



DIOCESE OF
SAN JOSE

Impact Report

25
26



BY THE NUMBERS

513,000
Catholics

32
permanent deacons

8
Seminarians

1
University

53
Parishes and Missions

41
retired priests

20
Religious Brothers

1
Social Services Agency

33
Diocesan and
Independent Catholic
Schools

16
extern priests

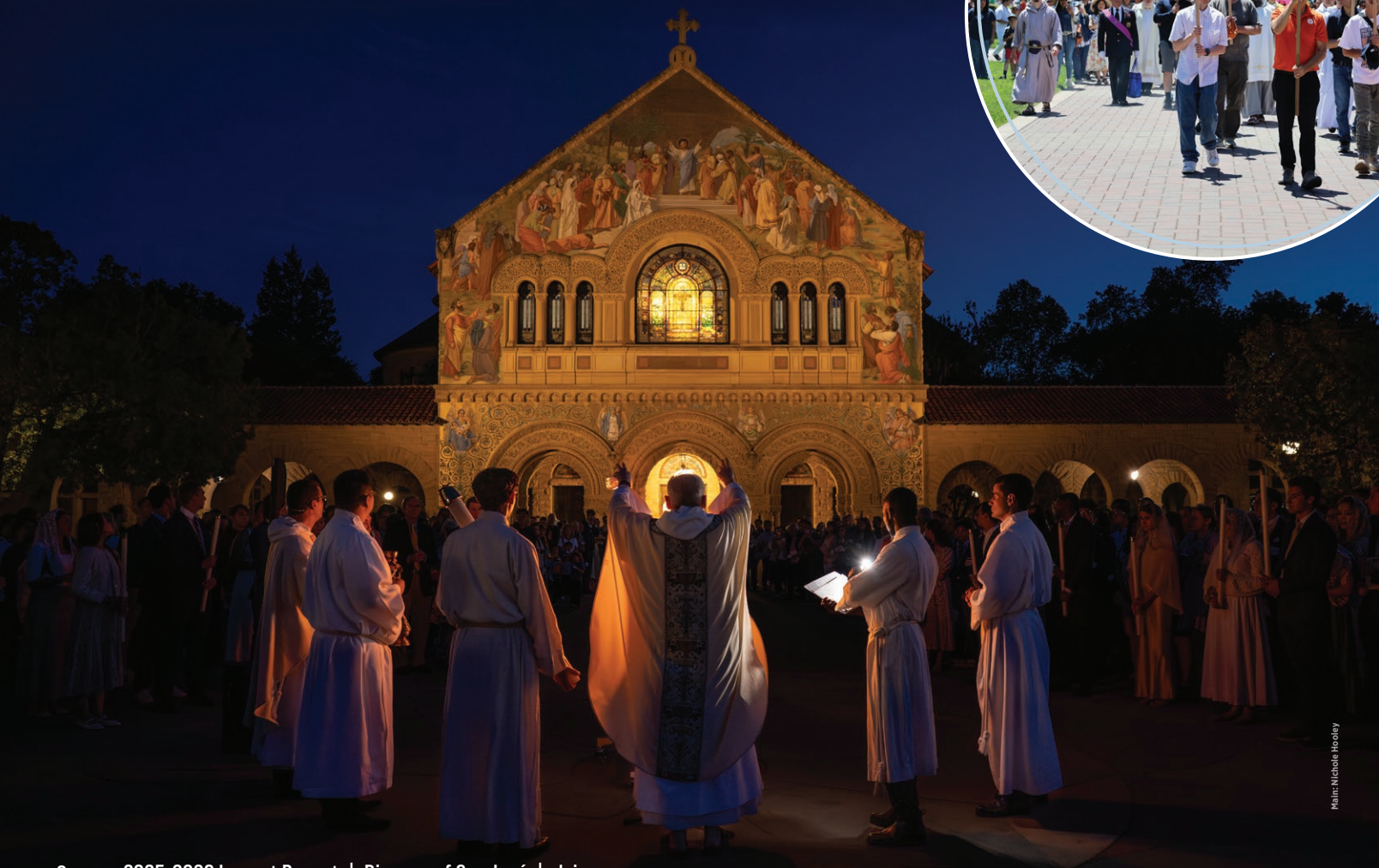
172
Religious Sisters

1
Home for the Aged

92
active diocesan priests

154
Religious Priests

2
Cemeteries



Main: Michele Nooley

TABLE OF CONTENTS

From Bishop Cantú 4-5

MISSION DIRECT

Parishes.....6-7
Schools 8-9
Adult Spirituality & Family Life 10
Deacon Formation 11
Faith Formation12
Institute for Leadership in Ministry13
Catholic Charities 14
Life, Justice, & Peace.....15-17
Vocations..... 18
Worship 19
Young Adult Life20
Youth Ministry21

Welcoming Auxiliary Bishop Ligot 22



MISSION SUPPORT

Communications 23
Facilities & Risk Management24
Human Resources 25
Mission Advancement & Stewardship 26-27
Mission Co-Op28
Pastoral Planning & Implementation.....29
Protection of Children & Vulnerable Adults30
Technology Services.....31
Tribunal & Office of Canonical Affairs..... 32
Vicar for Clergy.....33
Financials 34-35

This report reflects the work of the Diocese of San José during our fiscal year, July 1, 2025-June 30, 2026.



***Dear Brothers
and Sisters in Christ,***

As we share this year's Impact Report, I thank God for each of you. These pages hold the work of a whole diocese, its parishes and schools, its ministries and offices; and more than that, they hold the story of what God has done among us. Every page tells a single story in many forms: lives changed, faith deepened, and communities strengthened by God's grace and by your generosity.

You will see that story in the ordinary moments of our life as a local Church. Children receive their First Communion. Couples have their marriages blessed. Catechists pass on faith in multiple languages. New deacons are ordained to serve the poor and those in long-term care. Young adults find a place to belong, and neighbors in crisis find a hand to hold. In each of them, the Church in Santa Clara County is faithfully alive.

Last year the whole Church walked as pilgrims of hope. Now in 2026, Pope Leo XIV has proclaimed a Franciscan Jubilee Year, 800 years since the death of Saint Francis of Assisi, calling us back to the simplicity and peace of the Gospel and to a deeper care for God's creation. We carry that same hope toward our own Diocesan Jubilee in 2031, when we will mark the 50th anniversary of our diocese and the 500th anniversary of Our Lady of Guadalupe's apparitions. Guided by our pastoral plan, *Renewed in Christ, Together in Mission*, we step forward with trust in God's providence.

What you hold is not a record of programs but a portrait of a people that belongs to God. Thank you for helping to make this possible! Together, may we continue to build the Kingdom of God here in the Diocese of San José.

With gratitude and blessing,

Oscar Cantú

Most Reverend Oscar Cantú
Bishop of San José



“

I thank God for each of you. These pages hold the work of a whole diocese, its parishes and schools, its ministries and offices; and more than that, they hold the story of what God has done among us.”





A CROSS 53 PARISHES, MISSIONS, AND PASTORAL CENTERS, the faith is lived day by day. Here Christ is met in the Eucharist, children are baptized, couples are married, the grieving are consoled, and newcomers are welcomed home.

Together our communities celebrated **35,000 Masses this year in 15 languages**, a Church at once deeply local and truly universal. Guided by the pastoral plan, *Renewed in Christ, Together in Mission*, they widened their welcome, deepened prayer and formation, and invested in the youth, families, and leaders who carry the mission forward.



ENCOUNTERING CHRIST

- 650+ hours of Eucharistic Adoration each week
- 250+ hours of Reconciliation offered each week

WELCOMED INTO THE CHURCH

- 4,002 infant and minor Baptisms · 249 adults baptized
- 331 received into full communion
- 3,701 First Communions · 2,598 Confirmations
- 517 Marriages celebrated in the Church · 112 Interfaith Marriages

GROWING IN FAITH

- 3,534 high school students in religious education
- 6,922 elementary students in religious education (including PreK - 8)
- 2,037 volunteer catechists forming the next generation





IN 33 CATHOLIC SCHOOLS, more than 13,500 students are formed in mind and in faith, prepared for lives of purpose and service from preschool through high school.





