



Catholic Leadership
INSTITUTE

91 > 19
IN TIMES OF
CHALLENGE,
FAITH, MINISTRY
& LEADERSHIP
TRIUMPH
OVER FEAR.

Psalm 91
IS GREATER
THAN COVID-19

I WILL SAY OF THE LORD,
"HE IS MY REFUGE
AND MY FORTRESS,
MY GOD,
IN WHOM I TRUST."



Impact Report
2020





Psalm 91

You who dwell in the shelter of the Most High
who abide in the shade of the Almighty,
Say to the LORD, "My refuge and fortress,
my God in whom I trust."
He will rescue you from the fowler's snare,
from the destroying plague,
He will shelter you with his pinions,
and under his wings you may take refuge;
his faithfulness is a protecting shield.
You shall not fear the terror of the night
nor the arrow that flies by day,
Nor the pestilence that roams in darkness,
nor the plague that ravages at noon.
Though a thousand fall at your side,
ten thousand at your right hand,
near you it shall not come.
You need simply watch;
the punishment of the wicked you will see.
Because you have the LORD for your refuge
and have made the Most High your stronghold,
No evil shall befall you,
no affliction come near your tent.
For he commands his angels with regard to you,
to guard you wherever you go.
With their hands they shall support you,
lest you strike your foot against a stone.
You can tread upon the asp and the viper,
trample the lion and the dragon.
Because he clings to me I will deliver him;
because he knows my name I will set him on high.
He will call upon me and I will answer;
I will be with him in distress;
I will deliver him and give him honor.
With length of days I will satisfy him,
and fill him with my saving power.

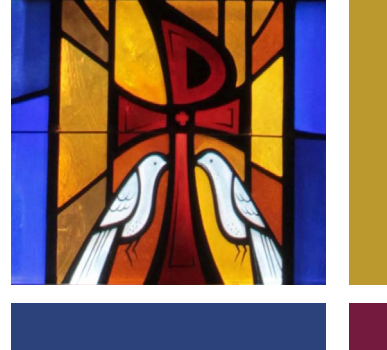
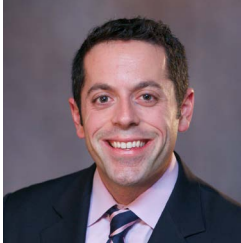


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William S. Orosz
Chairman of the Board



Dan Cellucci
Chief Executive Officer

*You who dwell in the shelter of the Most High
who abide in the shade of the Almighty,
Say to the LORD, "My refuge and fortress,
my God in whom I trust."*



LETTER FROM THE CEO AND BOARD CHAIR

Dear Friends,

Psalm 91 begins with a promise – those who dwell in God will be forever protected by Him. He will *always* be here for us.

So too, Catholic Leadership Institute promises to be there for our Church, for Her leaders, for Her people. We promise to steward the gifts of all who give so generously to our mission by dedicating ourselves passionately and tirelessly to support the deserving leaders we serve.

From the first days of the pandemic, our Catholic Leadership Institute team has prayed and found strength in Psalm 91. The words of this psalm are the foundation of this year's Impact Report. We offer you this report on your giving as a thank you, as a sign of the Lord's providence, and in profound gratitude.

We trust and believe that our Lord will see us through these challenging times, that He will shepherd our Church through these unprecedented times. His protective arms will rescue us from danger as He lovingly cares for us.

Catholic Leadership Institute has witnessed incredible moments of faith, deep pain and loss, and tears for the suffering of our world. And yet, even in the darkest hours, as we prayed for those amongst our CLI community who passed from COVID-19, we saw light, and joy, and hope. As so much of what we have known changed overnight, we saw Church leaders – both lay and clergy – stand taller, stronger than ever.

We trust that He will see us through. That is why we will never stop working for that future. That is why we will press forward, pray steadfastly, and work ceaselessly. All of this is possible because of our dedicated volunteers, the guidance of our Board and Committees, and our faithful donors.

In an unprecedented time, Catholic Leadership Institute has also reached a milestone year of fundraising – what a testament to the faith and philanthropy of Catholic leaders. We have seen donors rise up like never before in our almost 30-year history. Thank you to all of you who believe in the words of this psalm, who believe in the promise of Christ, and who believe in our ministry and those we serve.

