic being in a shared office space and encourage spontaneous interaction between team members.

CULTURE OF ACTIVE DISCIPLESHIP

- Spend 30 minutes discussing as a team this question: When have you recently felt God's presence in your life? Why?
- Spend 30 minutes as a team discussing how you met Jesus and started following him. On a scale from 1 to 10, how close do you feel to Jesus in your current season of life, especially in light of the current COVID-19 crisis?
- Have a 'virtual happy hour' to share about how things are going in your work life, personal life, etc.
- Share your favorite resources you are using to continue to grow your faith from home (i.e. books, video studies, live stream masses or devotions, podcasts, etc.)