“From the time our oldest son started in preschool until now, this school has grown to feel like home. Everyone is so welcoming and helpful. Teachers and staff become family, and they truly know and love my children as their own. As a parent, that is all you can ask for.”

– Parent, Queen of Apostles School

ACADEMIC EXCELLENCE ROOTED IN FAITH

- 77% of students meet or exceed state reading standards; 68% meet or exceed in math
- Rolled out the interior-life goals of the Catechetical Accompaniment Process in elementary schools
- Deepened literacy work with the new Magnetic Literacy pilot

A VISION FOR THE FUTURE: FROM VISION TO VITALITY

In January, the diocese began a catholic school visioning process called *From Vision to Vitality: Reinvigorating Catholic Education in the Diocese of San José*. Its purpose is to discern, in prayer and through synodal listening, how our schools can best serve the mission of the Church now and for generations to come. A complement to the pastoral plan, its first six months alone gathered insight through seven listening sessions and more than 1,800 survey responses that are already shaping the road ahead.



“SAINT FRANCES CABRINI GAVE ME STRONG ACADEMICS AND ONE-ON-ONE HELP THAT LEFT ME FEELING PREPARED AND CHALLENGED TO MY FULLEST POTENTIAL. MY FAITH AND RELATIONSHIP WITH GOD HAVE DEEPEENED HERE, AND THE VALUES I’VE LEARNED WILL STAY WITH ME FOR THE REST OF MY LIFE.” – Student, Saint Frances Cabrini School



AT EVERY STAGE OF MARRIED AND FAMILY life, the Office of Adult Spirituality and Family Life walks with couples and parents: preparing them for the sacraments, forming parish leaders, and building ministries that will outlast any single year.

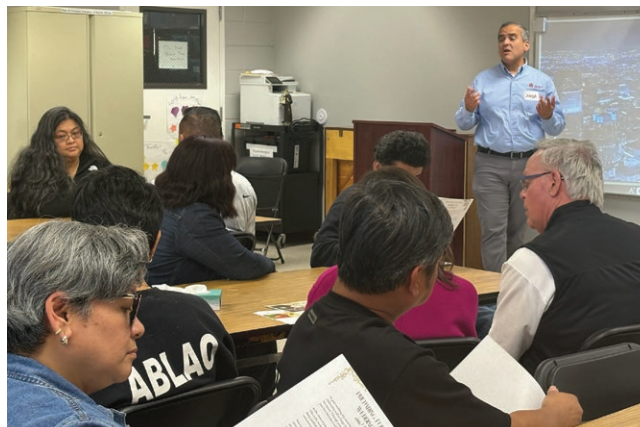


STRENGTHENING MARRIAGE & FAMILY LIFE

- 614 couples took part in diocesan marriage and family-life ministries
- 358 couples attended 25 marriage preparation retreats
- 396 couples completed Natural Family Planning classes
- 103 couples celebrated milestone anniversaries at the annual Wedding Anniversary Mass

A NEW PATH TO THE SACRAMENT: THE COMMUNAL CONVALIDATION INITIATIVE

The office launched a new diocesan process to accompany civilly married couples toward the Sacrament of Marriage, uniting pastors, parish staff, the Tribunal, and volunteers around pastoral preparation. 66 couples were accompanied through convalidation. Among those who attended the preparation retreat, 95% said they felt well prepared, and the overwhelming majority reported a deeper understanding of the sacrament.



“GETTING MARRIED IN THE CHURCH MEANS PLACING GOD AT THE CENTER OF OUR MARRIAGE. WE WANT TO RECEIVE THE EUCHARIST AND BECOME THE EXAMPLE OF FAITH WE WANT OUR CHILDREN TO FOLLOW.” – Couple preparing for convalidation

FORMING LEADERS AND BUILDING LASTING STRUCTURES

- Launched the diocese's first bilingual *Introduction to Family Ministry Course*, reaching 106 parish leaders, with an accompanying online Family Ministry Toolkit
- Established the ongoing Diocesan Family Advisory Council to keep family voices in diocesan planning
- Continued the Layette Ministry, giving 210 layettes (newborn care kits) plus blankets, diapers, and wipes to families in need, in partnership with county public health and community organizations
- Convened the Jubilee Lay Movements Mass & Gathering with Bishop Cantú, drawing 24 lay ecclesial movements, and published the diocese's first Lay Movements Directory

SUPPORTING THE PASTORAL PLAN

For a parish, this means more couples entering or returning to the sacraments, more leaders trained to run family ministry, and a permanent Family Advisory Council formed so the needs of real families help shape what the diocese does next.



THE OFFICE OF DEACON FORMATION

identifies, forms, and accompanies the men called to the permanent diaconate who are formed alongside a companion program, the advanced lay leaders, with whom they will serve, shaping servant-hearted leaders for our parishes and communities.

ORDINATION AND FORMATION THIS YEAR

On May 16, 2026, Bishop Cantú ordained Roberto Tapia and Salvador Heredia to the permanent diaconate at the Cathedral Basilica of Saint Joseph. Deacon Tapia serves the Cathedral and ministry to the food-insecure; Deacon Heredia serves Saint John Vianney Parish and ministry in long-term care facilities. 16 men are currently in formation for the permanent diaconate, with 4 new aspirants accepted to begin in August 2026. The diocese's distinctive Advanced Lay Leader Formation program, open to women and men, offers comparable advanced formation alongside those in formation for the diaconate.

BUILDING PATHWAYS TO LEADERSHIP

- Partnered with the Institute for Leadership in Ministry to identify future applicants, with special attention to forming Spanish-speaking leaders
- Drew and continuously draws intellectual formation from Santa Clara University's Graduate Program of Pastoral Ministry, with alternate, undergraduate school coursework available in English and Spanish through the University of Dayton

SUPPORTING THE PASTORAL PLAN

The future deacons and lay leaders of our diocese will carry the pastoral plan forward by preaching, baptizing, preparing couples for marriage, and carrying Holy Communion to the homebound in the years ahead.



BEHIND EVERY FIRST COMMUNION

class and Confirmation group is a catechist. The Office of Faith Formation forms and equips the catechists who hand on the faith across our English, Spanish, and Vietnamese communities.

HONORING A LIFETIME OF SERVICE

- 276 catechists from 27 parishes received Saint Pius X Awards for 10 to 55 years of service
- 72, from 9 parishes, recognized for 5 years of service

FORMING THE FORMATORS

- 282 catechists from 35 parishes gathered for the bilingual Catechists' Retreat, *Believe, Pray and Hope*, with Bishop Cantú, Father Jon Pedigo, and Father Joe Kim
- Hundreds completed multilingual formation through Introduction to Catechetical Ministry and Pastoral Ministry Formation courses in English, Spanish, and Vietnamese
- 81 catechists from 31 parishes trained on how to include persons with disabilities in faith formation

STRENGTHENING FAMILY CATECHESIS

Through a National Community of Catechetical Leaders (NCCL) initiative, several parishes began building family-centered catechesis, with parents gathering weekly to reflect on the Sunday Gospel alongside their children. Two parishes completed the first year of the Holy Family Initiative from the University of Notre Dame, offering family catechesis through four shared banquets.

SUPPORTING THE PASTORAL PLAN

By forming catechists and equipping parents as the first teachers of the faith, the office advances the plan's call to foster lifelong discipleship and vibrant, welcoming parishes.

"NCCL is giving us resources to equip parents to take a more active role in their children's faith formation. The weekly Café Para Padres meetings had a wonderful response, a time for parents to reflect on the Sunday Gospel while their children were in session."