You humble us with your generosity, your guidance, and your powerful prayers. *Thank you!*

Rejoicing in the promise of our Lord and keeping our promise to be there for Church leaders,

Dan Cellucci
CEO, Catholic Leadership Institute

William S. Orosz
Chairman of the Board

OUR VALUES

Love of Christ and the Church

Highest Standards of Excellence

Care for the Individual

OUR PURPOSE:

CATHOLIC LEADERSHIP INSTITUTE PROVIDES BISHOPS, PRIESTS, RELIGIOUS, DEACONS, AND LAY PERSONS IN THE ROMAN

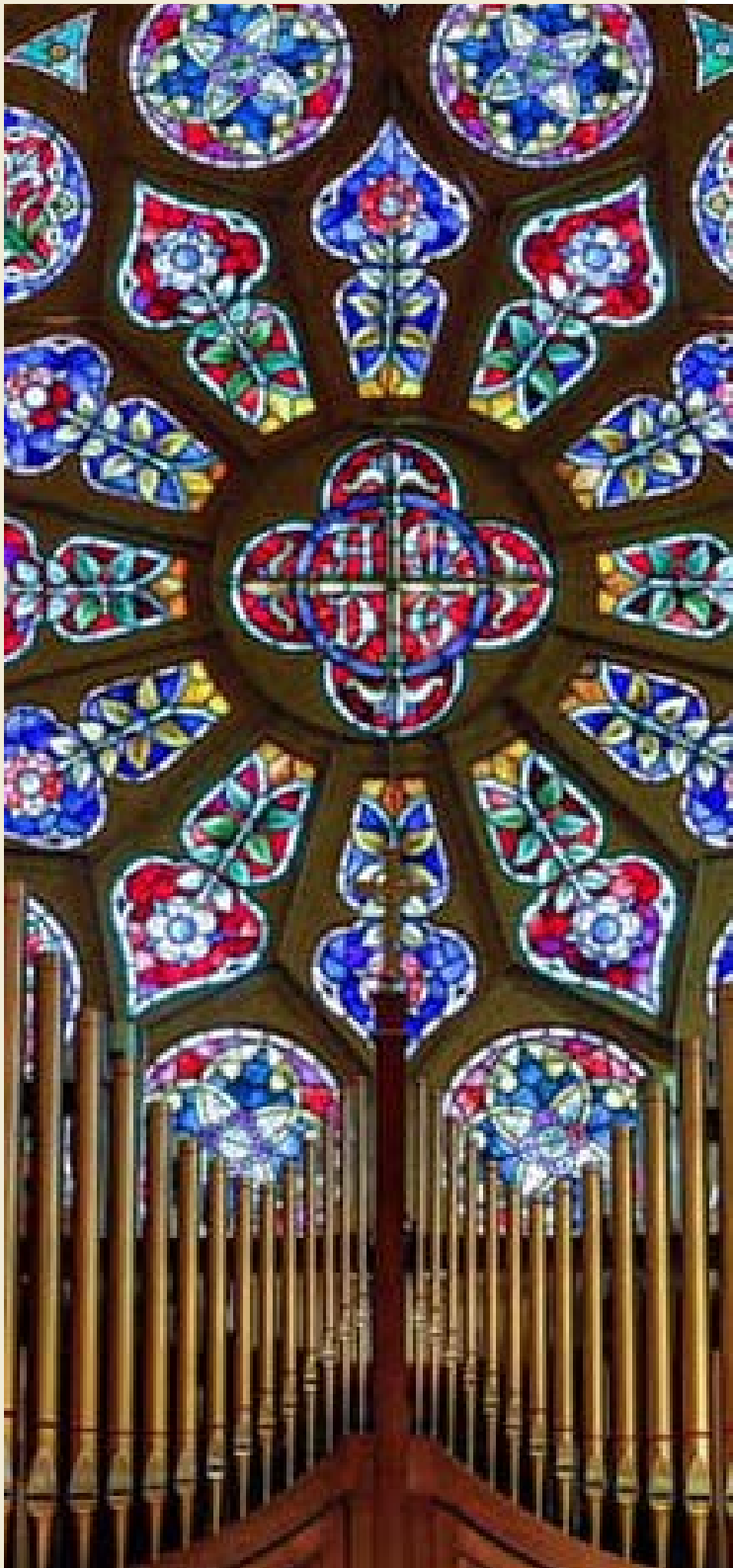
CATHOLIC CHURCH WITH WORLD-CLASS, PASTORAL LEADERSHIP FORMATION AND CONSULTING SERVICES THAT STRENGTHEN THEIR CONFIDENCE AND COMPETENCE IN MINISTRY, ENABLING THEM TO ARTICULATE A VISION FOR THEIR LOCAL CHURCH, TO CALL FORTH THE GIFTS OF THOSE THEY LEAD, AND TO CREATE MORE VIBRANT FAITH COMMUNITIES ROOTED IN JESUS CHRIST.

YOUR IMPACT BY THE NUMBERS

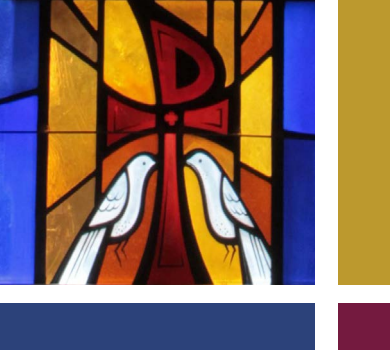
Catholic Leadership Institute is inspired by the faithfulness of those we serve and by the dedication, passion, and philanthropy of our donors, volunteers, Boards, participants, and friends. As we humbly share this report portraying the impact of your giving, we are committed to being good stewards of your generosity, creating impact and transformation with your investment, and inviting other philanthropists to partner with you.

