



DIOCESE OF
SAN JOSE



23 | Diocese of San José
24 | **Impact Report**





BY THE NUMBERS

54

Parishes, Missions,
and Pastoral Centers

35

Diocesan and
Independent
Catholic Schools

525,000

Catholics

92

Diocesan
Priests

147

Religious Priests

46

Retired Priests

6

Seminarians

38

Permanent Deacons

26

Religious Brothers

235

Religious Sisters

2

Cemeteries

1

Social Services Agency

1

Retired Home

TABLE OF CONTENTS

■ **4-5** From the Bishop

MISSION DIRECT

■ **6-7** Parishes

■ **8-9** Schools

■ **10-11** Bishop's Office

■ **12-13** Adult Spirituality and Family Life

■ **14-15** Discipleship Formation and ILM

■ **16-18** Life Justice and Peace

■ **19-20** Worship and Eucharistic Revival

■ **21-23** Vocations & Diaconate Formation

MISSION SUPPORT

■ **24-25** Communications

■ **26** Facilities, Insurance, and Risk Management

■ **27** Human Resources

■ **28-29** Mission Advancement and Stewardship

■ **30-31** Pastoral Planning and Implementation

■ **32** Protection of Children and Vulnerable Adults

■ **33** Technology Services

■ **34** Vicar of Clergy

■ **35** Financials



FROM THE BISHOP

Dear Brothers and Sisters in Christ,

As I reflect upon the past year, I am filled with gratitude and hope for the journey we have undertaken together as a diocesan family. The period from July 1, 2023, through June 30, 2024, has been a time of profound spiritual growth and renewal for the Diocese of San José, marked by the creation and launch of our new pastoral plan. This roadmap will guide us in deepening our faith and strengthening our communities.

The pastoral plan is the culmination of a journey that began with the voices of our faithful—your hopes, dreams, and concerns have shaped this blueprint for our future. Through widespread consultations, surveys, and our historic Diocesan Synod General Assembly, we discerned the needs of our diocese. We identified six key strategic priorities: Worship, Outreach, Formation, Youth and Young Adults, Family Ministry, and Structural Renewal. These priorities will serve as the foundation upon which we build our Church's mission in the years to come.

In December 2023, we launched this pastoral plan with a sense of purpose and commitment. This plan is not just a document; it is a living expression of our shared faith and our collective desire to bring Christ's love to every corner of our diocese. It is a promise that we, as a diocese, are fully committed to making real, meaningful changes that will touch every heart in our diocese.

Our new Office of Pastoral Planning and Implementation has been established to ensure the success of this ambitious plan. This office will enhance collaboration, communication, and accountability in every phase of the plan's implementation, providing the resources and support needed for our parishes and schools to lead this spiritual renewal.

Throughout the past year, we have already witnessed the fruits of our collective efforts. From the solemn renewal of priestly promises at the Chrism Mass to the record participation in our Diocesan Youth Retreat, from the deepening of Eucharistic devotion to the formation of new leaders through the Institute for Leadership in Ministry, the Holy Spirit has been at work among us, guiding and inspiring our every step.

As we move forward, I invite each of you to continue praying for the success of our pastoral plan and to actively participate in its implementation. Together, let us strive to renew our spiritual roots, foster unity, and grow in faith, hope, and love.

Let us take inspiration from the words of the prophet Isaiah: "I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh." (Ezekiel 36:26)

May the Holy Spirit continue to guide us on this journey, and may we remain steadfast in our commitment to building a Church that reflects the light and love of Christ.

With deep gratitude and every blessing,

Oscar Cantú

Bishop Oscar Cantú
Diocese of San José



PARISHES

Last year, our parishes celebrated over 35,000 Masses in 15 languages, sharing Christ's love throughout the Santa Clara Valley. Our parishes serve as vibrant centers of faith, pastoral care, formation, and service. They are embracing the pastoral plan by enhancing the welcoming environment, increasing opportunities for spiritual growth, and fostering a stronger sense of community among parishioners.



KEY ACHIEVEMENTS:

570

Hours of Adoration
(weekly average)

217

Hours of Reconciliation
(weekly average)