– Maria Miranda, Saint Catherine of Alexandria Parish



"I LOVED THE BILINGUAL CATECHISTS RETREAT. BISHOP CANTÚ NOT ONLY CELEBRATED MASS BUT LED US IN PROCESSION WITH THE BLESSED SACRAMENT AND ENCOURAGED US TO CONTINUE IN OUR MINISTRY AS CATECHISTS. I LOVED THE VARIETY OF PRAYER AND CATECHESIS SESSIONS AND THE CHANCE TO RECEIVE THE SACRAMENT OF RECONCILIATION. I PLAN TO ATTEND THE NEXT RETREAT."

– Blanca N. Licea, Jr. High Catechist, Our Lady of Guadalupe Parish





LAY LEADERS ARE NOT BORN READY; THEY are formed. Over three years, the Institute for Leadership in Ministry prepares men and women to serve parishes and schools with confidence and deep faith.

A GROWING COMMUNITY OF LEADERS

- 45 graduates from 25 parishes in the ILM Class of 2026
- 167 students enrolled (71 English, 96 Spanish) from 39 parishes
- 81 new first-year students entered the English and Spanish programs
- 28 graduates continued into Advanced Formation; 14 in Advanced Lay Leadership and 14 in Deacon Formation

SUPPORTING THE PASTORAL PLAN

In partnership with other evangelization offices, ILM launched short courses tied to the pastoral plan: *Introduction to Family Ministry* (106 participants) and *Leadership Skills and Best Practices for Catechetical Leaders* (76). For a parish, that means dozens of newly trained leaders ready to lead the Christian Initiation process, a variety of ministries, and to accompany families.

“THOUGH I WAS RAISED IN A FAITHFUL CATHOLIC FAMILY, ILM TRANSFORMED ME IN WAYS I NEVER EXPECTED. I EXPERIENCED PROFOUND PERSONAL GROWTH AND A DEEPER RELATIONSHIP WITH CHRIST — A HUMBLE REMINDER THAT GOD DOES NOT CHOOSE THE QUALIFIED; HE QUALIFIES THE CHOSEN.”

– Eurielle Bio, Sacristan, Saint Francis of Assisi Parish, ILM Class of 2026

“Everything we learned goes out with us, to our families, parishes, and communities, for we are bearers of the light of faith. ILM left us not only with knowledge, but with friendships we can count on as we continue to serve with love.”

– Salvador Gómez Ramírez, Lector, Saint Joseph Parish, Mountain View, ILM Class of 2026





“THE FAMILY RESOURCE CENTER DIDN'T JUST GIVE ME RESOURCES. THEY BELIEVED IN ME WHEN I DIDN'T BELIEVE IN MYSELF. THESE WORKSHOPS CHANGED MY LIFE, AND I'M FOREVER GRATEFUL.”

– Gustavo Hernández, Catholic Charities Family Resource Center

T **THROUGH THE EFFORTS OF CATHOLIC** Charities of Santa Clara County, the diocese feeds, houses, and stands with its neighbors in need. As the Church's social-services arm, it turns faith into action across the county.

“The work we do together creates a ripple effect. Your efforts, no matter how small, send out waves that touch lives in ways you may never fully see. But believe me: the impact you're making is profound.”

– Iviena Bernal, Franklin McKinley Children's Initiative

KEY ACHIEVEMENTS

- Served 107,960 children, adults, and seniors through more than 30 direct service programs at 92 locations, from Palo Alto to Gilroy
- Provided 6,371,996 meals through food distribution at parish and community sites
- Served 3,500 students through CORAL (Communities Organizing Resources to Advance Learning) Afterschool Enhanced Learning Programs
- Served more than 4,000 immigrants through *Know Your Rights* education, legal consultations, and parish-based immigration services
- Supported 1,899 older adults through senior nutrition, wellness, and social-connection programs
- Deployed 2,455 volunteers who contributed more than 62,608 hours of service

SUPPORTING THE PASTORAL PLAN

Every parishioner who volunteers or gives a gift becomes part of this work. Catholic Charities advances the pastoral plan's call to outreach, and its newest program, *Footsteps: Pathways to Self-Sufficiency*, walks with families out of crisis and toward lasting stability.

NO OFFICE IN THE CHANCERY REACHES into more corners of daily life than Life, Justice, and Peace, and much of its work goes unseen. Living out Catholic Social Teaching, its ministries answer the cry of the poor, accompany the vulnerable, care for creation, and form Catholics for the common good.

ANSWERING THE CRY OF THE POOR: CATHOLIC RELIEF SERVICES

Through Catholic Relief Services, the Office of Life, Justice, and Peace directed more than \$80,000 to overseas relief and over \$20,000 in local grants to help all people reach their God-given dignity. Locally, that generosity provided more than:

- 1,000 in-home meals for families
- 4,000 lunch bags and full meals at Martha's Kitchen for people experiencing homelessness and for veterans; showers and meals for the unhoused
- food for 1,000 people facing food insecurity through community pantries

BUILDING POWER FOR CHANGE: CATHOLIC CAMPAIGN FOR HUMAN DEVELOPMENT (CCHD)

The fruit of long, patient accompaniment showed this year at Saint Lucy Parish, where the 1:00 p.m. Sunday Spanish Mass has grown to nearly 1,000 worshipers each week, the parish's largest post-pandemic increase. That vitality is nourished in part by the Catholic Campaign for Human Development, which supports grassroots leadership in largely Spanish-speaking neighborhoods, including the monthly *Misa del Barrio* hosted with Saint Lucy and Silicon Valley Allied for the Common Good. Through a CCHD-funded internship, a young parishioner from Sacred Heart helped identify future local grant recipients, while community leaders opened ongoing dialogue with local officials on neighborhood safety.

"I'M A LEADER WITH SILICON VALLEY ALLIED FOR THE COMMON GOOD AND A MEMBER OF ST. LUCY PARISH. WE LISTEN TO OUR COMMUNITY AND BRING THEIR STORIES TO PUBLIC OFFICIALS, AND TOGETHER WE'VE WON REAL IMPROVEMENTS THAT MAKE OUR NEIGHBORHOODS SAFER. CCHD'S SUPPORT IS HELPING US BUILD A STRONGER COMMUNITY."

– Ivonn Rivera, Saint Lucy Parish



"THE CARE FOR CREATION COMMITTEE IS COMMITTED TO ADVANCING THE WORK OF POPES FRANCIS AND LEO HERE IN OUR DIOCESE. IT IS A CLARION CALL TO MY HOME PARISH OF SANTA TERESA AS WE STRIVE TO FOLLOW OUR CATHOLIC TEACHING AND MAKE A DIFFERENCE IN OUR WORLD. I AM PROUD TO BE PART OF THIS EFFORT."

– Carol Provenzano, Santa Teresa Parish

COMFORT AND HEALING: DETENTION MINISTRY

The Church's presence reaches behind locked doors. In adult facilities, volunteers led 975 services, addressed 2,692 requests, delivered more than 22,400 letters, made 429 pastoral visits, and welcomed over 6,000 participants. In the youth facilities at James Ranch and Juvenile Hall, ministers accompanied more than 1,100 young people, three of whom were brought into the Church. For many, these visits are the one reminder that they are not forgotten and that God's mercy reaches everywhere.

BE CHRIST'S LIGHT: MENTAL HEALTH MINISTRY

Mental Health Ministry meets people in their hardest moments. In October, more than 100 people gathered at Saint Francis of Assisi for a Mass of Healing and Remembrance for those who have lost a loved one to suicide, followed by a shared meal and the ministry of listening "with the ear of the heart." At Saint John Vianney, parishioners completed a six-week Mindfulness for Catholics series, and in March, ministers from seven parishes piloted Accompaniment and Connection (ACT), an eight-hour formation in mental-health literacy and pastoral companionship developed with the International Association of Catholic Mental Health Ministers.



