

via magazine

Catholic Leadership Institute



Embracing Unity in a
Next Generation Parish

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Photographers: Jeff Pattison,
Brian Sapp, Stephanie Vaccaro

On the cover: A father and daughter
admire light streaming through the
stained glass windows of St. James
Cathedral in Orlando, FL.

*With that their eyes
were opened and they
recognized him, but he
vanished from their sight.
Then they said to each
other, "Were not our
hearts burning (within us)
while he spoke to us on
the way and opened the
scriptures to us?" So, they
set out at once and
returned to Jerusalem..."*

—Luke 24:31-33

FROM THE DESK OF DAN CELLUCCI, CEO

Dear Friends,



Welcome to *Via Magazine*! This inaugural issue of Catholic Leadership Institute's printed journal is intended to inspire missionary disciples not to mention share insights and share thought leadership with bishops, priests, deacons, and lay leaders around the world.

There's a lot of noise in this disruptive landscape. Our desire is to give voice to the Church and the leaders who are forging new ways to reach souls in an apostolic age. This piece is one that I hope will serve you regardless of your role in the Church, equipping you with valuable perspectives, resources, and encouragement to continue on the Road to Emmaus with Jesus.

It's that well-known Gospel that inspired the name of our publication: *Via*. Since the earliest days of Catholic Leadership Institute, our co-founder, Fr. Chuck Pfeffer, would always remind us that there was only one Way, and that we are constantly invited into an unforgettable journey with Jesus that ignites our hearts to "burn within us" and be a beacon of light to others on the way. In our affinity for acronyms, the word *VIA* also happens to spell out the purpose for this piece: Vision in Action.

My hope is that this journal—which we intend to send on a bi-annual basis—will take its place in your regular reading material, find a home on your coffee table, and inspire conversations with your friends and family.

As my friend Fr. Tim Murphy shares on page 11, this work and mission of ours gives not only his parish, but the Church, "a way forward." Come with us on a journey of hope for the future and meet others who are actively seeking His Kingdom. You are not alone on this journey.

In Christ,

Dan Cellucci, CEO



The "On the Road to Emmaus" painting by Robert McGovern reflects the mission and ministry of Catholic Leadership Institute. The painting portrays the scene when Cleopas and the unnamed disciple invite Jesus to stay with them on the Road to Emmaus.

EQUIPPING LEADERS. IGNITING HOPE.

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.



121

TOTAL PARTNER DIOCESES



6,480

PRIESTS SERVED



39,737

PARISH AND DIOCESAN
STAFF SERVED



308

BISHOPS SERVED



987

SEMINARIANS SERVED



640,115

TOTAL RESPONSES
TO THE DISCIPLE MAKER
INDEX SURVEY

OUR KEY INITIATIVES

Disciple Maker Index (DMI) is a survey tool that supports Church ministry with objective data, helping Church leaders recognize their potential and envision future possibilities through a deep analysis of attitude and belief, participation, relationship/satisfaction, and demographics.

Next Generation Parish is a four-year experience that transforms the future of the Church through innovative, dynamic accompaniment that helps parishes meet the challenges of our time through visionary models that foster spiritual maturity, share leadership, offer a vibrant Sunday experience, and embrace a missionary impulse.

Called for More is a two-year revitalization process using data and analysis of ministry to provide Church leaders with focus and courage to engage the culture with an apostolic mindset, creating a space for priests to recall and live into the joy of their ministry and highlighting mission and evangelization needs for parishes to pursue.



Embracing Unity

IN A NEXT GENERATION PARISH

“The Holy Spirit transforms and renews us, creates harmony and unity, and gives us courage and joy for mission.” —Pope Francis

A symphony cannot be a symphony without a wide variety of instruments. A choir wouldn't be a choir without a range of voices, tones, and dynamics. In like manner, a parish is not a true parish without a difference in its people.

From the strength of our multicultural backgrounds stems a common challenge that some parishes face to create harmonious spiritual homes. The *Next Generation Parish* (NGP) initiative, with its emphasis on prayerful reflection and articulation of parish needs, offers a roadmap for parishes to create a more united community.

