

# APPENDIX A: GLOSSARY

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**Apostolates or movements** are the activity of groups of the lay faithful in missionary service to sanctify and evangelize the world by spreading the Good News throughout the earth, enabling all people to share in Christ's saving redemption, and through them, the whole world might enter into a relationship with Christ.

**Catholic Social Teaching** is founded on the life and words of Jesus Christ, who came "to bring glad tidings to the poor... liberty to captives... recovery of sight to the blind"(Lk 4:18-19), and who identified himself with the least in the society, the vulnerable, those on the margins, the hungry and the stranger (cf. Mt 25:45). It is a teaching that calls Catholics to examine their personal and communal role in navigating the intersection of faith and socio-politics. There are seven guiding principles or themes that run throughout Catholic Social Teaching (USCCB):

- Life and Dignity of the Human Person
- Care for God's Creation
- Rights and Responsibility
- Call to Family, Community, and Participation
- Solidarity
- Dignity of Work and Rights of Workers
- Option for the Poor and Vulnerable

**Community Organizing** is considered as one (but not the only) tool to give a greater voice to the poor and help them break the cycle of poverty, as it is not an end in and of itself but a means. Used well, community organizing can be an important way for people to defend their own lives and dignity, families, and communities. (The Catholic Church Working to End Poverty and Injustice in the United States, USCCB)

**Evangelization** is the proclamation of Christ and his Gospel (Greek: Evangelion) by word and the testimony of life in fulfillment of Christ's command (Catechism of the Catholic Church, Glossary, 977).

**Faith Formation** is an ongoing process that, under the guidance of the Holy Spirit and in the Christian community, helps the baptized person to take shape, which means unveiling his deepest identity, which is that of being a son of God in profound communion with his brothers. The work of formation acts as a transformation of the person, who internalizes the evangelical message existentially and in such a way that it may be light and guidance for his ecclesial life and mission. (Directory For Catechesis, USCCB (2020), 131). Other terms used to relate to Faith Formation:

- **Catechesis** is the act of transmitting or handing on the Faith. Catechesis is generally directed toward persons who have already received the first proclamation, with whom it promotes the processes of initiation, growth, and maturation in the faith.
- **CCD**, which stands for Confraternity of Christian Doctrine, was an association established in Rome in 1562 to provide normally designed for children in public schools. Although this term has been the popular terminology for many decades, it is not accurate anymore.
- **Religious Education** or Religious Instruction teaches the Catholic religion in Catholic schools. The distinction with Catechesis is that Catechesis "promotes personal adherence to Christ and maturing of the Christian life, [while] school teaching gives the students' knowledge about Christianity's identity and the Christian life." (Directory For Catechesis, USCCB (2020), 313)
- **Sacramental Preparation** is the preparation for the Sacraments of Baptism, Confirmation, Eucharist (First Holy Communion), Reconciliation (Confession), or Holy Matrimony (Marriage).



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**Families** of all ages and stages include all backgrounds, cultures, socio-economic status and:

- Single Adults
- Engaged couples
- Married without children
- Single parents, adoptive parents, foster parents
- Families with small children
- Families with teen children
- Families with adult children
- Families with special needs children or differentiated learning
- Families with members who have disabilities
- ‘Sandwich generation’ caring for both children and parents
- Widows and widowers

**Healing Ministry** may include

- Abortion recovery
- Bereavement and grief support
- Cancer and terminal illness
- Domestic Violence
- Alcohol, drug, and other addictions
- End-of-life support, palliative care
- Racial Healing and Reconciliation
- Suicide survivor support
- Support for caregivers of all kinds
- Those hurt by the Church
- Trauma and Abuse (sexual and non-sexual) recovery