PROCLAIMING FREEDOM: RACIAL AND SOCIAL HEALING

This year the office expanded the anti-racism resources on the diocesan website with a vision statement, 10 concrete action steps for parishes and individuals, and links to key Church teaching. Through *JustFaith Ministries*, it offered a full range of programs for adults and youth, including a new course on immigration in English, Spanish, and bilingual formats. Its *Braiding Together* faith-sharing group continued meeting monthly, weaving care for creation together with Indigenous justice, including an augmented-reality tour uncovering Tamien Ohlone history on the Santa Clara University campus.

CARING FOR OUR COMMON HOME

The Care for Creation Committee recognized seven parish ministries for their work across the seven goals of the *Laudato Si'* Action Platform and offered five presentations on caring for creation and one another, including a symposium on the Gospel of Food.





ACCOMPANYING OUR IMMIGRANT FAMILIES

In a year of uncertainty for many immigrant families, the office developed migrant and refugee resources for parishes, partnered with Catholic Charities on *Know Your Rights* sessions so parish teams could connect families with trusted legal assistance and accompaniment support, and convened a Northern California Regional Immigration Symposium with Catholic Charities, PACT (People Acting in Community Together), and the Hope Border Institute, equipping communities to accompany their neighbors with compassion and clarity.

CONFRONTING HUMAN TRAFFICKING

The Office continued the Church's work against human trafficking, offering two *Human Trafficking 101* formation classes in English and Spanish and two *Call to Action* seminars that prepared volunteers to respond around major sporting events drawing large crowds to the region, including the 2026 Super Bowl LX and the FIFA® World Cup.

RESPECT LIFE

Alongside its regular support of the Walk for Life West Coast and other pro-life events, the office this year launched *Project Rachel*, a diocesan ministry with a dedicated hotline that offers compassionate healing to those carrying the wounds of abortion.

SUPPORTING THE PASTORAL PLAN

Rooted in the pastoral plan's Outreach priority, the office stands with those on the margins and forms leaders from the communities most affected, helping every Catholic see service, mercy, and the pursuit of justice as essential expressions of a living faith.

THE VOCATIONS OFFICE TENDS THE SOIL where God's call takes root, making space for young people to listen and respond to God's call.

A YEAR OF GROWTH

- Welcomed two new seminarians: Preston Venenciano and Fortunatus Nnadi
- Filled the Cathedral Basilica of Saint Joseph for National Vocation Awareness Week, with strong turnout from the Vietnamese-, Spanish-, and English-speaking communities
- Formed 64 teens and young adults through the *Quo Vadis*, *Fiat*, and young adult discernment retreats
- Hosted the Vocations Soccer Cup games and Revs vs. Sems basketball game

SUPPORTING THE PASTORAL PLAN

Every priest who baptizes your children or anoints your parents and every religious who provides pastoral care began with a first “yes.” By investing in youth and discernment, this office helps the next generation hear that call and answer it.

“I FIRST FELT THE CALL TO THE PRIESTHOOD [WHEN] I WAS A LITTLE KID... I WENT ... TO CATHOLIC SCHOOL ALL MY LIFE, AND EVER SINCE I WAS A LITTLE KID, THE NUNS IN THE SCHOOL WOULD ALWAYS [ASK ME,] ARE YOU GOING TO BE A PRIEST SOMEDAY?”

– Quizzer Besinio, Seminarian

“I love my seminarian brothers. I can't live without them. They helped me grow in so many ways that I wouldn't expect. And we have such a beautiful fraternity there that has really helped me grow as a man and as a person aspiring to be a priest.”

– Michael Silva, Seminarian





THE OFFICE OF WORSHIP HELPS ENSURE OUR liturgical celebrations are reverent and joyful, drawing the faithful into deeper communion with Christ and His Church.

GROWTH IN ADULT INITIATION

- Adult Confirmation grew 26% from 524 participants in 2025 to 662 in 2026
- The Rite of Election welcomed 650 catechumens and candidates,

a 7% increase, with adult participation up 12%, a sign of the continued fruitfulness of the Christian Initiation process.

RENEWING HOW WE WORSHIP: RENEWED AT THE TABLE OF THE LORD

This year the diocese launched *Renewed at the Table of the Lord*, a two-year liturgical renewal (2026–2027) at the heart of the pastoral plan's Worship priority, under the patronage of Our Lady of Guadalupe. Its invitation is both simple and profound: to take part in the Mass more fully, consciously, and actively, rediscovering the Eucharist as the source and summit of Catholic life.

Phase 1: Understanding the Introductory Rites began with formation for parish and school liturgical leaders in English, Spanish, and Vietnamese, then opened to parishioners across the diocese in the spring, supported by a pastoral message from Bishop Cantú, weekly bulletin reflections, and a new digital home at dsj.org/liturgical-renewal. Three further phases continue the journey through 2027.

SUPPORTING THE PASTORAL PLAN

Worship is one of the six pastoral plan priorities. For a parishioner, this renewal is felt at Sunday Mass itself: a deeper, more conscious share in the Eucharist that is the source and summit of the faith.



FROM LISTENING TO ACTION: THIS YEAR witnessed new leadership, stronger formation, a multicultural Young Adult Council, expanded bilingual ministry, and fresh pathways connecting young adults to faith communities across the diocese.

AT A GLANCE

- 530+ documented participants across gatherings
- 16 parishes personally visited by the new associate director
- 120+ at the lenten young adult retreat
- 1 new diocesan Young Adult Council, now meeting monthly

MAJOR DEVELOPMENTS

- A full-time Associate Director of Young Adult Life, Carolina Alejandre, began serving in January 2026, creating dedicated capacity for accompaniment and strategy
- Bilingual formation and retreats strengthened English- and Spanish-speaking leaders, including a three-day retreat that renewed 45 Hispanic young adult leaders
- The Young Adult Parish Contact initiative was approved as a diocesan key initiative
- A weekly summer Young Adult Outdoor Lounge launched as a low-pressure “front door” to community

SUPPORTING THE PASTORAL PLAN

This work advanced the pastoral plan’s Youth and Young Adults priority: understanding and engaging young people and raising young leaders. For a parish, it means a real point of contact for young adults and a growing network that helps them find community wherever they land.

“I’M GLAD THE DIOCESE IS TAKING REAL, TANGIBLE STEPS TO MINISTER TO OUR YOUNG-ADULT COMMUNITY – AND REMEMBERING HOW IMPORTANT WE ARE TO OUR LOCAL FAITH COMMUNITY.”

– Young Adult Outdoor Lounge participant





YOUTH MINISTRY ACCOMPANIES YOUNG people on their faith journey, offering experiences that deepen their relationship with Christ and one another.

CELEBRATING AND FORMING YOUNG DISCIPLES

- At the Saints in the City dinner, 40 young people from 28 parishes and all six Catholic high schools were honored for living out their faith through leadership, discipleship, and service
- The Diocesan Youth Retreat marked its 30th anniversary with its largest group ever: 285 high-school youth from 38 parishes, supported by 90 adult leaders including 20 Leaders-in-Training
- 156 participants from six dioceses gathered for Youth on a Mission training in Boulder Creek; 16 youth ministers renewed their calling at The Cenacle summit
- Through Catholic Scouting, 99 scouts earned religious emblems and joined global prayer initiatives

“DYR is a place of change. It has made me want to give more than I receive and to show the goodness of Christ to others through my actions. I’ve learned to keep putting one foot in front of the other, fearlessly.”

– Samuel, Saint Francis of Assisi Parish

SHAPING THE FUTURE OF YOUTH MINISTRY

Guided by the diocesan Youth Survey and Youth Assembly, the Youth Ministry Task Force of clergy, youth ministers, teachers, and parents developed the *Youth Addendum* to the diocesan pastoral plan, a shared vision for young people’s spiritual well-being.