ONE PARISH IDENTITY

In 2017, when Fr. Royce Gregerson arrived at St. John the Evangelist Parish in the Diocese of Fort Wayne-South Bend, he faced a unique challenge: bringing together the English-speaking and Spanish-speaking communities under one parish identity.

At that time, the Anglo and Hispanic cultures at the parish were operating as separate communities. The lack of integration was palpable, with each group adopting distinct

programming, guidelines, and even separate office spaces. Fr. Royce, who is himself bilingual, recalled the initial challenge: “It didn't feel like you were in the same parish. It was a weird sensation to be standing in the same church, at the same altar, and feeling like you were in two different places depending on what time of day you were there.”

Recognizing the urgent need for unity, Fr. Royce turned to the *Next Generation*

Parish process to articulate and operationalize goals focused on bringing the two communities together.

STEPS TOWARDS UNITY

One of the parish's three main priorities is Unity of Purpose and is defined in the Pastoral Plan as, "Unity of purpose means working together across ages, languages, and cultures to achieve together the purpose given to us by the Lord: to be and make disciples."

One of the first steps in accomplishing this goal was to hire a bilingual lay leader to serve as the Pastoral Associate, whose name, providentially, is Johnny Evangelista. Johnny's role is designed to offer equal support and leadership to both Anglo and Hispanic parishioners and ensure that the spiritual and formational life of the parishioners reflects the diversity of the parish.

Several important steps were made to bridge the gaps:

- **Parish office space:** The parish office space was remodeled into a single office for all parishioners. This small but symbolic change marked a significant step toward integrating both communities.
- **Harmonizing music:** Efforts were made to bring harmony to the parish choirs. The result was what Fr. Royce described as "a beautiful blend of both cultures." One parishioner noticed him smiling during Holy Thursday Mass, overcome by the joy and change in the liturgical celebration. "It was the most beautiful Holy Thursday we've ever had."
- **Integration of cultures:** An openness to learning from each other permeated the other parish priorities of marriage, family life, and discipleship. The formation programs, small groups, and social gatherings accommodate both English- and Spanish-speaking parishioners and encourage participation as a whole parish rather than separate communities.
- **Multicultural Leadership:** When forming the Implementation Team as part of the *Next Generation Parish* process, Fr. Royce was intentional about the composition of

the group, making sure that both Anglo and Hispanic communities were well represented. All meetings were offered in English and Spanish.

The impact of these efforts was profound. A spirit of openness and collaboration began to flourish. Young families and adults found a welcoming and inclusive community in which to grow spiritually. The emphasis on family and marriage as shared priorities brought both communities together in understanding and respect. Fr. Royce shared, "Marriage and the family is a place where culture really takes root, so it's been an opportunity for people to grow in understanding and respect of each other's culture."

Johnny recalled an event held at the parish this year on St. Valentine's Day where couples of all ages and ethnicities—married, engaged, dating—attended in large numbers. "It was great to see both communities coming together. Language is not a barrier. Culture is not a barrier."

MULTICULTURALISM'S GREAT STRENGTH

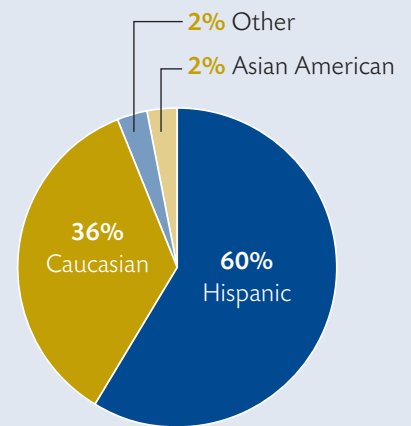
Another parish, St. Katharine Drexel Parish in the Archdiocese of Philadelphia, saw first-hand how their barriers became their strength when they embraced diversity in their *Next Generation Parish* process through a priority on "Unifying Our Parish Family."

St. Katharine Drexel's existence is a result of a tough decision to merge five parishes into one during a population decline in 1993. Each of these parishes brought with them distinct cultures, including Mexican, Guatemalan, Anglo, and African American communities. These differences presented a challenge and, during the years following the merger, resulted in a parish that operated as cultural "silos."