During these unique times and the impact of the COVID-19 pandemic, Catholic Leadership Institute is responding to an unprecedented number of requests for support from dioceses. We are blessed with donors like you who care deeply about the vitality of priests and their parish communities. As a result, we have received landmark generosity that will allow us to expedite the critical ministries of *Called For More*, the *Disciple Maker Index*, and *Next Generation Parish*, as well as ensure that the impacts of each will sustain well into the future.

He will rescue you from the fowler's snare,
from the destroying plague,
He will shelter you with his pinions,
and under his wings you may take refuge;
his faithfulness is a protecting shield.



The statistics represent the breadth of Catholic Leadership Institute's ministry nationwide as of December 30, 2020.
For a complete listing of dioceses, visit www.catholicleaders.org.



THE DISCIPLE MAKER INDEX: KNOWLEDGE, OBSERVATION, FEARLESSNESS, & STRENGTH

Each parish is unique in its challenges, opportunities, joys, people, and visions. Therefore, amidst the challenging times our world is facing, each parish responds differently.

But Catholic Leadership Institute is providing a way to cut through the noise and shed light on where a parish needs to focus: the *Disciple Maker Index*. Translated into thirteen languages, this 75-question survey gathers comprehensive feedback about parishioners' spiritual growth, beliefs, and parish participation.

Amazingly, over the past year, nation-wide participation in this survey has almost **DOUBLED**. The *Disciple Maker Index* is now the largest collection of parishioner feedback in the Catholic Church.

The excerpt above from Psalm 91 tells us not to fear and to embrace the **knowledge** that our Lord will always keep us safe. The psalm also mentions **observation**, **fearlessness**, and **strength**. These qualities also characterize the *Disciple Maker Index*; the mission of this tool is to provide a foundation for building vibrant parishes equipped for the future.

*You shall not fear the terror of the night
nor the arrow that flies by day,
Nor the pestilence that roams in darkness,
nor the plague that ravages at noon.
Though a thousand fall at your side,
ten thousand at your right hand,
near you it shall not come.
You need simply watch;
the punishment of the wicked you will see.*

Knowledge Empowers Parishes

The survey questions that make up the *Disciple Maker Index* cover personal beliefs, stage and pace of spiritual growth, parish effectiveness, and more.

Opportune Observation

The *Disciple Maker Index* gives the pastor, parish staff, and key ministry leaders the data needed to see the people in the pews more clearly. In addition to the survey and a tool to display results, Catholic Leadership Institute helps parishes interpret the data and discern where to focus efforts. With

the pandemic, pastors are juggling new rules and realities. The *Disciple Maker Index* has provided focus for parishes and a way to engage their parishioners.

Faithful Fearlessness

Equipped with the right information, pastors and parishioners are able to boldly plan for and envision the future. We have found this year that even amidst a crisis, parishes have set bold visions that they have not altered even in the face of challenge. Fr. Richard Walsh, pastor of St. Margaret Mary's Parish in Orlando, has an exceptional vision focused on spiritual growth, engagement, and formation of youth and young adults.

Strength & Bravery Abound in Lay Leaders

The *Disciple Maker Index* gives voice to parishioners who are dedicated to supporting, sustaining, and spiritually bolstering their parish. Parishes in Fort Wayne-South Bend were amongst the first parishes to open their doors at this unique time thanks to both clergy and lay leaders who were armed with knowledge they received from this survey.

Steadfast Participants Press Onward

As the world began to change this year, the participating parishes and our team at Catholic Leadership Institute were determined and dedicated to ensuring that nothing would stop this project. Dioceses pressed forward. Our staff worked around the clock to enter paper surveys in a variety of languages. Volunteers joined the effort to process surveys. Tens of thousands of responses poured in from Catholics across the country.

Technology, Unity, & Community

Prior to the pandemic, Catholic Leadership Institute had already created the possibility for this endeavor to be completed virtually. The *Disciple Maker Index* can be completed online and on paper; parishes can review their results on our online platform, and Catholic Leadership Institute consultants engage virtually with parish leaders via Zoom. Not only was this survey a way to glean valuable information for parishes at a time when they needed it most, the process, communications, and teamwork required served to unite parishioners, provide focus, engage disciples, and build confidence and competence in ministry and mission. [CLICK HERE](#) to hear from Fr. Eric, whose parish took the DMI.

The *Disciple Maker Index* is truly a beacon of hope and guidance during this time. *Thank you to everyone who continues to support this effort and to everyone who has participated in our survey!*



For more information on the *Disciple Maker Index*, please [CLICK HERE](#)

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"The DMI gives us a sense of parishioner satisfaction with their experience of Church in very concrete ways. I am pleased to share with you that the generous people of our archdiocese completed more surveys than any other diocese! The CLI input enables us to glean important insights about the faith life of the various demographics who participated and how parishes assist individuals with their spiritual growth."