4,369

Number of Baptisms

660

Number of Catholic
Marriages



2,598
Number of
Confirmations

3,456
Number of First
Communions

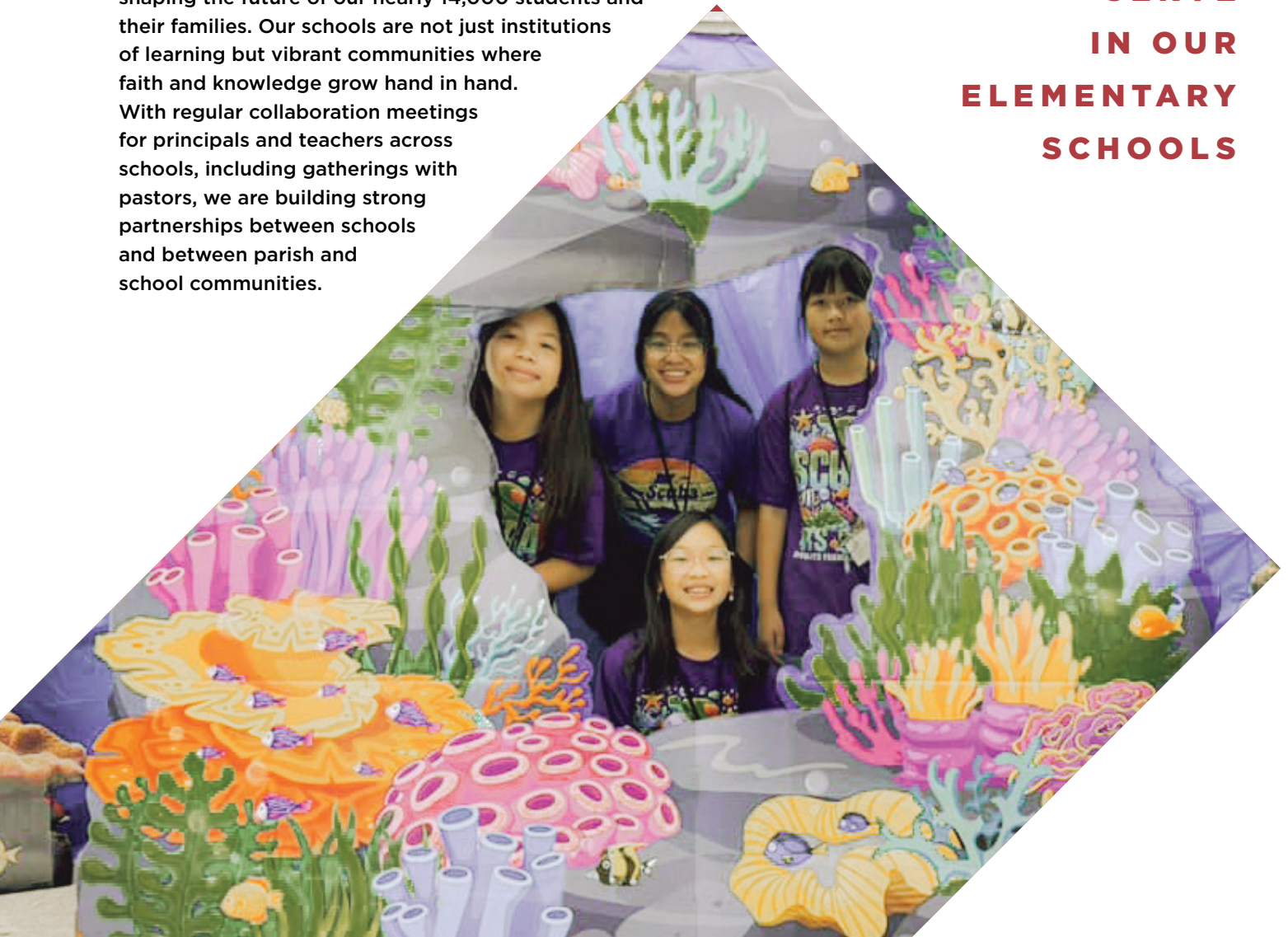
10,809
Religious Education
Students (pre-k to 12th
grade)

600
Catechists

SCHOOLS

Our 34 Catholic Schools play a vital role in the spiritual renewal of our diocese by transforming the lives and shaping the future of our nearly 14,000 students and their families. Our schools are not just institutions of learning but vibrant communities where faith and knowledge grow hand in hand. With regular collaboration meetings for principals and teachers across schools, including gatherings with pastors, we are building strong partnerships between schools and between parish and school communities.

**WHO WE
SERVE
IN OUR
ELEMENTARY
SCHOOLS**



KEY ACHIEVEMENTS:

- **Mental Health Support:** Partnered with Pillar of Hope and Counseling and Support Services for Youth (CASSY) to provide licensed mental health therapists in multiple schools, addressing the growing mental health needs of our students.
- **Early Literacy Initiative:** Piloted a reading foundations program specifically designed to support students with dyslexia. Due to the program's significant impact on student growth, this program will now expand to over 20 schools across the diocese.

84%
identify as Catholic

1 IN 4
students identify as
English language learners

1 IN 3
students identify as
Hispanic/Latino

1 IN 4
families receive tuition
assistance

"The CASSY therapist was amazing; she updated me on everything and let me know how my child was doing. It was easier for me to talk to my child and relate to what was said."

- Most Holy Trinity parent



"We are very thankful for our school. Everyone there is very professional and friendly, and they have a great community. My children have learned a lot and grown into wonderful people because of their time at this school."

- St. Victor parent

- **Academic Growth:** For the fifth consecutive year, our schools have seen an increase in the percentage of students achieving high levels of growth in reading and math due to focused collaboration within and across schools on critical skill development.
- **Financial Accessibility:** Implemented financial practices and tuition assistance that have eliminated barriers to accessing Catholic education, ensuring it is available to all families.
- **Just Compensation:** Developed structures to ensure equitable and just wages for all positions, including principals, teachers, and staff, reflecting our commitment to fairness and dignity in the workplace.
- **Welcome Ministry:** Introduced and supported a new role dedicated to welcoming new families into our school communities and fostering opportunities for existing families to connect and grow together.



BISHOP'S OFFICE

The bishop's office, composed of the vicar general, chancellor, vicar for clergy, and the chief operating officer, ensures the efficient governance and administration of the offices and departments overseeing the mission of the Church carried out through the diocese. It plays a vital role in connecting parish and school communities with the bishop, guides the diocese in spiritual renewal, and secures resources to equip all disciples with the tools needed to implement all diocesan objectives and plans.