**Mission statement** describes an organization’s purpose and reason for existence.

**Missionary Disciple** is both a disciple and a missionary— a disciple being a follower of Jesus Christ, and a missionary being one who goes out into the world on a mission. Pope Francis writes: “In virtue of their baptism, all the

members of the People of God have become missionary disciples. All the baptized, whatever their position in the Church or their level of instruction in the faith, are agents of evangelization, and it would be insufficient to envisage a plan of evangelization to be carried out by professionals while the rest of the faithful would simply be passive recipients. The new evangelization calls for personal involvement on the part of each of the baptized. Every Christian is challenged, here and now, to be actively engaged in evangelization; indeed, anyone who has truly experienced God’s saving love does not need much time or lengthy training to go out and proclaim that love.” (“Joy of the Gospel” n. 120)

**Multicultural** unites people of many nations, diverse customs, different languages, and unique customs yet allows each group to maintain its integrity while mutually contributing to the culture of the whole.

**Objectives** are the most critical programs or projects an organization must successfully execute to achieve its strategic priorities. All objectives are taken directly from the prioritized Diocesan Synod proposals and are listed with their corresponding Synod delegate rating in parentheses.

**Organizations** refer to Catholic nonprofits whose service and justice-related work includes direct action that supports Catholic teachings, like Catholic Charities, the Society of St Vincent the Paul, the Catholic Network to End Human Trafficking (CNEHT), Charities Housing, Jeanne d’ Arc Manor, Villa Sienna, and the Jesuit Volunteer Corps. It also includes those non-Catholic nonprofits and organizing committees that support diocesan work in peace and justice and do not contradict Catholic teachings, such as IAF (Industrial Areas Foundation), Silicon Valley Sponsoring Committee, Valley Verde, and South Bay Community Land Trust.

**Rite of Christian Initiation of Adults (RCIA)** is a process through which non-baptized men and women are initiated into the Catholic Church. It includes several stages marked by study, prayer, and rites at Mass. They undergo a process of conversion as they study the Gospel, profess faith in Jesus and the Catholic Church, and receive the sacraments of baptism, confirmation, and Holy Eucharist. The United States Conference of Catholic Bishops approved on November 17, 2021, that RCIA (Rite of Christian Initiation for Adults) should be more appropriately named OCIA (Order of Christian Initiation for Adults). However, the action still needs the approval of the revised translation by the Vatican’s Dicastery for Divine Worship and the Discipline of the Sacraments before it takes effect.



**Service Opportunities** include any/all ministries of service and charity, including hospital and prison ministry, ministry to the unhoused, shower and laundry services, food pantries and food distribution, and volunteering with various service organizations.

**Small Faith-Sharing Groups** consist of 6 to 12 parishioners who meet regularly in their homes or in the parish. Together, they pray, read, and reflect on the scripture readings for the following Sunday or use topical materials designed for small faith-sharing groups. The number of participants in each group is limited to facilitate relationship building. Discussion and discernment of God's Word focuses on the challenge and call to live out the gospel reading in our daily human experience.

**Social Justice** is the view that everyone is made in the image of God, and so possesses an equal and inalienable worth and deserves equitable economic, political, and social rights and opportunities, particularly those in greatest need. Works of peace, justice, and advocacy are situated mainly in the context of a Catholic moral framework and Catholic Social Teaching. See the definition of Catholic Social Teaching above.

**Spiritual Renewal** means rediscovering our Faith and reconnecting deeper with Jesus Christ, leading to the Fruits of the Holy Spirit: charity, joy, peace, patience, kindness, goodness, generosity, gentleness, faithfulness, modesty, self-control, and chastity. When these virtues shine within us or others, we can be confident that the Holy Spirit is actively working in our hearts, souls, and lives.

**Strategic Priorities** are the key areas that an organization will concentrate its time and activities to achieve its Mission and Vision.

**Summarized Action Steps** are the key steps to complete for each focus area. Action plans will be prepared in a SMART format (Specific, Measurable, Achievable, Realistic, and Time-Bound). The detailed action plans span over 100 pages. While crucial for implementation, we've included only a summary of the critical actions in this plan.

**Synod** is a special meeting called by the diocesan bishop, which brings together a large group of people from varied backgrounds to discuss the diocese's pastoral needs and listen to how the Holy Spirit is leading the diocese at that time.