Most Rev. Bernard A. Hebda
Archdiocese of St. Paul and Minneapolis

Disciple Maker Index Quick Facts

DID YOU KNOW?

Less than 50% of people surveyed in the DMI – most of whom are Mass-going Catholics – have ever participated in a Bible study. We are working with parishes who are creating more opportunities for people to share and study the Good News with each other.

More than 80% have participated in a Catholic devotional in the last year... but 18% never have. We have learned that devotionals can often be a catalyst in inspiring disengaged Catholics to explore their faith further.

28% of participants responded that they “never” attended Confession; another 46% attend only once or twice a year. We know that Confession is a key driver in deepening parishioners' spiritual journeys. Based on this survey, we have seen several parishes make a concerted effort to increase participation in this sacrament.

Of those surveyed, only 64% pray daily. Only 25% pray with someone outside of Mass on a weekly basis. In terms of praying with someone outside Mass: only 25% pray with someone outside of Mass on a weekly basis, 18% never, and 23% once or twice a year. Based on this finding, a key teaching in our lay leadership trainings is learning how to pray with others, how to lead spontaneous prayer, and learning different ways to pray. The stories we have witnessed of praying with fellow believers are touching; more importantly, they have brought people closer to Christ.

Only 3 out of 4 weekly Mass goers strongly believe in the real presence of Christ. This percentage drops off precipitously as frequency of Mass attendance drops, affirming power of the Mass in deepening people’s faith.

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"Of note, even during the challenges of COVID-19, CLI forged ahead with the project, administering the Disciple Maker Index survey to every parish in the diocese. This will give us an invaluable perspective on how to minister to our people spiritually, physically, and as a community."

Most Rev. David Konderla
Diocese of Tulsa

NEXT GENERATION PARISH: HOW PLANNING FOR TOMORROW PREPARED PARISHES FOR TODAY'S CHALLENGES

When Catholic Leadership Institute commenced our *Next Generation Parish* initiative four years ago, **we had no idea how important it would be.**

Anticipating Obstacles

The vision for *Next Generation Parish* was to create a support program that would prepare parishes to thrive in any future. Built into what we envisioned is the opportunity to adapt, change direction, and respond to challenges of all kinds.

*Because you have the LORD for your refuge
and have made the Most High your stronghold,
No evil shall befall you,
no affliction come near your tent.
For he commands his angels with regard to you,
to guard you wherever you go.
With their hands they shall support you,
lest you strike your foot against a stone.
You can tread upon the asp and the viper,
trample the lion and the dragon.*

This transformative, four-year service renews parish life, fosters engagement among parishioners, strengthens parish identity, deepens relationships with God, and encourages a missional love that pours out into the broader community and the world. Right now, the pilot is at work in five dioceses: Orlando, Jackson, Biloxi, Fort Wayne-South Bend, and Philadelphia. Through our early work with these courageous dioceses – all of which have been made possible by generous donors – we have seen an outstanding and uplifting impact.





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"Next Generation Parish has given me new hope that our parish moves from maintenance to mission."

Fr. David Scotchie
Diocese of Orlando

"This is helping us greatly to recognize and integrate all our talents in order to rebuild a more vibrant community of faith. All this work is leading us to perceive anything around us that calls for changes, how to do it, and why to do it. Thank you for believing in this project, as we do, and for investing in what we are doing for Christ."

St. Christopher Catholic Church
Diocese of Jackson

Rapid Response to COVID-19

Now that we are facing a global pandemic, the challenge that we anticipated is here, and parishes were ready to face the challenges of COVID-19 in ways they didn't even know they needed to be prepared.

In the wake of COVID-19, we had to shift focus.

During the pandemic, Catholic Leadership Institute Leadership Consultants:

- Helped parishes understand and adjust quickly to their new reality
- Offered pastors one-on-one time to connect, providing targeted support on how best to respond to the pandemic
- Created space for pastors to dialogue with peers about the challenges and opportunities of ministering in a primarily virtual environment
- Conducted priest interviews to gather feedback on most-needed support during this time

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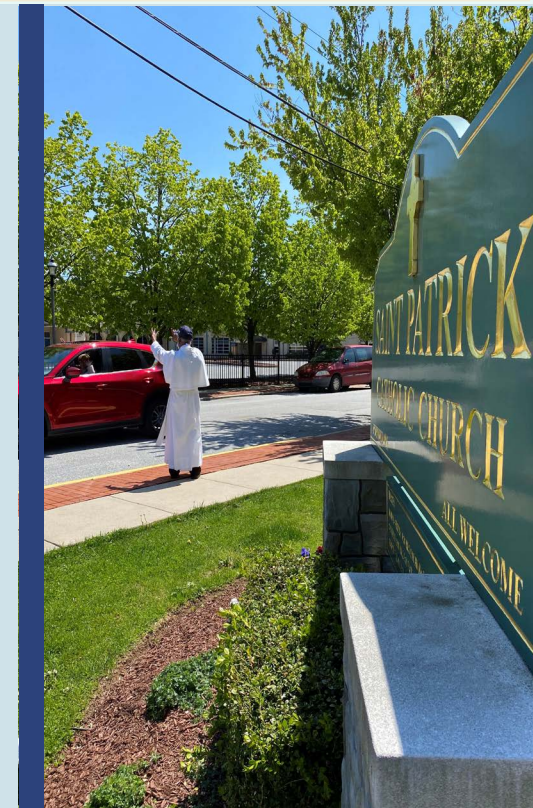
"Having begun the Next Generation Parish Program, I am very thankful and very conscious that this great gift of God is indeed a blessing of grace for our community to grow in faith and love of God as the Mystical Body of Christ and to be missionaries in this place where Christ is so misunderstood."

