

# FY2016 IMPACT REPORT



*Remembering our Past, Celebrating our Present,  
and Looking Towards our Future*





Celebrating 25 years of giving, gratitude, and strengthening leadership within the Church.

Thank you for the gifts that you have *shared* with Catholic Leadership Institute through your time, talent, and treasure.

Thank you for the gifts you have *given* to CLI. Please know that your philanthropy has made a significant, immediate, and transformative impact.

Thank you for the gifts that you and your families *are* to CLI. We cannot fulfill our mission or envision the next 25 years without you.

# LETTER FROM CHAIR AND CEO:

## Thank You for the Difference You Make!



Bernarda A. Neal



Daniel J. Cellucci

Dear Friends,

The best Catholic leader knows that she or he doesn't have every gift needed. God gives each of us so much potential individually. But that potential grows exponentially when we come together. God gives us our own gifts and He gives us each other. Catholic Leadership Institute is thankful that God has brought you to this ministry.

*You have made a difference.* Your time, your expertise, your energy, and your giving are important to the support we provide to our leaders. Whether it be the guidance of our Board members, the time and effort of dedicated volunteers, or the philanthropy of faithful benefactors, Catholic Leadership Institute has been blessed by a 25-year witness to the power of collaboration.

This impact report is a way for us to share with you the positive difference you have made by investing your God-given potential in this effort. **Without you, we could not strengthen the Church for today and tomorrow.**

As we celebrate the major milestones included in this report, we remember that ultimately it's not about facts and figures, goals or plans—it's about individual lives. The Church and this apostolate don't exist for themselves. They exist in order to be a bridge for individual lives to be transformed through a relationship with Jesus. You are a part of that bridge. Thank you for sharing your gifts, and, more important, sharing Christ with each other.

Sincerely yours in Christ,

Bernarda A. Neal  
Chair of the Board

Daniel J. Cellucci  
CEO



## Who We Are: CLI's Unique Mission

Catholic Leadership Institute provides bishops, priests, 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.





† Strengthening confidence and competence in ministry

† Articulating a vision for a diocese or parish

Developing relevant, pastoral leadership skills and practices

Forcing identity and clarity in ministerial service

Creating more vibrant faith communities rooted in

## Your Impact by the Numbers

Your giving has inspired, motivated, and allowed Catholic Leadership Institute to build vibrant faith communities and support leaders, parishes and dioceses in a special way.

We are able to strengthen Church leadership in a way that no other apostolate is doing – *we are able to reach these milestones because of you. In the next 25 years we aim to do even more with your support!*

# IMPACT BY THE NUMBERS



**528**

Seminarians served  
through Catholic  
Leadership  
Institute



**94**

Total Partner Dioceses  
where services have been  
delivered



**162**

Bishops who have  
participated in  
Episcopal Ongoing  
Formation and  
Support Sessions

**2,439**

Number of priests graduated  
from *Good Leaders, Good Shepherds*



## IMPACT BY THE NUMBERS (continued)



**14,419**

Parish and Diocesan staff  
served through any  
Catholic Leadership  
Institute Service



**5.3**

Average Overall Satisfaction score  
for Good Leaders, Good Shepherds  
out of **6.0**

Your generosity and support have enabled us to have this impact. For a complete listing of dioceses, please visit [www.CatholicLeaders.org](http://www.CatholicLeaders.org).

# LOOKING BACK AT THE PAST

## A Decade of Partnership with the Archdiocese of Los Angeles

### LA priests focus on faith, shepherding, and leadership

In 2008, we began working and planning with the Archdiocese of Los Angeles, and in 2011, we graduated our first group of 32 *Good Leaders, Good Shepherds* priests from LA.

In 2016, six cohorts later, the most recent LA graduation is a special one...

### The Holy Spirit called... and Catholic Leadership Institute took a leap of faith

Since Catholic Leadership Institute's beginnings 25 years ago, our mission has always been about supporting Church leadership. We began with helping young adults in the Church realize their God-given potential. As we grew, we discovered that we could make an even greater contribution to the Church by supporting our shepherds.

### Today, 2,504 priests have graduated from *Good Leaders, Good Shepherds*

With no other benchmarks and no guarantees, Catholic Leadership Institute followed the will of the Holy Spirit and created *Good Leaders, Good Shepherds* (GLGS), a program specifically designed for Catholics priests to provide outstanding, world-class leadership skills. *To date, we have supported over 2,500 priests through GLGS – which is approximately 10% of the diocesan priests in the country!* As we continue to bring the best of leadership practices around the world, we are excited and hopeful as we see the resounding impact our graduates have on the present and future Church.