UNVEILING OUR PASTORAL PLAN

On December 6, 2023, we launched our pastoral plan, "Rooted in Christ and Together in Mission," a roadmap filled with hope and faith for the future of our diocese. It provides a framework for intentional and concrete diocesan action that seeks to rekindle faith and a relationship with Christ in the hearts of all Catholics.

"The 50th Jubilee of the Diocese of San José in 2031 joyfully coincides with the 500th anniversary of Our Lady of Guadalupe's appearance and message to St. Juan Diego." — **Bishop Oscar Cantú**

CREATING A NEW OFFICE OF PASTORAL PLANNING AND IMPLEMENTATION

To ensure the successful implementation of our pastoral plan, Bishop Cantú established the Office of Pastoral Planning and Implementation in December 2023. Read more about this office later in this report.

"The overarching goal of the Pastoral Planning & Implementation team is spiritual renewal for our diocese, our parishes, and all of us individually as a community of believers." — **Steve Milligan, Director of Pastoral Planning and Implementation**

BISHOP'S PASTORAL VISITS

Bishop Cantú's pastoral visits to parishes and schools allow him to celebrate sacraments, attend events, provide formation, and be present with our communities. This past year, Bishop Cantú made 95 visits to parishes and 19 visits to Catholic schools. The bishop also confirmed 2,148 youths.

ENGAGEMENT OF PRIEST LEADERSHIP

Since the pastoral plan's inception, Bishop Cantú and the Pastoral Planning team have gathered feedback through monthly meetings with our priests, soliciting their input through every stage of the implementation process. Additionally, the Bishop has held almost 100 individual meetings with priests to better understand their needs for fully incorporating the plan in their ministry.

EVANGELIZATION EFFORTS

Bishop Cantú has been working closely with the Department for Evangelization to align its ministries with our pastoral planning priorities and preparing to provide the necessary staffing, resources, and support for the pastoral plan's implementation.

"The goal of the Department for Evangelization is to accompany, support, and form parish and school leaders to respond to the missionary call to conversion and discipleship." — **Veronica Duluk, Senior Director of Evangelization**



ADULT SPIRITUALITY AND FAMILY LIFE

Adult Spirituality and Family Life seeks to enliven the faith of the domestic Church at all stages. It sets out to inspire ongoing spiritual curiosity in all adult Catholics, including non-practicing Catholics, as well as to instill a sense of the constant invitation of the Church to spiritual renewal, to participation in the sacraments, and to community life.



EUCCHARISTIC REVIVAL

Our diocese has participated in the National Eucharistic Revival through various initiatives that have deepened our community's faith in Christ in the Eucharist.

- Organized the "Jesus and The Eucharist" small group faith-sharing sessions across 20 parishes, training more than 200 facilitators in English, Spanish, and Vietnamese.
- Held the first Eucharistic Congress in the Diocese of San José, attended by 500 people from over 25 parishes, 60 volunteers, along with clergy and religious.

"The keynote, the homily by Bishop Cantú, and Brother Phong's talks were excellent. I feel cleansed, nourished, and renewed. This is exactly what I needed to feed my heart and soul." — **Bach Nguyen**

"I feel cleansed, nourished, and renewed. The whole day was very spiritual and uplifting!" — **Participant, Diocesan Eucharistic Congress Young Adults**

Our Young Adult Ministry offers leadership training and formation/fellowship events for those 18 to 35.

- 28 young adults attended Spanish Young Adult Leader Training.
- 81 young adults participated in Tardeada Juvenil (Day at the Park event).
- 155 attendees at the Bilingual Young Adult mini-retreat.

"I so appreciated that an event like this was put on. I desire more diocesan events for young adults. It makes me excited to see the future of options in this diocese." **Participant, Young Adult Mini-Retreat Marriage & Family Ministries**

Our Marriage and Family Ministries have continued facilitating marriage preparation sessions (e.g., weekends and retreats) for couples preparing for marriage and those celebrating milestone anniversaries.

- Marriage Preparation Retreats: 10 Retreats, 149 couples participated.
- Natural Family Planning Workshops: 25 Workshops, 158 couples participated.
- Wedding Anniversary Mass: 180 couples renewed their vows on their milestone anniversaries.


"It was a very memorable experience to celebrate our wedding anniversary at the Cathedral Basilica of Saint Joseph with Bishop Cantú. We felt so blessed! It enhanced our faith, love, and commitment to God and to one another." — **attendee, Wedding Anniversary Mass**

Layette Program:

Our Layette Program has provided essential goods such as diapers, bottles, and blankets to new mothers and their infants, continuing a tradition of care and compassion.

- Raised \$11,456 from the 2023 Christmas Donation Drive.
- Over 250 layette kits are delivered each year.
- Received an Appreciation Award from Santa Clara County Public Health.





DISCIPLESHIP FORMATION AND ILM

YOUTH MINISTRY

Our Youth Ministry continues to thrive, with record participation in this year's Diocesan Youth Retreat (DYR) and other youth-focused initiatives that nurture faith and leadership among our young people.

- 244 high school youth and 80 servant leaders from 26 parishes participated in the Diocesan Youth Retreat (DYR), the highest number since before the pandemic in 2019.
- 36 high school awardees were recognized for their contributions to the Church, including a first-time nominee from the Diocesan Committee on Catholic Scouting.