SUPPORTING THE PASTORAL PLAN

The *Youth Addendum* embeds young people’s own voices into the pastoral plan, strengthening diocesan ministry to and with the next generation.

“AFTER 30 YEARS, DYR’S LEGACY IS A PRODUCT OF LEADERSHIP FOCUSED ON COLLABORATION AND SERVANT LEADERSHIP. I CAME IN AS THE KEYNOTE, BUT I LEFT AS A WITNESS, TO SOMETHING REAL AND HOLY SPIRIT-FILLED. DYR 30 WILL ALWAYS BE ONE OF THE MOST IMPACTFUL RETREATS I’VE SERVED.”

– Rhyen “Bro Rhy” Ramirez, DYR 2026 Keynote





ON NOVEMBER 3, 2025, BISHOP ANDRES "Andy" C. Ligot was ordained Auxiliary Bishop of the Diocese of San José at Our Lady of La Vang Parish. More than 1,000 of the faithful took part, in person and online through the livestream, along with many priests and religious.

THE GIFT OF AN AUXILIARY BISHOP

An auxiliary bishop is appointed by the Holy Father Pope Leo XIV to assist the diocesan bishop in shepherding God's people. Bishop Andy's appointment is a sign of a diocese whose ministries have become too abundant for one bishop to serve alone. In sending us an auxiliary bishop, the Holy Father affirms both the vitality of our local Church and its need for continued care. For this gift, we as a diocese give thanks!

Bishop Andy has served the people of this diocese for more than two decades. He arrived as parochial vicar of Saint John Vianney (2003–2005) and was incardinated in the Diocese of San José in 2004. He later served as pastor of Saint Lawrence (2005–2009), as judicial vicar (2008–2021), and as pastor of Saint Elizabeth (2021–2025), before his ordination as auxiliary bishop. Those who have served alongside him know him as a pastor at heart.



THE COMMUNICATIONS DEPARTMENT carries the Gospel across every platform the modern world offers, from print and pulpit to podcast and post, while empowering parishes and schools to tell their own stories well.

AMPLIFYING THE STORIES OF OUR FAITH

- Delivered *The Valley Catholic* to nearly **70,000** households in print
- For 2025-26, published **52** original local stories; placed more than 20 media stories in local and national outlets
- Honored with **eight** 2026 Catholic Media Awards, including first place for best interview and best feature article

EVANGELIZING IN THE DIGITAL AGE

- Reached **more than 900,000** across social media, with engagement up **10%**
- Produced 50+ videos to share the work of the diocese
- *Invited* podcast grew to 1,000+ listeners in its second year and moved to a video format
- Completed an 8-part podcast series on *Surprised by Grace*, a book by the late Father Kevin Joyce, in collaboration with Father Joe Kim that has been viewed 1,000+ times on YouTube
- Produced and hosted *Where Rome Meets Silicon Valley*, the diocese's landmark gathering on faith and artificial intelligence with Bishop Cantú, with nearly 300 attendees



"THE HUMAN RESOURCES DEPARTMENT IS GRATEFUL FOR THE EXCEPTIONAL SUPPORT AND PARTNERSHIP PROVIDED BY THE COMMUNICATIONS DEPARTMENT. YOUR RESPONSIVENESS AND CREATIVITY HAVE BEEN INSTRUMENTAL IN HELPING US SHARE IMPORTANT INFORMATION WITH EMPLOYEES."

– Ma. Victoria Nuguid, Director of Human Resources



SERVING PARISHES, SCHOOLS AND THE CHANCERY

- Supported parish and school communicators with workshops and best practices
- Designed and published the Youth and Young Adult pastoral plan addendums highlighting 4,200+ voices guiding diocesan planning

SUPPORTING THE PASTORAL PLAN

Communications carried the story of *Renewed in Christ, Together in Mission* to every corner of the diocese, producing the monthly pastoral planning newsletters for clergy, staff, and Parish Leadership Teams, the *Encounter* eNews for parishioners, and the *Sowing Seeds of Faith* campaign messaging that keep the whole diocese moving together toward 2031.

"I am deeply grateful for the outstanding service of the Department of Communications in advancing the mission of the Diocese of San José. Their professionalism and dedication have ensured that important communications to our pastors, parish leaders, and the faithful are conveyed clearly, accurately, and promptly. My heartfelt appreciation goes especially to Cynthia Shaw for her exceptional leadership, commitment, and collaborative spirit in strengthening diocesan communications."

– Most Rev. Andres C. Ligot, Auxiliary Bishop, Vicar General & Chancellor



THE FACILITIES & RISK MANAGEMENT

Department faithfully stewards our sacred spaces, working with parishes, schools, and cemeteries to keep them safe, welcoming, and ready to serve for generations to come.

TRANSFORMING SACRED SPACES

- Completed more than \$5 million in facility improvements from HVAC and roofing, ADA accessibility, worship-space and reconciliation-room renovations, to fire and life-safety upgrades
- Enriched worship with new kneelers and seating that deepen participation in the Eucharist

STEWARDSHIP & SUSTAINABILITY

- Two major solar energy projects and LED conversions that reduce energy use and cost, in care for our common home
- Preventive maintenance and property-appraisal initiatives that protect diocesan assets

SUPPORTING PARISHES & SCHOOLS

- Awarded \$98,300 through the Refurbishment & Repair Grant program

- Provided project planning, job walks, bid reviews, and emergency response, especially for sites without dedicated facilities staff
- Helped align projects with each parish's pastoral plan and long-term vision, reinforcing our unified commitment to growth and shared mission

SUPPORTING THE PASTORAL PLAN

By keeping our buildings safe, accessible, and sustainable, the Facilities and Risk Management office enables a parish or school to put its energy into ministry instead of repairs.



HUMAN RESOURCES (HR) SUPPORTS

nearly 2,000 employees across parishes and missions, schools, cemeteries, and beyond – the people who serve the Catholic community of Santa Clara County.

SUPPORTING OUR PEOPLE

- Onboarded 279 new hires and processed 19,621 HR transactions – the hires, paychecks, and benefit changes that keep every parish office, classroom, and cemetery staffed and paid
- Served 1,210 benefit-eligible employees, adding an enhanced benefits design, a 403(b) match for priests, and new retirement catch-up plans, so our clergy, religious, and lay employees who serve our communities are cared for in return.

"FROM JULY 2025 TO JUNE 2026, HUMAN RESOURCES CONSISTENTLY PROVIDED PROMPT, PROFESSIONAL, AND DILIGENT SUPPORT. AS PASTOR OF A LARGE MULTILINGUAL PARISH, I GREATLY APPRECIATED THEIR TIMELY GUIDANCE ON PERSONNEL POLICIES, BENEFITS, AND HIRING. MY HEARTFELT GRATITUDE TO DIRECTOR MA. VICTORIA NUGUID AND THE ENTIRE TEAM."

– Most Rev. Andres C. Ligot, Auxiliary Bishop, Vicar General & Chancellor

July 7, 2026

"You truly went above and beyond. Your support and guidance was deeply helpful and reassuring, and what you do makes a huge and positive impact on the schools and principals we serve."

– Tom Pulchny, Sacred Heart School, Saratoga

FAIR COMPENSATION & COMPLIANCE

- Implemented minimum wage and cost-of-living adjustments and adopted unified entry-level pay across the diocese
- Completed compensation studies and met new California labor requirements
- Streamlined operations in Workday® for time tracking, school recruitment, and parish performance evaluation

SUPPORTING THE PASTORAL PLAN

Behind every well-run parish and school is a well-supported staff. Through the staffing and compensation advisory committee, the new employee Gallup survey, and training that builds a culture of recognition, HR strengthens the people the pastoral plan depends on.





▲ Nearly 200 people gathered for the 2025 Stewardship conference

THE MISSION ADVANCEMENT AND Stewardship office invites the faithful to share their time, talent, and treasure in gratitude for God's blessings as a way of life.

