

THE DIOCESE

- 600,000 CATHOLICS
- 100,000 ATTEND ON SUNDAY, 52 PARISHES
- 80 STAFF
- 24% HISPANICE
- 25% ASIAN
- “PARISHONERS ASSUME THEIR PARISH WILL OFFER THEM EVERYTHING THEY NEED, SO PARISHES OFFER MORE AND MORE, WHATEVER PARISHIONERS ASK FOR”

CHALLENGES

- FINANCIAL
- SEX SCANDALS
- NOT ENOUGH PRIESTS
- CHANGING ETHNIC MIX
- DECLINING ATTENDANCE
- LOSS OF MISSION

POWER STRUCTURE

- ALL PRIESTS REPORT DIRECTLY TO BISHOP
- ONLY BISHOP CAN HIRE/FIRE PRIEST
- DIOCESE OWNS PROPERTY, NOT PARISH
- GOD SPEAKS THROUGH INSTITUTION, NOT THROUGH INDIVIDUALS
- POPE ULTIMATE AUTHORITY AND NOT ACCESSIBLE

so: is Bishop all powerful? Can he Command and Control?

THE BISHOP

“I need to talk to lots of people and hear what they have to say”

“I don't like surprises, I like to be in control”

TEAMS

- **DESIGN TEAM** (3/15 WOMEN, 2/15 LATINOS, 0/15 ASIAN)
- **PLANNING TEAM** (5/17 WOMEN, 2/17 LATINO, 2/17 ASIAN)
- **ADVISORY COUNCIL** (5/19 WOMEN, 6/19 LATINO, 2/19 ASIAN)
- **ORGANIZATIONAL WORKSHOP** (7/27 WOMEN, 2/27 LATINO, 0/27 ASIAN)

PROCESS

- BISHOP APPOINTS AND STAFFS TEAMS, HIRES CONSULTING FIRM
- DATA COLLECTED
- 42 PLANNING TEAM MEETINGS IN VARIOUS LOCATIONS
- WORKING DOCUMENT DEVELOPED AND PRESENTED IN VARIOUS FORUMS
- DOT VOTING ON PRIORITIES AFTER CHURCH ON SUNDAY
- CHOOSE THREE ISSUES AND THEN ADD FORTH (WHO CHOSE??)
- TWO WORKSHOPS TO SHARPEN RECCOMENDATIONS AND SUGGEST PRIORITIES FOR IMPLEMENTATION. THE WORKSHOPS HOLD MORE MEETINGS WITH VARIOUS CONSTITUENCIES

THE ISSUES CHOOSSEN

- DEVELOPING LAY LEADERS
- MINISTERING TO YOUTH AND YOUNG ADULTS
- CATHOLIC SOCIAL JUSTICE
- STRENGTHENING THE ORGANIZATION

IMPLEMENTATION PROCESS

- THREE PERSON OVERSIGHT TEAM (ALL PROFESSIONAL STAFF) WHO SET UP TASK FORCES AND HAVE POOL OF FUNDS
- OVERSIGHT TEAM IDENTIFIES SPECIFIC PROJECTS AND ESTABLISHES TASK FORCES ON THEM
- TALK OF ACCOUNTABILITY METRICS