# LOOKING BACK AT THE PAST *continued*

## A Decade of Partnership with the Archdiocese of Los Angeles



A record number have come from the nation's largest Archdiocese.

Thanks to the generosity of the Conrad Hilton Foundation, we were able to provide training for six cohorts in LA and for 140 priests. But it isn't just the numbers that make this Archdiocese special...

### Spanning Cultures, Orders, and Languages

The first cohort of GLGS LA was a milestone one, serving our most multicultural and diverse group up until that point. We grew in appreciation of cultural difference and how we could culturally adapt our curriculum to be more relevant. *We learned just as much as we taught.*

Every single cohort was unique and different, and so we adapted. With over 300 Archdiocesan priests, the Archdiocese of LA is the largest in the country; therefore, priests came to GLGS from a wide range of locations. As leadership formation continued, we reworked the schedule to accommodate LA traffic, we translated certain pieces of the program into Spanish, and we adjusted the pacing of the curriculum so that priests for whom English was a second language could pick up the nuances and language of the program. Meeting the priests where they were (in every sense of the word!) became a crucial part of the learning experience.

Word began to travel... and the fifth cohort saw an interesting and exciting shift. A relationship began to build between CLI, the priests, and the diocese. Word began to spread – priests were talking about the benefits of GLGS, great things were happening in parishes, and suddenly more priests wanted to be a part of this amazing opportunity. Not only did the demand increase, but we saw a much younger generation of priests participating and looking to hone their leadership skills early. Great things were happening for a diverse spectrum of shepherds in LA.

# LOOKING BACK AT THE PAST *continued*

## A Decade of Partnership with the Archdiocese of Los Angeles

*There is no greater gift than the ability to partake in the Body and Blood of Christ, and it is truly a privilege to support the shepherds who perform that miracle for us and for our faith every day.*

By cohort six, leadership was on fire! Throughout this journey, the Archdiocese had implemented other CLI programs like Tending the Talents, Parish Missionary Disciples, and Fraternal Forum. There was a special brotherhood, huge progress and development, and a pure focus on faith, shepherding, and the future of our Church. Fr. Michael Stechmann, O.A.R., shared a beautiful testimony at the most recent graduation:

“For some there was a newness of being in a visible pastoral role, for others, we needed a freshness. We took “ownership” of this Cohort. And this sense of belonging seemed to energize us to return to our communities in order to captivate and motivate the best in our people, encouraging them to “be Gospel.” To “be Gospel” in imitation of Jesus by encouraging, supporting and sponsoring teams of disciples, not giving up when repetition is necessary and making sure that the visions developed for our communities really validate our purpose.”

### GLGS Seeds Fall on Rich Soil and Grow

For Los Angeles, six cohorts is just the beginning. We look forward to seeing our graduates grow and to witnessing the great work they will do for our Church. CLI is excited for them and their flock to be, as Fr. Michael stated, “teams of disciples.”

### And this is just LA...

Thank you to everyone who has supported this transformative program – thanks to you, we have been able to offer *Good Leaders*, *Good Shepherds* in 84 dioceses (and counting). Thank you!