**Value Statements** are the principles that guide an organization's and its people's actions.

**Vision Statement** describes an organization's aspirations and desired future state.

**Youth:** Catholic, home, private, and public school children in grades 6-12, typically ages 11-18

**Young Adult:** Adults aged 18-35 that are in a variety of "ages and stages" of their lives, which include College, Young Professionals, Newly Married, and Young Families\*

- **College:** Any post-high school student enrolled in a local community college or university. The college-aged young adult may also work full time but is in the general college-age range of 18-22 years old
- **Young Professional:** Any single, engaged, or married young adult who is seeking employment or employed. This person may be in advanced studies but typically falls into the age range of 21- 35 years old.
- **Newly Married:** This young adult may be married civilly or sacramentally and typically falls into the age range of 21-35 years old.
- **Young Family:** Any young adult, single or married, with at least one child, typically in the age range of 18 to 35 years old.



## APPENDIX B:

# SYNODAL PASTORAL PLANNING PROCESS

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Drawing on the profound legacy of Our Lady of Guadalupe’s appearance and message to San Juan Diego, Bishop Oscar Cantú convened a diocesan synod under her patronage to listen and discern with the faithful how we, the Church of San José, can accentuate our strengths and address our challenges to spiritually renew our diocese and recapture the vibrancy of our Faith and radiate the Gospel message beyond our walls with renewed enthusiasm.

The diocesan synod consultations started in May 2022 with deep prayer, active listening, and collecting extensive data and feedback from many stakeholders, including priests, deacons, principals, lay leaders, staff, consecrated religious, and faithful of all ages. After 100 consultation sessions and an online survey gathering thousands of recommendations, the Diocese of San José Synod General Assembly was held at Santa Clara University on January 27-29, 2023. At the Assembly, the nearly 200 dedicated delegates considered 96 distinct proposals on how to reinvigorate our faith in a way that routinely forms and engages new disciples of Christ and is sustainable for generations to come. From these prayerful discussions, 48 prioritized proposals emerged for Bishop Cantú’s discernment.

Subsequently, the Pastoral Planning Commission, appointed by Bishop Cantú, took the prioritizations of the Synod Assembly and developed this pastoral plan in collaboration with the Coordinating Team, the Reid Group, and the six Planning Action Teams, consisting of 6 to 12 representatives from parishes, schools, Catholic organizations, and the clergy.

Continuing in the spirit of synodality, hundreds of representatives of our diverse stakeholder groups – lay leadership, staff, religious, and clergy from across the diocese – were gathered to review and provide feedback on the first and second draft plans. Their unique perspectives and valuable insights have enhanced the process and our pastoral plan.

Late November, this collective endeavor and our renewed pastoral plan was presented to Bishop Cantu for his approval. The plan was unveiled publicly on December 6, 2023, heralding a new chapter for the Catholic community of San Jose. *Implementation of the plan is scheduled to begin in January 2024 and continue through 2031.*



# PASTORAL PLANNING PROCESS



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 <p><b>Summer/Fall 2022</b> 100 consultation sessions</p>	 2,700 clergy and lay leadership from across the entire Diocese participated  tri-lingual online survey yielded more than 4,000 responses  More than 8,000 recommendations aimed at Diocesan Renewal
 <p><b>January 2023</b> Diocesan Synod General ssembly</p>	<p><b>200 synod Delegates</b> prayed over and discerned 96 proposals and prioritizing them down to the "Top 48"</p>
 <p><b>February – April 2023</b></p>	<p><b>6 Strategic Priorities</b> Determined from the "Top 48" by the Bishop and the Planning Commission of 22 laity and clergy</p>
 <p><b>May 2023</b></p>	<p><b>6 Planning Action Teams</b> (comprised of 8-12 laity and clergy) assembled to create <b>SMART</b> (Specific, Measurable, Achievable, Realistic, Time-bound) actions for each priority</p>
 <p><b>June 2023</b></p>	<p><b>11 Consultation Sessions</b> with nearly 300 participants, including 100 priests, to review the 1st draft of the pastoral plan</p>
 <p><b>July/August 2023</b></p>	<p><b>6 Strategic Priorities Refined</b> to be <b>Worship, Outreach, Formation, Youth &amp; Young Adults, Family Ministry, and Structural Renewal</b> with 23 objectives</p>
 <p><b>September 2023</b></p>	<p><b>11 Consultation Sessions</b> with nearly 300 participants, including 88 priests, to review the 2nd draft of the pastoral plan</p>
 <p><b>October/November 2023</b></p>	<p><b>Pastoral Plan Refined</b> based on feedback of 2nd draft created the Office of Pastoral Planning and Implementation</p>
 <p><b>December 6, 2023</b></p>	<p><b>Unveiling of Pastoral Plan</b></p>