ANNUAL DIOCESAN APPEAL 2025

- \$10,422,584 raised through more than 40,744 gifts across all 53 parishes — with over \$3 million above goal returned directly to parishes for local priorities
- Strengthened formation, pastoral care, youth and family ministry, priest retirement, vocations, and outreach to those in need
- Honored 270 members of the Saint Clare Society (gifts of \$1,500+) at the annual luncheon

BUILDING TOMORROW'S CHURCH: THE SAINT JOSEPH SOCIETY

Through the diocese's FreeWill® partnership, more than 40 parishioners created or updated a will this year and shared plans for a bequest to a parish or diocesan ministry, joining the Saint Joseph Society in leaving a lasting legacy of faith.

SUPPORTING THE PASTORAL PLAN: SOWING SEEDS OF FAITH

Mission Advancement walks with our parishes to bring the Sowing Seeds of Faith campaign to life — training



and supporting parish teams, accompanying donors, and stewarding every gift toward our shared work of spiritual renewal. Through this partnership, parishes are turning generosity into ministry in their own communities, in step with the pastoral plan.

"THE GOSPEL TEACHES THAT EVERYTHING WE EARN WE DON'T OWN; IT IS OUR DUTY TO OFFER WHAT WE HAVE TO THOSE LESS FORTUNATE. GIVING BACK HAS BEEN A WAY OF LIFE SINCE CHILDHOOD, THROUGH MY CAREER AS AN EDUCATOR, AND THROUGH RETIREMENT. INCLUDING A BEQUEST IN MY LIVING TRUST WAS A NATURAL EXTENSION OF MY WAY TO CONTINUE AFTER MY LIFETIME."

– Richard Oscar Garcia, Our Lady of Peace Parish

At a Glance

In July 2025, the Diocese of San José launched *Sowing Seeds of Faith*, a campaign for spiritual renewal undertaken in partnership with our parishes and pastors. Gifts to the campaign bring our pastoral plan, *Renewed in Christ, Together in Mission*, to life across the diocese to strengthen our worship, faith formation, outreach, and ministries to families, youth, and young adults, and sustain the everyday ministry of every parish community. Planted now, these seeds keep growing toward 2031.



AS OF JUNE 30, 2026:



100%

of parishes joined the campaign.



6,778

parishioners joined the campaign as donors, and that number continues to grow.



22

parishes met or surpassed their goals, with the rest approaching theirs.

DID YOU KNOW?

Sowing Seeds of Faith asks for more than treasure. It invites every household to offer time, talent, and treasure and our communities have answered:

30,878

minutes of prayer offered daily

1,243

hours of formation each week

1,951

parishioners serving in ministry



Thank you to all who have pledged their support in these ways!



HELD IN TRUST

Every gift to *Sowing Seeds of Faith* is held in a dedicated 501(c) irrevocable charitable trust, a separate legal entity from the diocese's operating accounts, governed by a board of trustees and used only for the purposes promised to our donors.



THANK YOU

To our pastors, volunteers, and donors: thank you for your prayerful generosity. Your gifts plant seeds that will bear fruit for generations to come. **Learn more: dsj.org/seedsofffaith**

MORE TO COME!

In spring 2027, we will share the campaign's results and the first pastoral plan initiatives your generosity has made possible.



GLOBAL IMPACT

- Hosted 25 mission groups from across the globe
- Raised \$395,949 in support, with \$356,354 (90%) distributed directly to the 25 mission groups and \$39,594 (10%) retained by the diocese

SUPPORTING THE PASTORAL PLAN

The Mission Co-Op supports the pastoral plan's call to revitalize a welcoming, hospitable environment for all who walk through our parish doors and reminds every parishioner that our local family of faith belongs to a Church without borders.

EACH SUMMER, THE MISSIONS OFFICE welcomes missionaries from around the world through the Mission Cooperative Program, better known as the Mission Co-Op. During weekend-long visits to our parishes, these guests speak at Masses to ask for prayers, share their ministry stories, and appeal for support for their evangelization projects.

This year our visitors came from Vietnam, India, Albania, Haiti, Thailand, the Dominican Republic, the Philippines, the United States, and several countries across Africa, including Ghana, Ethiopia, Tanzania, Uganda, Nigeria, and South Sudan, heeding Christ's call to "make disciples of all nations" (Matthew 28:19–20).

"YOUR PARISHIONERS HAVE LITERALLY SAVED THE LIVES OF MANY SICK CHILDREN AND CHANGED THE LIVES OF MANY CHILDREN WITH DISABILITIES. IN ONE COMMUNITY IN ETHIOPIA ALONE, MORE THAN 20 MALNOURISHED BABIES WERE SAVED SIMPLY BY COVERING THEIR MEDICAL COSTS."

– Marianne Vecchione, Volunteer Executive Director and Missionary in Ethiopia, Mary's Missionaries



PASTORAL PLANNING & IMPLEMENTATION

THE OFFICE OF PASTORAL PLANNING & Implementation walks with parishes, schools, and clergy as they bring *Renewed in Christ, Together in Mission* to life, moving the diocese from shared vision to concrete, community-shaped spiritual renewal.

ACCOMPANYING EVERY LEVEL OF THE DIOCESE

- Supported chancery departments in carrying out the pastoral plan initiatives which are featured throughout this report
- Convened advisory groups for each of the six pastoral plan priorities, guiding the plan's implementation across the chancery, parishes, and schools
- Worked with 53 parishes and missions to identify 2-3 pastoral plan focus areas for the local investments guiding the *Sowing Seeds of Faith* campaign



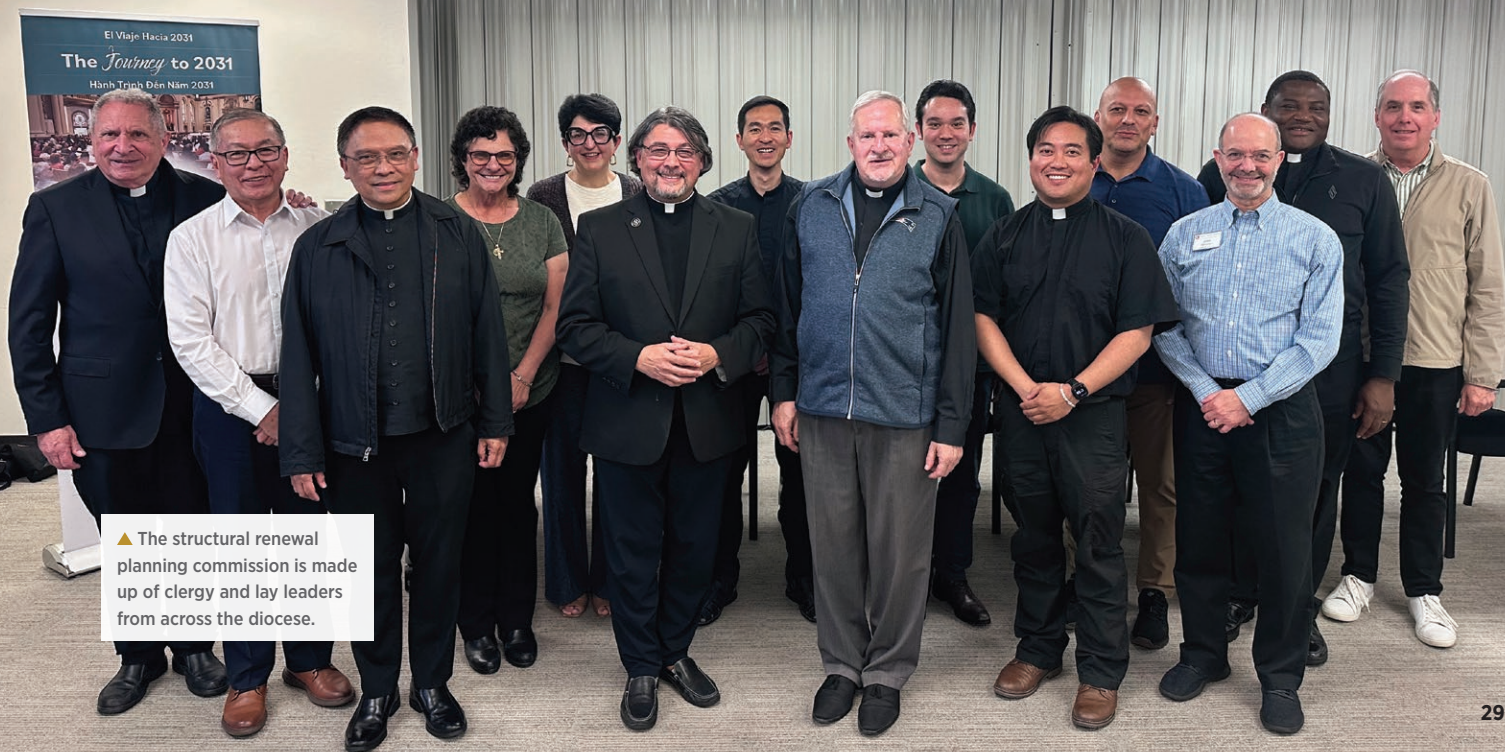
- Accompanied priests through Clergy Study Days and quarterly meetings, lay leaders through Parish Leadership Team gatherings, and schools through the visioning process
- Invited ministry leaders to join Bishop Cantú on an annual spiritual renewal pilgrimage to Our Lady of Guadalupe, beginning February 2027