Fr. Bernie Papania
Diocese of Biloxi

Changing Direction; Never Changing Mission

Here are a few inspiring examples of how *Next Generation Parish* participants created impact during a time of challenge:

- In Philadelphia, St. Patrick Parish did a Drive-by Blessing for Mother's Day to pray for and connect with parishioners.
- **ALL parishes we are working with have restored their offertory to pre-pandemic levels.**
- In Florida, parishes are conducting sessions after Masses to help parishioners to learn how to use virtual platforms.
- All Souls Parish in Sanford, FL, has reached hundreds of new souls via amazing communications work including Spanish radio programming, online faith formation groups, and "Testimony Tuesday." Mass engagement has begun to climb, up 20% since the pandemic hit and climbing at about 8% per week, and online donations have exponentially increased. [CLICK HERE](#) to read more.

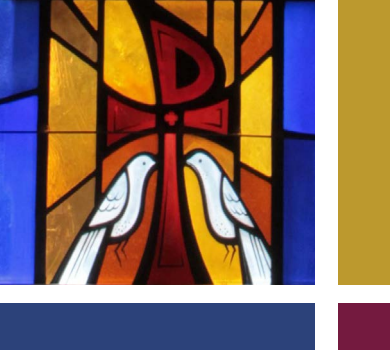


Shining Brightly; Giving Generously

The *Next Generation Parish* initiative is an investment in resilience. We remain thankful for the commitment and drive of participants and for the privilege of supporting them especially during this unprecedented time of great opportunity for the Church.

Psalm 91 comforts us with the words, "no disaster will come near your tent." *Next Generation Parishes* are fortified, faith-filled, and flourishing "tents" for the people of God.

Thanks to the phenomenal support of Catholic Leadership Institute benefactors, these parishes are not just weathering the storm but shining brightly amidst challenge.



CALLED FOR MORE: FOSTERING HEALTHIER, HOLIER, & HAPPIER SHEPHERDS

Catholic Leadership Institute's newest initiative, *Called For More*, is transforming the placement of pastors and helping priests say "yes" to God's call to be more, love more, and lead more like Jesus.

Heard in Psalm 91 is God's profession, "He will call on me, and I will answer him." Catholic Leadership Institute truly believes that priests deserve more support, care, and love. As they call upon our Lord to receive this, we pray that we can help play a role in making this possible.

*Because he clings to me I will deliver him;
because he knows my name I will set him on high.
He will call upon me and I will answer;
I will be with him in distress;
I will deliver him and give him honor.*

After over six years of formal research, we have identified and implemented an opportunity to transform the process by which priests are assigned to parishes and supported through these critical ministry transitions. This idea has evolved into our innovative, data-informed initiative, *Called For More*.

Trailblazing Dioceses

For the past year, Catholic Leadership Institute has been boldly piloting *Called For More*, which is revolutionizing the discernment, appointment, and transitional support of priest placements through intentional, research-based, and faith-filled attention on:

- **Priest Placement:** Using technology to better align priests' gifts, skills, and desires with the needs of parish communities so that they are placed strategically.
- **Individual Growth Plans:** Equipping pastors and parishes with individualized, long-term transition plans.
- **Personalized Support:** Offering roadmaps for self-leadership, mentorship, and professional development.

[CLICK HERE](#) to read about the reach of this endeavor.

As we have worked through the first year, we affirm the inspiration for and aspirations of this initiative, we are excited about the insight into impact we are finding, and we are encouraged by what we have learned. To date, we have five trailblazing pilot arch/dioceses underway: Tulsa, Savannah, Lansing, Milwaukee, and St. Paul & Minneapolis.

More Milestones

Called For More is at work to create a new reality in which priests are self-aware, given feedback, equipped with knowledge to lead, inspired and informed to plan for the future, and ultimately bring more people to Christ. Fulfilling this mission, *Called For More* requires a mix of research and development, facilitation, training, and coaching.

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"When we began Called For More, we were looking for a framework to provide healthiness and holiness and to help priests better share their gifts. Through our experience so far, we have learned about priests' preferences, what areas give them joy, and how their gifts can contribute to priestly life. We have also gathered valuable information about our parishes that will help with pastoral assignments. Over 30% of Mass going Catholics in the Diocese of Lansing have participated in the Disciple Maker Index; this has given us invaluable information and key insights into areas of growth."