Their *Next Generation Parish* efforts began in 2019 and proved to be a guiding light for St. Katharine Drexel Parish. Fr. Bob Ianneli arrived at the parish in year two of the process and took up the mantle of transforming the diverse parish into a harmonious and united community.

>> continued on page 6

Participants of the 2019 Disciple Maker Index survey at St. John's Parish revealed the following demographics:



Source: Catholic Leadership Institute's Disciple Maker Index



Fr. Royce Gregerson, Pastor of St. John the Evangelist, greets a young parishioner after a Sunday Mass.

Fr. Bob spoke passionately about the beauty of diversity within the Catholic faith and challenges that the parish community overcame through *Next Generation Parish*. In their 2022 retake of the Disciple Maker Index survey, St. Katharine Drexel parish noted that spiritual growth increased in the Hispanic/Latino population and throughout the parish over the four-year span—specifically in the Four Marks of a *Next Generation Parish* (see page 8).

The survey results also showed that the entire parish noted positive trends surrounding the overall parish Sunday experience and spiritual growth.

To bring about this growth, the Implementation Team at St. Katharine Drexel instituted changes in the parish’s organizational, liturgical, and social functions, including:

- **Mass Schedule:** The parish reduced the number of Masses from three to two, rotating choirs to encourage cultural differences in music and incorporating both Spanish and English into the liturgy and readings. At one of the Masses, Fr. Bob shares his homily in both languages.
- **Unity Mass:** The concept of a Unity Mass was born from the need to have one liturgy at which all music, languages, and cultures were present in the heart of parish life. These Masses typically occur around the feast of St. Katharine Drexel,



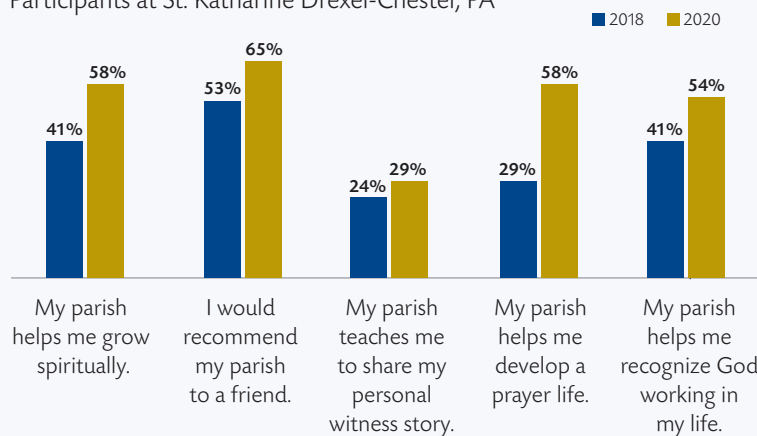
on the first weekend of October, and on Pentecost Sunday, followed by picnics that foster social interactions. Fr. Bob noted, “It’s bringing our communities together. Each culture is being enriched by another culture, and the main fruit is that they are coming together closer as a community.”

- **Hospitality:** A spirit of welcome was another key aspect of fostering unity. Volunteers on the Hospitality Committee regularly distribute bulletins, missals, and smiles of welcome, creating a culture of hospitality that resonated with parishioners. Everyone can speak the language of welcome.

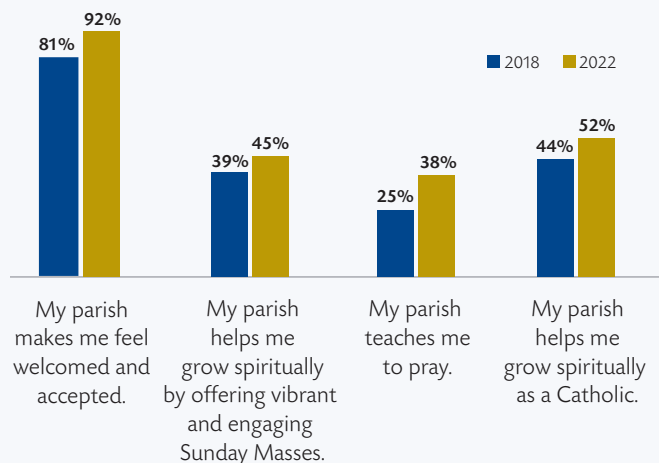
While there might be four or five different languages spoken at St. Katharine Drexel on any given day, there is one language that all are familiar with and that is love. Perhaps that’s why some of the greatest examples of growth for the parish are in the spiritual life—a reflection on the love poured out from God and received by all.