"Going into DYR, I hoped to find my love for God. During the Adoration, I felt a small fire light up inside me, bringing me a sense of calm and connectedness with my peers and God." – Neiman

Dirga, St. Frances Cabrini



INSTITUTE FOR LEADERSHIP IN MINISTRY (ILM):

The Institute for Leadership in Ministry (ILM) is dedicated to forming leaders who can serve effectively in their parishes and schools with confidence, dedication, and deep faith. These leaders are equipped to guide others in faith, fostering spiritual renewal across the diocese.

- 2024 ILM Graduates: 31 from 19 Parishes
- Total number of students: 129 (56 in the English track and 73 in the Spanish track) from 37 parishes.
- Advanced Lay Leadership Formation: 11 students in the Graduate Program of Pastoral Ministry at Santa Clara University.

"The ILM classes have equipped me to serve our parishioners better and build strong relationships within our community, contributing to the growth of God's Kingdom." — Diane Wollants-Bayona, Parish Office Manager, St. Joseph Parish, Mountain View, Class of 2019

"ILM has given me the confidence to say 'YES' to the Lord in everything He asks of me, enabling me to serve Him with trust and dedication." — Patricia Rodríguez, Wedding/Quinceanera Coordinator, Saint John Vianney Parish, Class of 2022



FAITH FORMATION:

Our faith formation programs are essential in preparing catechists and young believers, ensuring they are equipped to share and live out their faith.

"The Introduction to Catechetical Ministry and the Pastoral Ministry Formation courses have been a blessing, helping our catechists share their faith with dedication and love." — María Miranda, Catechetical Coordinator, Saint Catherine of Alexandria, Morgan Hill

LIFE, JUSTICE, AND PEACE

The Office of Life, Justice, and Peace fosters a deep understanding of Catholic Social Teachings by promoting the dignity of every human person and advocating for justice, peace, and the common good. Through various ministries, this office connects people with local resources, as called for by the Outreach priority of the Pastoral Plan, to help create a more just, peaceful, and compassionate community through spiritual care, mental health support, social justice, and environmental stewardship.



RESTORATIVE JUSTICE - DETENTION MINISTRY

Our Detention Ministry seeks to provide spiritual care to those incarcerated.

Adult Facilities:

- 330 services held with 2,921 participants
- 175 one-on-one religious counseling sessions
- 1,343 inmate requests served
- 20,800 letters delivered

Juvenile Facilities:

- 324 services at Juvenile Hall with 577 participants
- 73 services at James Ranch with 171 participants
- 190 one-on-one religious counseling sessions at Santa Clara County Juvenile Hall
- 37 one-on-one religious counseling sessions at James Ranch

CRS - RICE BOWL

- Over 1,000 in-home meals provided for families.
- 3,000 lunch bags for people experiencing homelessness, 3 full meals provided at Martha's Kitchen, serving people experiencing homelessness or poverty, and Veterans.
- 140 showers and meals for people experiencing homelessness.

MENTAL HEALTH MINISTRY

Our growing Mental Health Ministry provides mental health-affirming resources and partnerships across the diocese.

- 55 new participants in mental health minister formation cohorts.
- Held a mental health minister retreat with 100 participants.
- Successful launch of five parish-based mental health groups for a total of 10 parishes.
- Showed film *Anxious Nation*, followed by a panel discussion of professionals.
- Secured funding to create a video series for Catholic Mental Health Ministers.
- Held 'What's Faith Got to Do With It?' presentation for Catholic Professionals given by Rose Lue and Barbara Zahner.

"These evenings became my sanctuary where I could speak freely among those who would understand and not pass judgment on me."

— Participant, Grace Alliance at Holy Spirit Parish

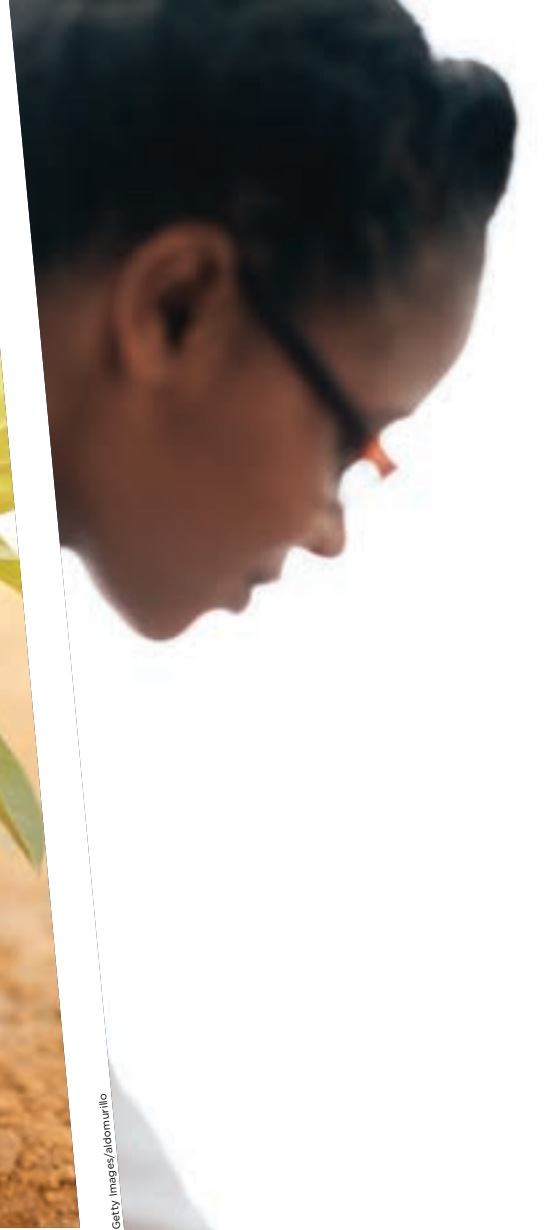
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BEING PART OF
THE DETENTION
MINISTRY HAS
ALLOWED ME
TO SEE THE
PROFOUND IMPACT
THAT COMPASSION
AND SPIRITUAL
CARE CAN HAVE
ON THOSE WHO
FEEL FORGOTTEN.
IT'S A PRIVILEGE
TO BRING HOPE
INTO THESE
DARK PLACES.”

