

## **Delegate Questions about Proposals – Part 2**

***Yyaf6- curious about the role of the catholic high schools on youth outreach***

*We have representation from the Catholic HS and our hope is that all Catholic schools will work in greater collaboration.*

***Tce3- Would you share teachers? Do all the schools have the same tuition? Or will the diocese supplement certain areas?***

Sharing teachers across schools is an option to be explored depending on the outcome of the proposal voting and the schools' strategic planning process. All schools do not have the same tuition. The Diocese has provided and helped solicit scholarship funds in the past and will continue to do so going forward.

***Clt10- what kind of training? It needs to take into account that parent volunteer at school classes or field trips do not need the same amount of training as a volunteer with regular hours. So that volunteering doesn't become something overwhelming and discouraging. Why all in person?***

*In this part of the phase we are not engaging in the details of how things will work or what funds will be prioritized, the planning team will dive deeper into the roles of volunteers and staff in schools in consultation with the schools as we develop goals and objectives to each proposal. All forms of learning, in person and remote, will be considered.*

***Clt9. If the diocese is having problems filling up current positions would this proposal limit even more the pool of candidates to fulfill the diversity levels? Are we not supposed to hire the best available candidate for the job without regards of ethnicity, sex, or age?***

The plan is to expand recruitment to all possible candidates, including those with diverse backgrounds. By targeting a wider range of individuals, this expands our options as opposed to reducing them, seeking candidates with different skills sets to meet the needs of our communities.

***How should we integrate the data from the Diocesan Synod Survey when forming our opinions on the proposals? For example, if the data suggests that most respondents felt an issue is extremely important, but we personally disagree, should we use a "majority rules" approach and vote in favor of the proposal, or at least take this into consideration?***

Delegates should vote based on which proposals will have the greatest, positive impact on the Diocese as a whole, beyond personal preferences. Such proposals may or may not be the "most popular".

***EPM #2: Proposal as written is confusing. I'm in Group 5 which will discuss this - seems to assume some collaborative structure (grouping) already present or which might come out of the Synod? Not sure how to discuss the question: are we talking about a parish, a group of parishes or a group of parishes and schools?***

There is no presumption as to a future parish structure. Assume that it is a parish, whether a single parish today, or possibly, a grouping of parishes some number of years down the road.

***In providing a prioritization rating for a proposal, should we consider if a proposal is already covered by another more overarching proposal/theme? For example, if in my view, YYAF #7 is a great proposal but will already be addressed by EPM #1, which in my view is already a great proposal, should I give both a 3? Or 3 to EPM #1, and a 0 to YYAF #7 (because it is subsumed)?***

Several proposals may be related but please vote them separately based on their own individual merits and perceived impact. If you think two separate but related proposals are both strong, rate them as such. Please do not assume that because you think one particular proposal is strong, others will necessarily agree.

***Tce10 [schools admissions process] I understand that there has been a more standardized system this 2022-2023 year. Is that not the case?***

Our Catholics schools have always had a consistent tool for managing admissions. The process for admission has been unique to each location but collaborative discussions have begun with the schools around common best practices, eliminating barriers to entry, and standardizing a “everyone is welcome” process.

***ros8. The context states that there are 3 different models of governance. What are those? If it is the Drexel, parish and diocesan is that not something that is somewhat being modified in the present?***

Similar to other dioceses across the country, our Diocese has previously piloted different models of school governance to determine how best to support schools. In the past few years, we have taken the lessons learned from each of these models are working toward a more unified approach while balancing the responsiveness to the needs of the local community. As we look ahead, there are opportunities to examine and clarify the unified approach to school governance, particularly the roles and partnership of key stakeholders.

***After careful review of my group's proposals, I have some concerns. The proposals for the Synod 2023 have broad statements that make them difficult to assess. In presenting proposals, an organization often recognizes that it must assess a stated proposal after it has been accepted and initiated. With most of the proposals, I do not see an effective way to measure the progress and the final result. Did the authors intentionally not address this issue or wanted it vague?***

Turning the proposals into SMART goals – Specific, Measurable, Achievable, Relevant, and Time-Bound – and action plans will be handled in the next phase of the process – the pastoral planning process. We are asking delegates to discern and prioritize which ideas or proposals will have the greatest impact on the spiritual and structural renewal of the diocese as a whole and should be further explored in depth by the Pastoral Planning Commission.

***The Proposal Package listed the members of the Diocesan Synod Steering Committee. Did the Pastoral Planning Commission prepare the Proposal Package? Who and what is the background of the Pastoral Planning Commission? Was the result based primarily on the Synodality listen results or did they have a separate vision? They do not seem to focus on the primary listening results from our parish where the Holy Spirit was the primary guide. Since we claim the goal of ONE church, did they consider the results from the Vatican's, "Enlarge the Space in Your Tent"? I thank you and all others for your work.***

The proposal package was prepared by the Diocesan Synod Steering Committee. The synod themes and proposals were distilled from more than 7,500+ comments and recommendations from: nearly 100 Diocesan consultation sessions across all 54 parishes and 26 schools; 4,000+ diocesan synod survey responses, and from the listening sessions and survey responses that resulted in the Universal synod report from the Diocese of San Jose. There is no separate vision of the Steering Committee. As is expected, different communities see the same issues differently. The Steering Committee looked for the guidance of the Holy Spirit in identifying the eight synod themes, and then utilized an eight-person team, including four non-Steering Committee members and two from the Universal Synod Steering Committee to recommend and write the actual proposals that are in the package. Each proposal went through multiple layers of review and approval before being finalized. The work of the Pastoral Planning Commission begins after the synod assembly, taking the prioritized proposals and developing a pastoral plan. More information about them will be shared at the end of the assembly weekend.