# APPENDIX C: PLANNING PROCESS PARTICIPANTS

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We acknowledge the hundreds of people from the following stakeholder groups for their insightful contributions. Their invaluable feedback, both prior to the Synod Assembly and subsequent to it on the initial and revised drafts, was instrumental.

- Business managers/parish administrators
- Catholic elementary and high school principals
- Catholic movements and organizations
- Chancery employees
- Deacons and wives

- High school and college campus ministers
- Parish catechetical leaders
- Priests
- Religious women and men
- Synod delegates
- Young adults
- Youth ministers
- Young adult group leads

We also wish to acknowledge the many lay persons, religious, and clergy who have been involved in this process, especially the following people, who made significant contributions of time and expertise.

## Pastoral Planning Coordinating Team

Bishop Oscar Cantú

Father Andy Ligot

Father Joseph Benedict

Rosio Gonzalez

Ron Hallagan

Father Joe Kim

Cynthia Shaw

Deacon Eric Simontis

*Consultants* Karen Castellón, John Reid,  
and Rich Shively from The Reid Group

## Pastoral Planning Commission

Sharon Aeria

Brenda Angel

Irma Alarcón de Rangel

Pamela Bjorklund

Mike Blach,

Andrew Brown

Cheryl Caligaris

Dolores Carr

Reyver Galvan

Father Michael Hendrickson

Hieu Ho

Deacon Bob Lassalle-Klein

Father Andy Ligot

Steve Milligan

Rose Pucan-Meagor

Luis Santiago

Father Walter Suárez López

Joanna Thurmann

Yolanda Toulet

Elizabeth Trela

Melissa Ursin



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# Planning Actions Teams

## **Worship**

Rose Pucan-Meagor,  
*Coordinator*  
Irma Alarcón de Rangel  
Hilda Bocanegra  
Veronica Duluk  
Father Jeff Fernandez  
Father Joe Kim  
Deacon Richard Noack  
Kathleen Quiazon  
Melissa Ursin

## **Outreach**

Joanna Thurmann,  
*Coordinator*  
Father Angelbert Chikere  
Ana Collins  
Veronica Duluk  
Heather Gloster  
Olga Islas  
Gregory Kepferle  
Father James Okafor  
Father Jon Pedigo

## **Formation**

Deacon Robert Lassalle-Klein,  
*Coordinator*  
Irma Alarcón de Rangel  
Father Mark Arnzen  
Pamela Bjorkland  
Sister Catherine Dang  
Reyver Galvan  
Monica Hernandez  
Father Brendan McGuire  
Father Rick Rodoni  
Carolina Scipioni  
Deacon Eric Simontis  
Sandra Torres  
Yolanda Toulet  
Elizabeth Trela

## **Youth and Young Adults**

Andrew Brown,  
*Coordinator*  
Ryan Bao  
Kevin Bernaga  
David Cortese  
Row David  
Veronica Duluk  
Father N Francis Kalaw  
Carlos Montes  
Christina Pirrotta  
Cynthia Shaw  
Father Walter Suárez López

## **Family**

Karen Castellón,  
*Coordinator*  
Andrew Brown  
Deacon Joe Cabrido (Kelly)  
Veronica Duluk  
Martha Espiritu  
Colin and Myra Haubrich  
Amanda Lahey  
Jim and Darlene Marshall  
Sanjay Noronha  
Angel Oseguera (Maria)  
Rose Pucan-Meagor  
Luis and Nancy Santiago Almazol  
Genevieve van Tuyt

