

Diocese of San José Pastoral Plan 2nd Draft Executive Summary

Worship

Goal: To Provide Joyful Worship Experiences that Move Us Closer to Christ

1. Increase the understanding and appreciation of the Mass
2. Provide a welcoming worship Environment (art, ministers, etc.)
3. Deliver thoughtful homilies that call and inspire all to action
4. Provide uplifting, liturgically appropriate music

Outreach

Goal: To Be Christ to Everyone We Meet

1. Significantly expand ministry in housing, mental health, and other charitable services
2. Increase social justice awareness, training, and commitment
3. Revitalize evangelization practices to grow the Church

Formation

Goal: To Accelerate the Formation of Missionary Disciples

1. Establish shared faith formation criteria for all schools and parishes
2. Provide enriching catechetical, sacramental, RCIA/OCIA, and faith formation programs
3. Teach, strengthen and personally commit to prayer
4. Significantly expand retreats, small faith groups, and other spiritual growth opportunities
5. Realign clergy and lay minister formation and assignments to best support the pastoral plan

Youth & Young Adults

Goal: To Understand, Engage, and Cultivate Leaders for our Church and the World

1. Listen to the needs and desires of our youth and young adults (via synods)
2. Inspire and cultivate leaders from within our youth and young adults
3. Personally invite and engage youth and young adults via planned social and spiritual activities

Family

Goal: To Make the Parish the Center of Our Personal, Spiritual, and Social Circles

1. Develop programs and ministries in support of the entire lifecycle of the family
2. Form and equip parents to be their children's primary catechists
3. Create diocesan-wide LGBTQ+, divorced/remarried Catholics, and healing ministries
4. Bring our parishes and all school families into full communion with one another

Structure

Goal: To Thoughtfully Design and Responsibly Operate a Mission-enabling Structure

1. Reorganize parishes, schools, and the chancery to better support the mission
2. Identify essential parish and school ministries and the staff needed to fulfill these ministries
3. Establish a just and competitive compensation model
4. Quantify and secure the finances needed to fund the pastoral plan