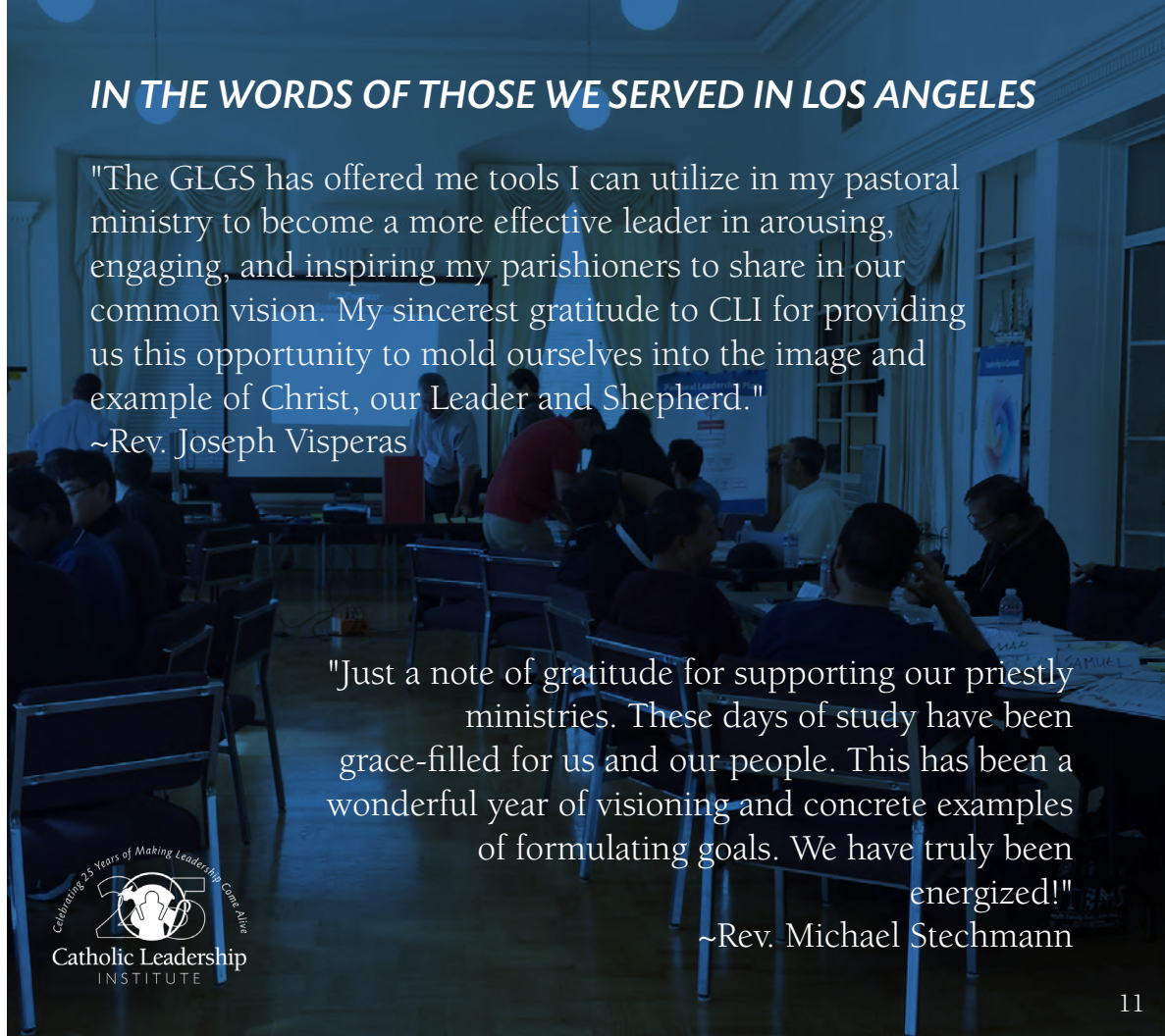
*The greatest gift we have is the Eucharist. It continues to be a privilege to support the shepherds who perform that miracle for us every day.*



## IN THE WORDS OF THOSE WE SERVED IN LOS ANGELES

"The GLGS has offered me tools I can utilize in my pastoral ministry to become a more effective leader in arousing, engaging, and inspiring my parishioners to share in our common vision. My sincerest gratitude to CLI for providing us this opportunity to mold ourselves into the image and example of Christ, our Leader and Shepherd."

~Rev. Joseph Visperas



"Just a note of gratitude for supporting our priestly ministries. These days of study have been grace-filled for us and our people. This has been a wonderful year of visioning and concrete examples of formulating goals. We have truly been energized!"

~Rev. Michael Stechmann



# LOOKING AT OUR PRESENT

## Celebrating the Future: The Diocese of Jackson Crafts a Plan and Vision for the Future

### The People of Jackson Are Creating a Blueprint for the Future

Right now, something amazing is happening in the Diocese of Jackson, Mississippi. Under the leadership of Bishop Joseph Kopacz and the guidance of Catholic Leadership Institute, as well as the prayers, dreams, and support of the people of Jackson, this diocese is harnessing the gifts, talents, and passions of their community to create a vision for their church and to map out a solid, faithful plan for the future.

### Meet Jackson: Strong in Will, Faith, and Love for the Church

Jackson is mission territory. The diocese is one of the 83 in the US (out of 176) considered a “mission diocese” due to lack of financial resources and the immense geographic territory they cover. With fewer than 50 priests, the Diocese of Jackson covers almost the entire state of Mississippi. However, what these communities may lack in financial resources, they more than make up for in their love for Christ and His Church and in their faith. With your help, Catholic Leadership Institute has been providing them with the *tools to make leadership come alive even more*.