Deborah Amato
Chief of Staff for the Diocese of Lansing

Notable milestones this year include completion of the Disciple Maker Index for five dioceses, gathering feedback from 70,000+ parishioners, and creation of a "Preferences and Passions" survey that asks clergy about the settings in which they feel like they would thrive, as well as some of their perspectives on ministry and how they would approach various scenarios – so far over 400 priests have participated!

Key Year-One Findings

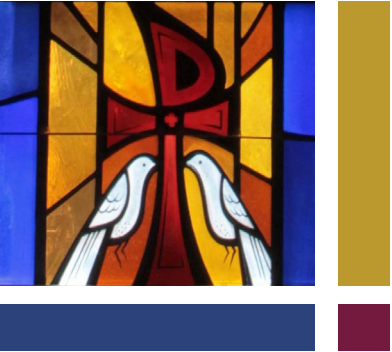
- **Peer Groups are Paramount:** We have found that forming and sustaining peer relationships is vital. We hope to foster healthier and more authentic support groups through a network of coach-mentors that we are building in each of the pilot dioceses.
- **Orientation Fosters Enthusiasm:** Priests need confidence, hope, helpful feedback, and a plan for development. We have learned that a very thorough and welcoming orientation to this project sets the stage for this and allows priests to feel more comfortable in committing their hearts and souls to this project.
- **Creating a Culture of Feedback:** We have learned that pastors benefit from more feedback and more detailed information on their parishes. We have also affirmed our hypothesis that dioceses welcome and demand more information about both parishes and priests to align the two better.
[CLICK HERE](#) to hear from participating priests.

Answering the Call to Care for Catholics

Reflected in its name, this pilot calls priests to embrace their call to maximize their potential as leaders. This endeavor is all about care for Catholics, first seeking to care better for priests so that happier, holier, and healthier priests may, in turn, provide that same care for the parishioners entrusted to them.

Reflected in your generous support of Catholic Leadership Institute, you are answering that same call to care for Catholics!





BOARD OF DIRECTORS AND ADVISORY BOARDS

*With length of days I will satisfy him,
and fill him with my saving power.*

We thank all those who contribute to the life of Catholic Leadership Institute and support our ministry in service of strengthening the life of our Church. We are deeply grateful to each of you who are a part of the life of our Church, built on the firm foundation of Christ, and who bring life to our ministry through your gifts and volunteer leadership.

**Thank you for working alongside us so that we and others
may draw closer to Jesus.**

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Mr. William S. Orosz, Jr., Orlando, FL
Dr. Tammy J. Tenaglia, Philadelphia, PA

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"This is a watershed moment for our Church and for CLI. I believe CLI, as an apostolate, is uniquely prepared to support the Church at this crucial time. With our collaboration, CLI will have a significant impact on the Church for the Next Generation. That is why I am proud to partner in this vision, and why I ask you to do the same."

Bill Orosz
Chair, Board of Directors

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Archbishop of Miami

Most Rev. David A. Zubik

Bishop of Pittsburgh

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"I am privileged to serve as the moderator of the Episcopal Advisory Board of Catholic Leadership Institute (CLI). This apostolate has been an important partner for me; they truly understand priestly life and pastoral ministry in the Catholic parish context. Not only do they understand our ministry, they truly love our ministry and us. They want us to be healthier, more joyful, and better-equipped leaders for our own personal fulfillment and for the benefit of our faith communities. They are committed to excellence, to refinement, and to constant learning that they share generously with the Church."

Most Rev. Robert D. Gruss

Diocese of Rapid City

GRATITUDE FOR YOUR GIFTS

Thank you for saying, Yes!

**Thank you for your vision, your philanthropy,
and most importantly, your prayers.**

Thank you for being a valued member of our community of passionate Catholics – priests, bishops, religious, lay leaders, staff, and benefactors – who believe that the future of our Church is ready to be built and who want to be amongst the faithful builders.

Your generosity has blessed us – you are a feather in the angel wings mentioned in Psalm 91, providing comfort, strength, and guidance to those Catholic Leadership Institute is privileged to serve.

At this crucial time for our faith, the Holy Spirit has chosen us to be a part of His plan. Each of us has uniquely heard the Lord's call and answered. Thank you for saying "yes;" thank you for your vision, your philanthropy, and most importantly, your prayers.

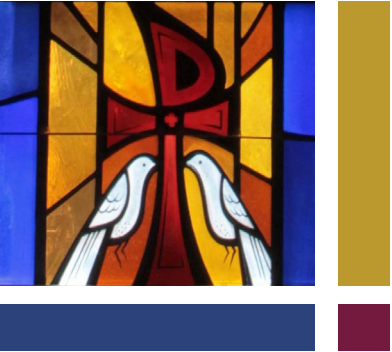
Thanks to you, we can support Church leaders in courageously living the values of Psalm 91... a prayer whose power is greater than any challenges we may face.