SUPPORTING CHANGE MANAGEMENT

The Structural Renewal Planning Commission was appointed to bring recommendations to Bishop Cantú in fall 2026 on the future shape of the diocese.

“The Office of Pastoral Planning & Implementation has been instrumental to our parish's spiritual renewal. The chancery staff has been nothing but supportive, offering timely help and partnering with us every step of the way.”

– Tore Saso, Saint Martin of Tours
Parish Leadership Team



▲ The structural renewal planning commission is made up of clergy and lay leaders from across the diocese.

THE DIOCESE maintains an unwavering commitment to safeguarding the vulnerable through comprehensive training, oversight, and compassionate outreach that make every parish, school, and ministry a place of safety and trust.



SAFE MINISTRY AT SCALE

- Reviewed and verified more than 7,800 clergy, staff, and volunteers, so that every adult who works with a child or vulnerable person has been screened
- Delivered more than 9,500 Safe Environment training completions, so those same adults know how to recognize and report harm
- Maintained accurate, timely compliance documentation across all diocesan ministries

SUPPORTING THE PASTORAL PLAN

For a parent, this is the critical assurance behind every classroom, sports team, and youth night: the adult leading your child has been screened and trained. That trust is the foundation the whole pastoral plan is built on and upon which all ministry depends.

TECHNOLOGY SERVICES PROVIDES the digital foundation for ministry across the diocese, supporting more than 4,400 users at 45+ parishes, schools, and cemeteries so clergy, staff, and volunteers can focus on the mission, not the technology.

RELIABLE SERVICE, EVERY DAY

- Resolved more than 35,000 support tickets while exceeding an 85% service-level agreement rate
- Maintained 99% uptime, so a parish website is there when a family searches for a Mass time at Easter or Christmas and a school's classrooms stay connected on the first day
- Completed 100% cloud migration and multi-factor authentication coverage

DEFENDING THE DIOCESE

- Blocked more than 55,000 phishing attempts and prevented

incidents, thereby protecting a parish's donations and a family's records before harm could be done

- Sustained quarterly security-awareness training across parishes, schools, and offices; safeguarding sacramental records, student data, and the personal information of thousands of families

SUPPORTING THE PASTORAL PLAN

Every time a pastor, principal, or teacher can use reliable technology, the community, their students, and their commitment to their tasks are strengthened. By standardizing tools and infrastructure across all sites, educators and administrators can serve their stakeholders effectively and enjoy the fruits of their labor without frustration.

"TECHNOLOGY SERVICES HAS BEEN AN INVALUABLE PARTNER: RELIABLE, COMMUNICATIVE, AND PATIENT. THEY EXPLAIN TECHNICAL CONCEPTS IN TERMS WE CAN UNDERSTAND AND TAKE THE TIME TO TRAIN OUR STAFF."

– Principal, Saint Victor School



"The Technology Services team is dedicated, knowledgeable, and helpful, offering crucial support to our schools, and they wholeheartedly support the mission of Catholic education in our diocese."

– Principal, Saint John the Baptist School

THE TRIBUNAL IS AN INSTRUMENT OF healing and mercy, helping people navigate canonical processes with compassion and expertise, and guiding clergy, parish staff, and lay leaders along the way.

RESPONSIVE SERVICE

- Directly served more than 2,000 people through 91 formal cases, most of them marriage cases that free a person to return fully to the sacraments; 61 Lack of Canonical Form cases; 193 records passed to and from other dioceses so a sacrament can move forward; and 158 dispensations and permissions that clear the way for a couple to marry



"I AM TRULY GRATEFUL FOR ALL THE EFFORT PUT INTO THE WORKSHOP AND HANDBOOK. IT ALIGNS BEAUTIFULLY WITH OUR MISSION OF RENEWAL AND HAS BEEN INCREDIBLY HELPFUL."

– Claudia Aguilera, Department for Evangelization

- Devoted more than 400 hours to in-person case interviews and listening sessions

FORMATION AND RESOURCES

- Answered more than 400 canonical consultations and trained 180 ministry leaders through workshops
- Formulated particular law for the diocese, updated the sacramental-records handbook, and provided canonical support for the Christian Initiation process, faith formation, and pastoral plan implementation

SUPPORTING THE PASTORAL PLAN

Much of the Tribunal's work is behind the scenes, private, and helping someone whose path to the Eucharist has been blocked to find a way back. That is spiritual renewal, one life at a time.

"Father Saju and the Tribunal staff are consistently welcoming, pastoral, and responsive. Every interaction is met with care, efficiency, and genuine pastoral support."

– Father James Okafor, Pastor, Saint Frances Cabrini Parish





THE VICAR FOR CLERGY PROVIDES SPIRITUAL and administrative support for active and retired priests and deacons throughout their ministry and beyond.

SUSTAINING THE SHEPHERD: A FOCUS ON WELLNESS

- Centered this year's Clergy Study Days on the theme *Sustaining the Shepherd: Journeying to Wellness through Reflection, Self-Responsibility, and Revitalization*
- Introduced a new priest wellness reimbursement program, approved by the Priests Council, to support the health and revitalization of our clergy
- Gathered clergy for the annual five-day retreat, a day of reflection before the Chrism Mass, and the annual priest convocation

CARING FOR OUR PRIESTS AND DEACONS

- Supported 92 active diocesan priests, 32 permanent deacons, and 41 retired priests

"THE VICAR FOR CLERGY'S SUPPORT HAS BEEN INVALUABLE, PROVIDING GUIDANCE AND OPPORTUNITIES FOR CONTINUED GROWTH IN OUR MINISTRY." – Diocesan priest

- Sponsored 2 priests in advanced studies in Canon Law and the Church's Social Mission
- Coordinated immigration services for international priests
- Coordinated the hospital ministry across 10 facilities, including a full-time chaplain at Stanford Medical Center and emergency coverage nights and weekends

SUPPORTING THE PASTORAL PLAN

A healthy, well-supported priest is felt by everyone in the pews: a pastor with the energy to preach, to visit the sick, and to lead a parish through renewal. Caring for our shepherds means caring for our whole diocese.