## **Structure**

Steve Milligan,  
*Coordinator*  
Sharon Aeria  
Steve Baroni  
Jennifer Beltramo  
Cheryl Caligaris  
Dolores Carr  
Father Michael Hendrickson  
Father Andy Ligot  
Rosio Gonzalez  
Ron Hallagan  
Victoria Nuguid



# APPENDIX D: FINAL RANKING OF SYNOD PROPOSALS

Synod Rank	Synod Proposal Title
1	Just Compensation
2	Youth & Young Adult Parish Ministry
3	Welcome Ministry
4	Faith Formation Programs
5	Understanding the Mass
6	Diocesan Director Youth & Young Adult
7	Tuition Assistance
8	Faculty and Catechist Formation
9	Youth & Young Adult Ministers
10	RCIA Program
11	Land & Property Plan
12	Missing Sheep Outreach
13	Parental Support
14	Youth & Young Adult Outreach
15	Access to the Sacraments
16	Homily Assessment and Training
17	Community Building
18	Parish Music Programs
19	Catechists & Spiritual Directors
20	LGBTQ+ Catholic Support Ministry
21	Resource Sharing
22	Parish-School Integration
23	Eucharistic Revival
24	Youth & Young Adult Minister Collaboration
25	Small Communities of Faith
26	Lay Ecclesial Ministers
27	Divorced/Remarried Catholic Support Ministry
28	Clergy Support of Student Faith Formation

Synod Rank	Synod Proposal Title
29	Strengthening Prayer
30	Retreats, Retreats, Retreats
31	Promoting Catholic Education
32	Diocesan Reorganization
33	Bible Study Programs
34	Mental Health Ministry
35	Parish / School Strategic Plans
36	Learning Differences and Special Needs
37	Marketing & Communications
38	Diocesan Training & Development Plan
39	Best Practices & Critical Needs
40	Diocesan Director of Music
41	Adoration and Devotions
42	Parish Ministry Model
43	Catholic Organizations
44	Chancery Services
45	Vocational Recruitment
46	Parish & School Staffing Models
47	Spiritual Gifts Assessment
48	Increased Availability of Reconciliation
49	Youth & Young Adult Synods
50	Youth, Young Adult & Family Masses
51	Service Opportunities
52	Annual Diocesan Youth Day
53	Priest & Diocesan Leadership Engagement
54	Technology-enabled Churches
55	Celebrating Cultural Diversity



Synod Rank	Synod Proposal Title
56	Evangelization Ministry
57	Mission Trips
58	Eucharistic Congress
59	Diocesan Annual Report
60	School & Religious Education Programs
61	Pastor Assignments to Catholic Schools
62	Catholic Social Teachings
63	Liturgical Needs and Preferences
64	Student Service Projects
65	School - School Partnerships
66	Partner Parish / School Model
67	Prayer Ministry
68	Diocesan Financial Plan
69	Seminarian Skills Assessment & Training
70	Clergy Focused on Youth & Young Adult Ministries
71	Faith Testimonials
72	Diocesan School of Music
73	Faith-in-Action Dashboard
74	Diversity in Leadership
75	Goal Setting & Performance Appraisals
76	Event Collaboration
77	Leadership Framework
78	Digital Spiritual Content
79	Diocesan Cultural Day
80	Minister & Volunteer Management
81	Personal / Household Spiritual Plans

Synod Rank	Synod Proposal Title
82	Homelessness Task Force
83	Prayer Companion / Coach
84	School Admissions Process
85	Family Faith Formation
86	Women in Leadership
87	Diocesan-wide Mass Schedule
88	Policies & Procedures
89	Diocesan Catholic Youth Organization
90	Homily Feedback
91	Pilgrimages
92	Student Formation Oversight
93	Spiritual Best Practices
94	ILM Program
95	School Governance Model
96	"Home Rooms"