With gratitude and great hope in the future,

The Catholic Leadership Institute Team



Catholic Leadership
INSTITUTE

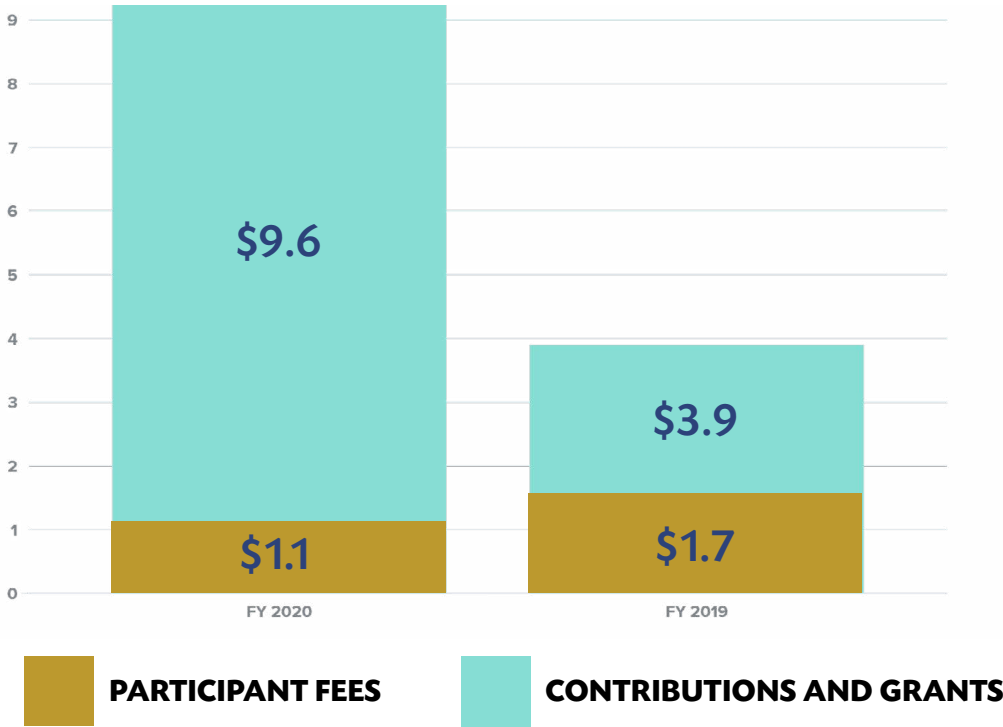


STATEMENT OF ACTIVITIES: FINANCIALS*

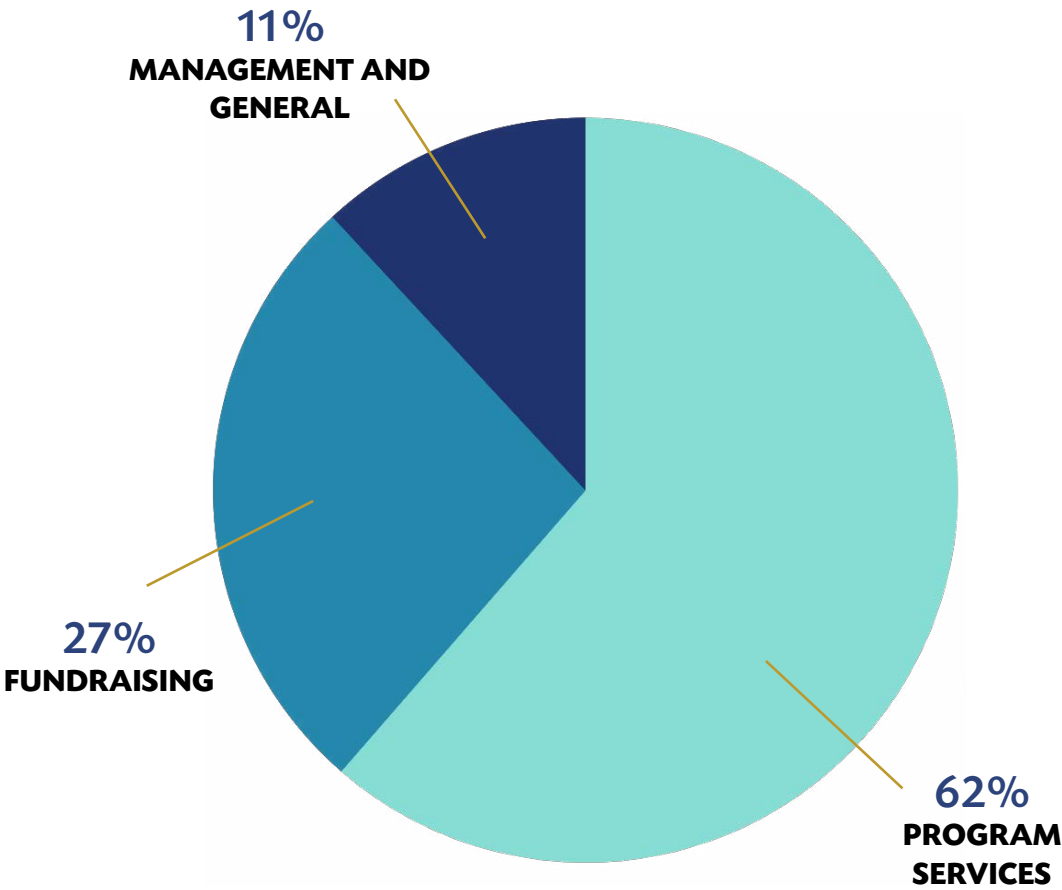
SUPPORT AND REVENUE	FY 2020	FY 2019
Participant Fees	\$1,053,862	\$1,734,485
Contributions and Grants	9,587,969	3,879,433
Investment and Other Income	68,641	62,782
TOTAL SUPPORT AND REVENUE	\$10,710,472	\$5,676,700
EXPENSES		
Program Services	\$2,872,892	\$2,522,024
Fundraising	1,234,129	1,072,209
Management and General	506,052	479,715
TOTAL EXPENSES	\$4,613,073	\$4,073,948
INCREASE/(DECREASE) IN NET ASSETS	\$6,097,399	\$1,602,752