STATEMENT OF ACTIVITIES — the fiscal year ended June 30, 2026

	Diocesan Funds	Sowing Seeds of Faith Trust*	
REVENUE	\$000s	\$000s	%
■ Insurance Premium Income	32,968	-	48.2%
■ Gifts, Bequests, & Collections	7,069	20,204	10.3%
■ Diocesan Assessments	5,639	-	8.2%
■ Grant Income	4,254	-	6.2%
■ Fees	4,521	-	6.6%
■ Education Income	1,509	-	2.2%
■ Rental Income	694	-	1.0%
■ Other Income	155	-	0.2%
■ Investment Income	11,623	32	17%
Total Revenues from Operations	68,432	20,236	100.0%

EXPENSES			
■ Insurance	31,136	-	50.7%
■ Compensation & Benefits	12,877	-	21.0%
■ Professional/Contracted Services	5,034	-	8.2%
■ Scholarships & Grants	3,809	-	6.2%
■ Depreciation	1,059	-	1.7%
■ Hosted Events	792	-	1.3%
■ Information Technology	1,199	-	2.0%
■ Other Expenses**	5,485	42	9.0%
Total Operating Expenses	61,391	42	100.0%

Change in Net Assets from Operations	(4,582)	20,162
---	----------------	---------------

Change in Net Assets	7,041	20,194
----------------------	-------	--------

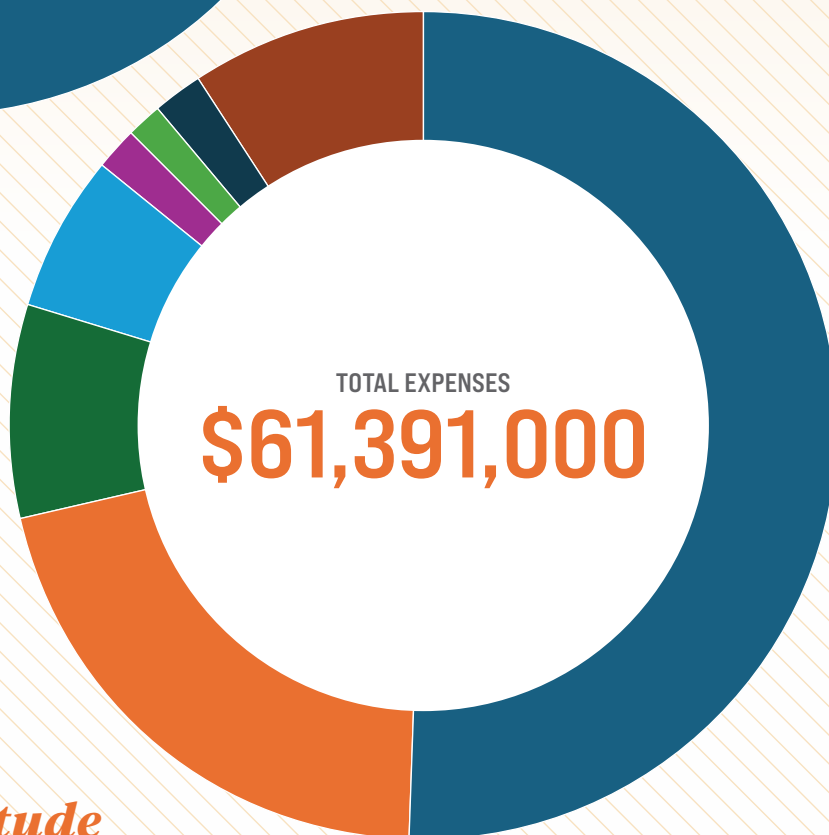
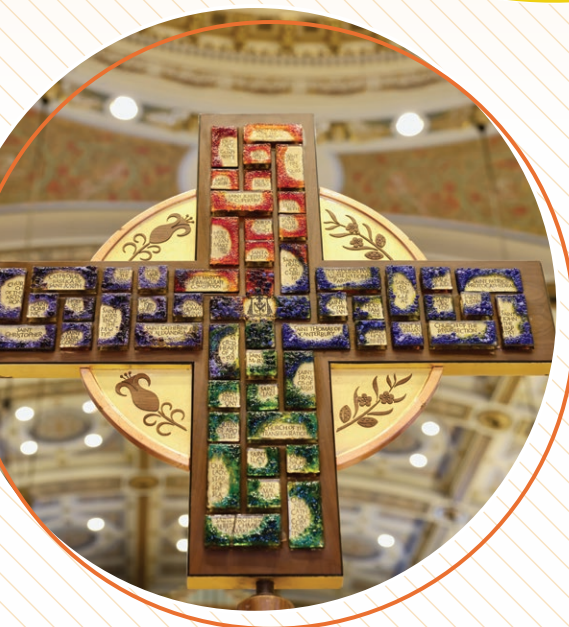
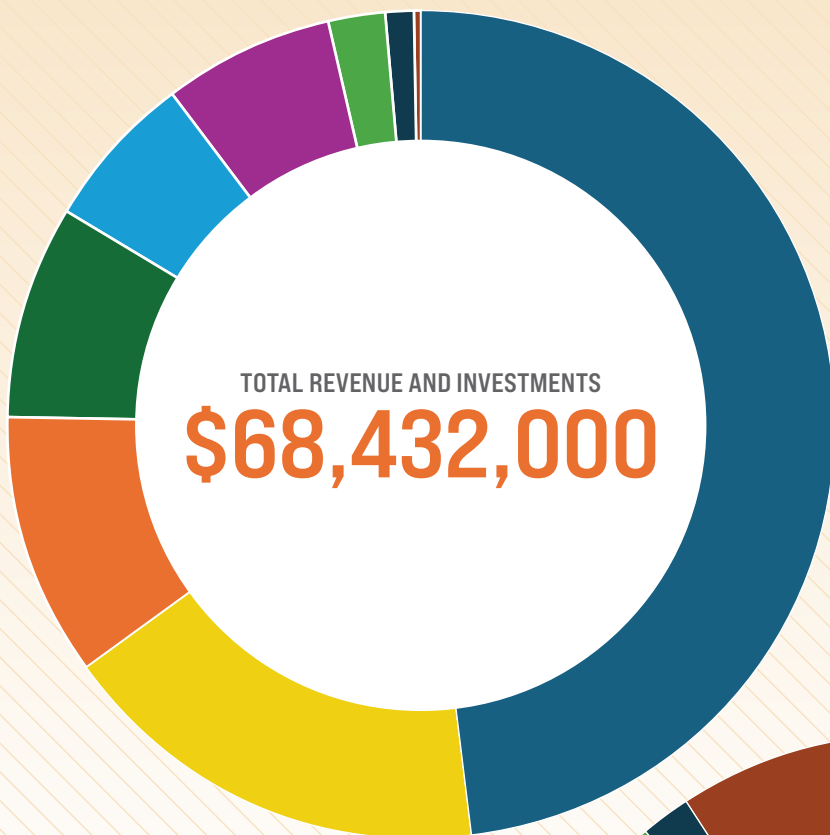
Net Assets - Beginning	200,011	-
Net Assets - Ending	207,052	20,194

*Total SSof Campaign expenses absorbed by the Chancery Reserve Funds	\$ 2.9MM	-
--	----------	---

* At 6/30/2026, a total of 55MM pledged:	\$ 34.8MM	Parishes
	\$ 16.2MM	Diocese
	\$ 4.0MM	Collective

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

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



With Gratitude

Behind every figure on these pages is a person who gave — in prayer, in service, and in support of the mission we share. Thank you for making this work possible. If you feel called to partner more deeply in the life of our diocese, we would be honored to walk with you. Learn more: dsj.org/support-the-mission

FAITH Catholic
1500 E. Saginaw St.
Lansing, MI 48906

NONPROFIT
US POSTAGE
PAID
LANSING, MI
PERMIT 190

YOUR VOCATION:

How will you answer God's call?



PRIESTHOOD



RELIGIOUS



DIACONATE



MARRIAGE

dsj.org/vocations-discernment



**DIOCESE OF
SAN JOSE**