— Volunteer,
Detention Ministry



Getty Images/Bhutatnat Suphin



Getty Images/aldomurillo





"This is great! We can do this next year at my parish!"
— parishioners from St. John Vianney and St. Simon Parishes following the mental health minister retreat at St. Nicholas and St William

SOCIAL & RACIAL HEALING:

This ministry calls on every person to embrace justice and eliminate discrimination.

- Expanded in four years from 3 members to over a dozen, representing 8 parishes.
- Offered various courses and retreats on racial justice across the diocese.
- Collaborated with other ministries to promote.

JUSTICE AND HEALING

"Small group formation [to connect] people on a common path, both spiritually and toward action, is critical. Small groups offer opportunities to look at difficult topics in a supportive environment, where our hearts can be softened and opened to painful truths."
— Carla Macchello, facilitator for Racial Healing groups, St. Simon

"The most important thing is the conversation and the community formed." — Donna O'Connell

RESPECT LIFE

We continue to advocate for the dignity of life from before the womb (Jeremiah 1:5) through after the Tomb (Eternal Life), including organizing Masses and fundraisers to advance this cause.

Stewards of our Common Home:

This ministry is committed to caring for creation and promoting environmental justice.

- Hosted the Season of Creation Mass and Workshop with representatives from 18 parishes.
- Organized a 6-week study of Laudato Si' and Laudate Deum at St. Julie Parish.
- Living the Season of Creation Every Day: The Ecological Vision of Laudato Si' Workshop by Dr. Paul Schutz from SCU.

"We need to teach our fellow parishioners what we have learned here." — Participant, Laudato Si' Study Group



WORSHIP

Our diocese is committed to enriching the liturgical life of our community by increasing our communal understanding of the Mass so that all Catholics may experience themselves spiritually renewed in engaging liturgies.



“

**IT WAS
BEAUTIFUL
TO HEAR THE
CLERGY PRAY
THEIR RENEWAL OF
PROMISES TO THE CHURCH
IN SONG TOGETHER.”**

— Attendee, Chrism Mass

KEY ACHIEVEMENTS:

- Over 550 adults and children from 42 parishes were baptized and participated in the Rite of Election, preparing to be fully initiated into the Catholic Church at Easter.
- Hundreds of lay faithful gathered and prayed with over 100 priests as they renewed their priestly promises at our annual Chrism Mass.
- Bishop Oscar Cantú offered Adult Confirmation four times this year, confirming more than 330 adults—a 50% increase over the past two years.
- The Diocesan Catechumenate Committee met on an ongoing monthly basis with Parish RCIA teams, facilitating support, small group discussions, and prayer. Over 25 parishes regularly participated in these sessions throughout the year.



VOCATIONS AND DIACONATE FORMATION

The Vocations Office and Deacon Formation Office endeavor to create a culture of vocations by inviting those considering consecrated or religious life to more deeply discern their potential calling through retreats, prayer services, and events, especially during National Vocations Awareness week.

"My journey through diaconate formation has been deeply enriching, preparing me to serve the Church with humility and love." — Deacon Oscar Godinez, Saint Joseph Parish, Mountain View



KEY ACHIEVEMENTS:

Ordinations:

- One permanent deacon, Deacon Oscar Godinez
- One transitional deacon, Deacon Thanh Ho
- Three priests – Father Robert Lamorena, Father Ryan Mau, and Father Duy Nguyen

In Formation

- Seven men are currently in formation for the permanent diaconate.
- Seven seminarians studying to become priests

Gathered 116 participants for retreats aimed at helping youth and young adults discern their vocation.

Met with 10-12 first-year ILM students to identify potential permanent deacon candidates, particularly within the Spanish-speaking community.

Promoted vocations and raised funds through events like the Revs vs. Sems Basketball and Soccer Games, National Vocations Awareness gatherings, and 40 Hours of Adoration for Vocations.

COMMUNICATIONS

The Communications Office promotes opportunities for discipleship, collaboration, and evangelization across the diocese through multiple communications channels while strategizing with chancery offices, parishes, and schools on the best means for promoting the mission of the local Church. Using the most current technology available, it oversees the design and implementation of diocesan branded content, manages messaging platforms for optimal effectiveness, and endeavors to produce relevant and engaging digital and print media to aid in proclaiming the good news of Jesus Christ.



“

“I JUST RECEIVED THE MID-SUMMER EDITION OF THE VALLEY CATHOLIC. I SAT ON MY FRONT PORCH AND READ IT COVER TO COVER. THE EDITION ADDRESSED SO MANY CURRENT AND BROAD TOPICS WITH MANY PHOTOS AND TESTIMONIES. THANK YOU SO MUCH FOR YOUR WORK AS A WRITER AND EDITOR.”