SUPPORT AND REVENUE



EXPENSES



*Preliminary Financials

Impact Report

2020

What if they don't come back?

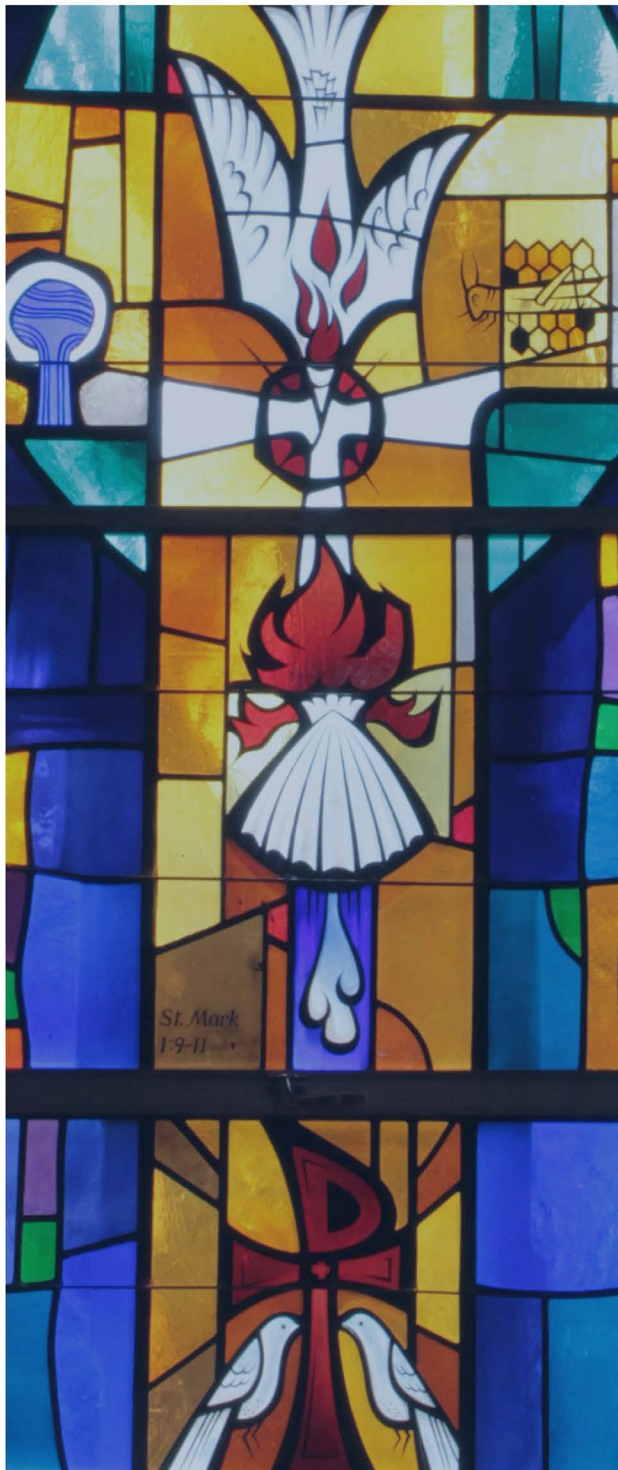
In his "Our Sunday Visitor (OSV) Innovation Talk," Catholic Leadership Institute CEO, Dan Cellucci, boldly announces the lingering, frightening question in many of our minds: "What if they don't come back?" But he goes on to ask some even more meaningful questions, including, "So what?"

Perhaps the first question was the wrong question. Instead, maybe God is calling us to more.



Watch and see if you, too,
find hope in the deeper
questions.

[CLICK HERE](#)



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