### The Gulf Coast's Joy in Developing Leadership

The clergy and lay leaders of the Diocese of Jackson have embraced the call to leadership. Catholic Leadership Institute is honored to be working alongside them to support strategic planning and a vision for the future. This planning supports clergy, administration, and all levels of staff and leadership, including *two large cohorts of GLGS (over 150 priests!)* from New Orleans, Baton Rouge, Houma-Thibodaux, Biloxi, and Jackson. Not only have the priests benefitted from *Good Leaders*,

# LOOKING AT OUR PRESENT *continued*

## **Celebrating the Future: The Diocese of Jackson Crafts a Plan and Vision for the Future**



*Good Shepherds*, but their people have also benefitted from their priestly leadership. In Jackson alone, we have supported 44 priests through GLGS, 19 people in Tending the Talents (including 10 lay ecclesial ministers), and 21 priests through Fraternal Forum.

### **The Plan: Looking Strategically at the Future**

With the help of Catholic Leadership Institute, the Bishop is creating a strategic plan focused on vision, priorities, and a foundation for the future. What's so unique about this process is that it's based on the gifts, feedback, and hopes of the people who live within the diocese. *To gather the ideas, suggestions, and perspectives of the people of Jackson, the Bishop hosted a series of 15 sessions of sharing and conversation that took place all around the diocese – including Spanish sessions and sessions for young adults!* In these sessions, information was gathered that will be used as a guide in developing the plan for this Diocese.

### **Why this work is so important NOW**

As a result of this planning and forward thinking, pastors will have priorities under which they can align and lead their parish in a way that supports Bishop Kopacz's vision for the diocese.

*This planning process allows them to choose parish priorities and goals which not only benefit the parish but also serve the Diocese of Jackson as one body in Christ.*

We are looking forward to the impact this work will have in forming a vibrant, faith-filled diocese with a blueprint for long-lasting health, deep holiness, and steadfast faith. We also thank the people of Jackson for using their gifts to not only create a vision for their diocese... but to live it.

## IN THE WORDS OF THOSE WE SERVED IN JACKSON

"Before GLGS, I thought I was a hardworking priest. But since participating I have learned now not to just work hard in ministry, but to be an effective leader. Because of GLGS, I have learned how to more effectively engage others, particularly the members of my church, in the work of spreading the Good News and building the Kingdom of God. GLGS has also been a tremendous blessing building a stronger bond within the priests of our diocese. Since we are so spread out geographically, it is difficult to gather and support each other. GLGS has been a blessing! Thank you!"

~ Rev. Elvin Sunds

"My ministry is often overwhelming with the time, distance and needs. GLGS has been a Godsend to help me and my fellow priests meet the ever-increasing demands of our priesthood. Our sessions also gave us an opportunity to gather as fellow priests, sharing our joys, our setback, our love for the Lord. Thank you for being so generous to all of us."

~ Rev. Greg Plata, OFM



# LOOKING TOWARDS THE FUTURE

## Catholic Leadership Institute Offers New Training for Hispanic Catholics!



As our apostolate looks toward the future of parish life in the United States, we believe the need for courageous leaders and leadership training has never been more important, especially within the Hispanic Catholic community. *Hispanic Catholics continue to reflect the largest and fastest growing portion of Catholics in the United States, and Catholic Leadership Institute is excited to invest in their leadership. No surprise that the Holy Spirit is speaking to us through our first Hispanic Pope!*

### A Pivotal Next Step in CLI's Services

Since 1960, 71% of the growth of the Catholic population in the United States has been from the Hispanic community. In our Church today, Hispanics comprise more than 40% of the Catholic population. More than a quarter of Catholic parishes in the United States serve Spanish-speaking Catholics. Mindful of this reality and looking towards a future of hope for the Catholic Church, *Catholic Leadership Institute is taking the best of our leadership training and tailoring it specifically for Hispanic Catholic leaders.*

### First Step: Bringing the Best We Have to the Border

The leader of the Diocese of Laredo, Bishop James Tamayo, is one of 28 Hispanic bishops in the United States. Laredo is the newest created Diocese, and its population is 95% Hispanic. The Diocese plays an important role, because it sits on the border with Mexico; the 32 parishes spread along the US-Mexico border are the first line of support for immigrant families struggling to settle in a new community.

# **LOOKING TOWARDS THE FUTURE** *continued*

## **Catholic Leadership Institute Offers New Training for Hispanic Catholics!**



To support his leaders, the diocese's unique needs for leadership training, and the Hispanic population of Laredo, Bishop Tamayo asked Catholic Leadership Institute for guidance. CLI previously guided Laredo through strategic planning and vision building, and the vision that Bishop Tamayo proclaimed called for the diocese to "Build unity within our diocesan community." Bishop Tamayo has also been a consistent participant in our leadership development opportunities for bishops.