— Kathy Fanger, Queen of Apostles



"Thank you so much for your help in researching the best printing prices for our posters. Not only did we save money, but the design was creative and very eye-catching." — Father Eric Piczon, Director of the Office of Vocations

"You transformed the Laudato Si' Diocesan Action Plan that we gave you into a beautiful brochure that is beyond what I could have imagined! We're still very impressed and extremely happy with the transformation!"
 — Michael Shirley, Associate Director of the Office of Life Justice and Peace

KEY ACHIEVEMENTS

- 70K+ circulation of the print edition of The Valley Catholic magazine
- 35K+ new users to www.thevalleycatholic.org
- Catholic Media Awards 2024: Diocesan Magazine of the Year, Honorable Mention
- Catholic Media Awards 2024: Special Issue, 3rd Place: In Memory of Bishop Emeritus Patrick J. McGrath
- @diocesesanjose
- More than 20,000 followers on Facebook and Instagram
- 35% increase in impressions on Instagram
- 20% increase in impressions on Facebook
- 132,000 visits to www.dsj.org
- 12,906 visits to the diocesan intranet, TheVine

FACILITIES, INSURANCE, AND RISK MANAGEMENT

This year, the Facilities department achieved significant milestones related to the long-term management and maintenance of facilities. Strategic projects included enhanced worship spaces, achieving safety goals, and several space renovations across the diocese.

“This past year, the diocesan facilities department has supported the Building & Maintenance Ministry Team of St. Frances Cabrini, San José (SFC), helping identify and choose reliable contractors to help us improve our curb appeal. The entire SFC community appreciates all their support and guidance.” — Fr. James Okafor, Pastor, St. Frances Cabrini Parish, San José.

“R & R for Responsive and Resourceful is at the top of my mind when we think about the DSJ facilities team. We relied on and partnered with the facilities team to mend and improve various aspects of the properties at Saint Athanasius. Thank you, DSJ facilities.” — Fr. Walter Suárez, Pastor, St. Athanasius Parish, Mountain View



KEY ACHIEVEMENTS

- Selected Risk Strategies to become our commercial insurance broker and have started an on-site review program of every diocesan building, which should be completed in two more years.
- \$200,000 Saved: Efficient removal and disposal of solar panels at St. Joseph Cupertino School.
- Enhanced Worship Spaces: Completion of sanctuary renovations and other remodels.
- Smooth Project Completion: Resolved vendor conflicts and ensured the timely completion of construction projects.
- Resources: Assisted parishes and schools with successful renovations and maintenance projects.
- Safety and Compliance: Achieved safer conditions in various locations and created welcoming environments by supporting parish and school maintenance and upgrades.

HUMAN RESOURCES

The Human Resources team supports over 1,995 employees from 54 parishes and missions, 26 elementary schools, 1 high school, 2 university campus ministries, and 3 cemeteries, serving a community of 525,000 Catholics in Santa Clara County.

I can't thank you enough for the resources you've sent my way. They're going to be invaluable as I meet with my staff one-on-one and tackle [our mission]. Your thoughtfulness in putting this together for me means more than you know. Your guidance and support through this transition have been a real blessing. I'm truly grateful for your help. — Fr. Vincent Pineda, Pastor, St Francis of Assisi

KEY ACHIEVEMENTS

- 287 new employees were onboarded, and 90 were transitioned to new positions/retirement.
- 10,590 HR employee transactions were completed.
- Open enrollment processed for the 1,304 eligible employees. New health plans and voluntary benefits offered. Enrollment successfully completed.
- Reviewed and Updated 400 Teacher Credential records.
- Reintroduced the Employee Performance Evaluation system.





MISSION ADVANCEMENT AND STEWARDSHIP

The Mission Advancement and Stewardship Office supports the Church's and the bishop's vision of stewardship as a way of life by encouraging the faithful to share their gifts: time, talent, or treasure, stemming from a deep sense of gratitude for God's blessings. Critically, the office secures the resources needed to ensure every parish and school benefits from the community's generosity.

KEY ACHIEVEMENTS

Annual Diocesan Appeal (ADA)

- \$9,891,406 pledged to the ADA, significantly surpassing the diocesan goal of \$7,111,800.
- \$2,779,606 distributed back to parishes in the form of rebates to be used for the local ministry.
- Engaged donors in groups with in-person events.
- Oversaw the promotion and creation of marketing materials for the priests' retirement fund.

Sacrificial Giving Appeals

- Supported several parishes with sacrificial giving appeals.
- Prepared Giving Tuesday and End of year resources for our parishes and schools.
- Provided ongoing ParishSOFT technical support to parishes.



“

Support the Mission of the Diocese:



THE STEWARDSHIP TEAM’S GUIDANCE HAS HELPED OUR PARISH INCREASE GIVING AND ENGAGE OUR COMMUNITY MORE DEEPLY IN THE MISSION OF THE CHURCH. THE STEWARDSHIP TEAM ALSO PLAYED A CRUCIAL ROLE IN RESEARCHING AND ASSISTING US IN APPLYING FOR THE FEDERAL EMERGENCY MANAGEMENT AGENCY (FEMA) NONPROFIT SECURITY GRANT PROGRAM.” – *Art Cervantes, Business Manager for Saint Athanasius*

Inaugural Stewardship Conferences: one accomplished in 2023 and one planned for 2024

- 2023 Conference inspired 240 attendees.
- Strove to foster a culture of stewardship within Hispanic communities, exploring practical ways to nurture generosity, responsibility, and active participation in parish life.

Pastoral Plan Support (Ongoing)

- Conducted donor events to share about the Pastoral Plan.
- Is in the process of planning a diocesan-wide campaign to finance the implementation of the Pastoral Plan across our diocese and in all our 52 parishes.

PASTORAL PLANNING AND IMPLEMENTATION

The Office of Pastoral Planning and Implementation is at the heart of our diocese's efforts to achieve spiritual renewal and growth. This new office ensures that the Diocesan Pastoral Plan, as a living blueprint for action, is implemented in a way that guides our diocese toward a hope-filled future.

"I learned and absorbed so much information through the hard work of the whole implementation staff: through joining their hosted webinars and participating in the priests' pastoral plan implementation meetings every month. They are a tremendous help for me as a new pastor with my staff, pastoral & finance councils, and different ministries to navigate the implementation process in my parish that will lead us to the brighter side of success in the near future."

— Fr. Celso Singson, Pastor of St. Martin of Tours



KEY ACHIEVEMENTS

- Distributed English, Spanish, and Vietnamese copies of and educated hundreds of deanery, parish, and school staff and clergy about the Pastoral Plan.
- Organized the 23 objectives into three phases.
- Formed seven advisory committees —one for each priority plus separate ones for youth and young adults – with 6-12 lay volunteers, employees, and clergy representatives from across the diocese.
- Began work on Worship Objective 1: Foster a welcoming worship environment.

The Journey to 2031

Hành Trình Đến Năm 2031



Strategic Plan Priorities...

- SHIP**
To be Christ to everyone we meet.
- OUTREACH**
To be Christ to everyone we meet.
- FORMATION**
To integrate the formation of missionary disciples.
- ADULT AND YOUTH**
To make Christ the center of family life.
- FAMILY MINISTRY**
To make Christ the center of family life.
- STRUCTURAL RENEWAL**
To build a sustainable structure in support of the mission of the diocese.



- Created the 10-point hospitality framework by which parishes can assess and improve their own welcoming efforts.
- Hosted a hospitality summit with over 150 parish and school attendees to share best practices for being intentionally more welcoming.
- Engaging in ongoing research and planning and has begun work on the other Phase One objectives, such as improving homilies, supporting parents as primary catechists, and hosting young adult and youth assemblies.

Use this QR code to learn more about our pastoral plan on the diocesan website.





PROTECTION OF CHILDREN AND VULNERABLE ADULTS

Our diocese is deeply committed to safeguarding the most vulnerable in our community, with the Office of Protection of Children and Vulnerable Adults leading these efforts. By prioritizing the safety and well-being of our children and vulnerable adults, OPCVA strives to realize the pastoral plan's commitment to creating a welcoming and safe environment for all.

"Working with the Office of the Protection of Children and Vulnerable Adults has been a privilege. I am deeply grateful for the support they have extended to our parish ministry. Their assistance with the Virtus Safe Environment training and their prompt responses to our queries have been invaluable. I am truly appreciative of their dedication and support." — Merry Kaelani, catechetical director, Saint Martin of Tours

KEY ACHIEVEMENTS:

- 7,723 Live Scans Fingerprinting Completed.
- 10,234 clergy, employees, and volunteers completed VIRTUS Safe Environments training to protect youth and vulnerable adults.
- Reaches out regularly to victims/survivors and their families with a sincere commitment to their spiritual and emotional well-being.
- Fourth Annual Mass of Healing: Dedicated to survivors of clergy abuse so they may find within the Church herself a concrete response to their pain and suffering.
- Child and Youth Protection Conference: Continued commitment to keep current on best practices in safeguarding and healing.

TECHNOLOGY SERVICES

Our Technology Services team supports all diocesan sites, including parishes, schools, cemeteries, and community centers. We also provide on-site services to over 32 sites, including parishes, schools, cemeteries, and the San José State University Newman Center. By providing robust technology infrastructure and support, this office enables the diocese to communicate effectively, thereby safeguarding its operations.

DSJ Tech has been responsive to our needs. The work we are engaged in leans on technology so heavily that DSJ Tech Call Center answers our questions and follows up to ensure the problems are resolved. Sahar, in particular, has been instrumental in helping us manage the complex information system. — Jan Popolizio, Principal, Saint Nicholas School



I appreciate how professional and organized your department (DSJ Tech) has become. You can offer helpful services. Communication with DSJ Tech has been smooth and responsive. Thank you for all your team does.

— Thomas Pulchny, Principal, Sacred Heart School

KEY ACHIEVEMENTS

- Security Enhancements: Over 260 security cameras were installed across diocesan sites.
- Cybersecurity Upgrades: Enhanced email security and reduced cyber insurance premiums by 66%.
- Average Support Tickets resolved: 2,300 per month.
- Average Resolution Time: 12 hours
- First Response Time: 2.5 hours



VICAR FOR CLERGY

The Vicar for Clergy provides spiritual and administrative support for the needs of our active and retired priests and deacons. From staffing parishes and other ministries to providing ongoing education, this office ensures that our ordained shepherds have the resources and guidance to serve our communities effectively during and beyond their active, full-time ministry.