We plan to support that vision through a custom offering for his diocese that will foster unity and leadership to build up the Kingdom of God in Southern Texas...

### **Translation: More Than Just Words**

We are translating the best of our programs – and not just translating the words but the cultural context as well, but incorporating relevant cultural examples and with an appreciation for the community we are serving. Our programs are also being enriched by the vast Catholic experience of Hispanics in the United States, in a spirit of One Family Under God.

### **Embracing the Global Opportunity**

While these programs are being designed to serve the expressed needs of Bishop Tamayo, we are excited about the potential that exists to replicate this service to other dioceses with similar needs. This project would not be possible without the support of generous donors like the Larry Hyde and the Hyde family and so many supporters like you. We look forward to beginning in Laredo, and then following the path of the Holy Spirit as He guides CLI to serve a growing, faithful, and essential Catholic community!

## IN THE WORDS OF THE BISHOP OF LAREDO



"The insight and guidance the Institute provides to the bishops through its leadership training programs is invaluable in our ministry...CLI, you are an answer to a prayer for mission diocese bishops."

~Most Rev. James Tamayo, Bishop of Laredo, TX

"Thank you for all you did to support me and the Envisioning Team to successfully disclose Our Sacred Purpose, Our Vision, and Our Core Values at the celebration for the closing of the Tenth Anniversary of the Diocese of Laredo. Your guidance and unwavering support are truly a blessing to the diocese, the members of the Envisioning Team, and to me personally."

~Most Rev. James Tamayo, Bishop of Laredo, TX

# SUMMARY OF GIVING



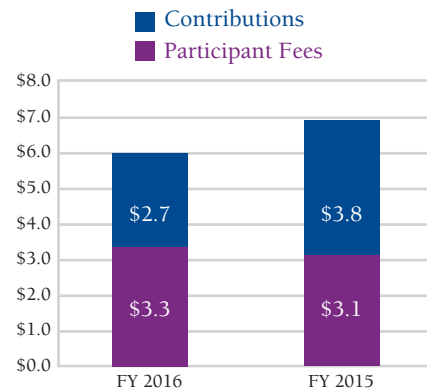
## Support and Revenue

	2016	2015
Participant Fees	\$3,336,697	\$3,084,820
Contributions and Special Events	2,683,345	3,840,408
Investment and Other Income	(344)	3,008
<b>TOTAL SUPPORT AND REVENUE</b>	<b>\$6,019,698</b>	<b>\$6,928,236</b>

## EXPENSES

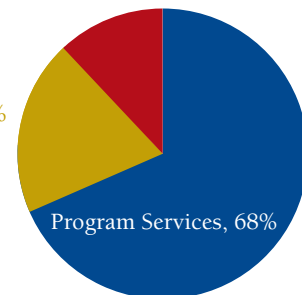
Program Services	\$3,971,192	\$4,331,360
Fundraising	644,754	692,978
Management and General	1,218,974	645,962
<b>TOTAL EXPENSES</b>	<b>\$5,834,920</b>	<b>\$5,670,300</b>

<b>INCREASE/(DECREASE) IN NET ASSETS</b>	<b>\$184,778</b>	<b>\$1,257,936</b>
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Management and General, 11%

Fundraising, 21%





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**CLI OFFERS A SINCERE AND HEARTFELT THANK YOU TO OUR BOARD OF DIRECTORS, EPISCOPAL ADVISORY BOARD, NATIONAL ADVISORY BOARD, AND ALL THE MEN AND WOMEN WHO VOLUNTEER ON OUR VARIOUS COMMITTEES FOR THEIR DEDICATED SERVICE. YOU HAVE MADE OUR MISSION POSSIBLE. THANK YOU!**

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*Thank you for your  
past, present, and  
future support!*

*Celebrating 25 Years of Making Leadership Come Alive*



**Catholic Leadership**  
INSTITUTE

Our gratitude for all that you give to Catholic Leadership Institute and all that you do for our Church is profound and heartfelt. We appreciate all of the gifts that you share with Catholic Leadership Institute, and we offer thanks on behalf of all of the bishops, priests, deacons, religious, and lay leaders you have reached, inspired, and supported with your generosity.

The last 25 years of Catholic Leadership Institute have been built on faith, family, and philanthropists like you. We thank you for your role in our history, your presence in our present, and the inspiration you are to our future. The privilege of partnering with many inspiring and faithful leaders is one that we are thankful for every day. Because of you, our ministry can make a difference in parishes, dioceses, and the Church around the world.

May God continue to bless you for your generosity and the many blessings you have brought to Catholic Leadership Institute and the communities we serve!

**THANK YOU!**