“The Vicar for Clergy’s support has been invaluable, providing guidance and opportunities for continued growth in our ministry.” — Priest, Diocese of San José

KEY ACHIEVEMENTS

Clergy Staffing

- 92 active diocesan priests, 38 permanent deacons with ongoing support for 46 retired diocesan priests.
- 4 parishes in the diocese are staffed by priests who belong to religious congregations.
- An additional 10 priests serve in diocesan assignments but belong to other dioceses.

Clergy Development

- Provides opportunities for continual renewal, skills development, and ongoing formation of priests and deacons.
- Currently supports two priests pursuing advanced studies in Canon Law and the Church’s Social Mission.
- Hosts an annual five-day retreat for diocesan priests, a Chrism Mass day of reflection, a priest convocation, and clergy study days.

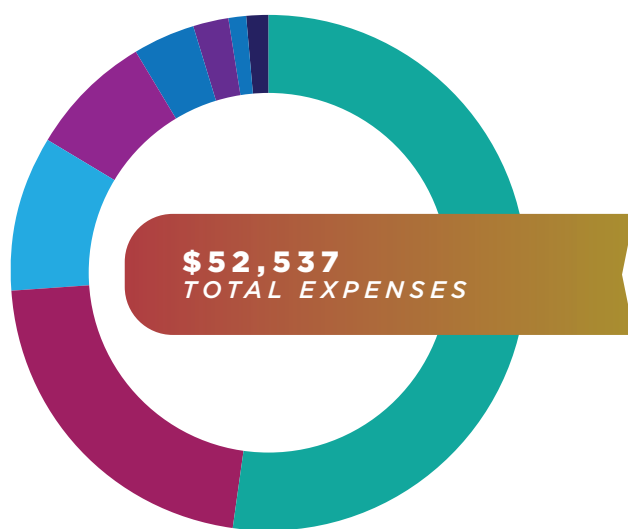
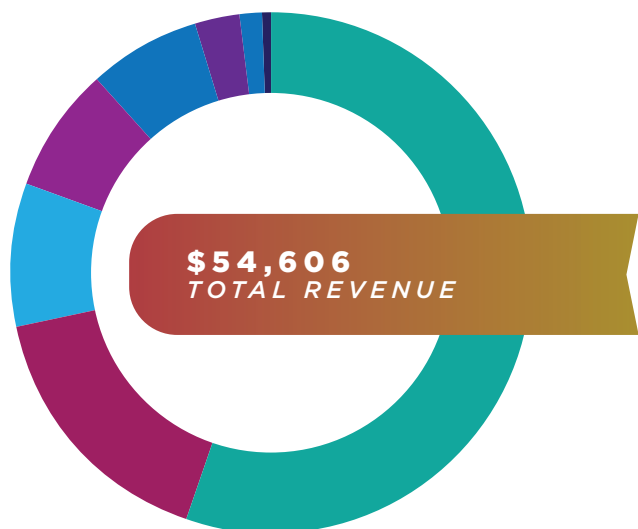
Immigration Services

- Coordinates visas and residency for international priests and religious. The multicultural and linguistic demands in the Diocese of San José often require priests and religious from outside the United States.

Hospital Ministry

- Provides spiritual care in the 10 hospitals across the diocese.
- Staffs Stanford Medical Center with a full-time Catholic Chaplain.
- Serves the other nine hospitals with assigned priests and deacons.
- Handles calls during the night and on weekends to local parishes.

FINANCIALS



REVENUE

● Insurance Premium Income	30,295	55.5%
● Gifts, Bequests, & Collections	8,968	16.4%
● Diocesan Assessments	4,844	8.9%
● Grant Income	4,168	7.6%
● Fees	3,844	7.0%
● Education Income	1,463	2.7%
● Rental Income	865	1.6%
● Other Income	159	0.3%
Total Revenues from Operations	54,606	100.0%

EXPENSES

● Insurance	27,484	52.3%
● Compensation & Benefits	11,410	21.7%
● Scholarships & Grants	5,161	9.8%
● Other Operating Expenses*	4,004	7.6%
● Professional/Contracted Services	2,015	3.8%
● Depreciation	1,227	2.3%
● Information Technology	510	1.0%
● Other Expenses	726	1.4%
Total Operating Expenses	52,537	100.0%

The Roman Catholic Diocese of San José Central Administrative Office's statement of activities by fund for the fiscal year ending June 30, 2024.

Change in Net Assets from Operations	2,069
Investment Income	7,022
Change in Net Assets	9,091
Net Assets - Beginning	170,848
Net Assets - Ending	179,939

These numbers are listed in thousands and have not been audited. All audited financial statements are available on the Diocese of San José's website.

* Other operating expenses include property taxes, repair and maintenance, printing, seminary education, professional development, utilities and other operating expenses.

El Camino Hacia 2031

The *Journey* to 2031

Hành Trình Đến Năm 2031

Pastoral Plan Priorities...



LEARN MORE



WORSHIP

To provide reverent and joyful worship experiences that deepen our connection with Christ and his people.



OUTREACH

To be Christ to everyone we meet.



FORMATION

To invigorate the formation of missionary disciples.



YOUTH AND YOUNG ADULTS

To understand and engage young people and to cultivate young leaders for our Church and the world.



FAMILY MINISTRY

To make Christ the center of family life.



STRUCTURAL RENEWAL

To build a sustainable structure in support of the mission of the diocese.