St. John the Evangelist and St. Katharine Drexel parishes are living examples of how the Holy Spirit can transform cultural differences into harmony. The *Next Generation Parish* journey opened doors that turned what are often considered challenges into strengths, so that faith-communities become vibrant, united, and thriving Catholic parish families where all people can find a true spiritual home.

Key Driver DMI Responses from the Hispanic/Latino Survey Participants at St. Katharine Drexel-Chester, PA



Sunday Experience and Spiritual Growth DMI Responses from All Survey Participants at St. Katharine Drexel-Chester, PA



Response: “Strongly Agree,” excluding Welcome and Accepted which includes “Strongly Agree” and “Agree.”

Effective Pastoring in the 21st Century

Near the end of 2022, Catholic Leadership Institute hosted a two-day virtual Symposium on Effective Pastoring in the 21st Century. These discussions included 36 clergy and lay leaders from 15 dioceses whose expertise and wisdom transpired across parish, diocesan, academic, philanthropic, and apostolic contexts. Utilizing Catholic Leadership's research as a backdrop, this successful symposium brought to the table some profound themes, strategies, and ideas for Church leaders to utilize in their respective places of leadership.

LEADERSHIP MATTERS

According to Catholic Leadership Institute's Disciple Maker Index (DMI), a parish-based survey that has reached over 640k responses, 3,200 parishes, 70 diocese and 19 languages, parishioners are 11 times more likely to recommend their parish if they recommend their pastor, and more than four times more likely to say the parish is helping them grow spiritually.

These findings are clear—leadership matters! Despite the quest by some to find or develop “the pastor-proof” parish, it doesn't exist. A Catholic community of faith can persevere through bad leaders. It can hold on with no leader. But it can't thrive without a leader.

Many discussions over the course of this symposium, in tandem with CLI's Disciple Maker Index research, culminated with

identifying a list of top 10 behavioral traits/ characteristics of effective pastors— those most recommended by their parishioners:

- Open to innovation
- Little need for recognition
- People-orientated
- Paced according to ministry
- Optimistic
- Demonstrates EQ
- Sociable
- Appropriately risk-taking
- Cooperative
- Authentically Humble

The above characteristics seem reasonable and can be instructive in the support of human and pastoral formation. Of the nearly 2,000 priests that Catholic Leadership Institute surveyed, about 27%

share these behaviors, with another 31% demonstrating the ability to strengthen these behaviors with the right support and development.

These characteristics were only the start to a rich and fruitful symposium on effective pastoring in an apostolic age, asking and answering questions such as: “What makes a pastor effective for *tomorrow*? Have we experienced “apostolic pastors?” What is the role of the pastor?”

Catholic Leadership Institute continues to implement recommendations from this study in ongoing episcopal support, frameworks and tools for pastor transitions, trainings for priest-led growth groups, and proposed curriculum for seminaries.

- > Parishioners are **11 times more likely** to recommend their parish if they recommend their pastor, and more than **four times more likely** to say the parish is helping them grow spiritually.

—CATHOLIC LEADERSHIP INSTITUTE'S DISCIPLE MAKER INDEX

Further study on this topic is available in a published whitepaper on the symposium. Scan the QR code to request your copy of the Effective Pastoring for the 21st Century whitepaper.





What are the Four Marks of a Next Generation Parish?

Catholic Leadership Institute has identified that a *Next Generation Parish* will:

- **Foster spiritual maturity** with a plan for discipleship for its members.
- **Share leadership** by commitment to a healthy organization.
- **Offer a vibrant Sunday experience** with excellent hymns, homilies & hospitality.
- **Embrace a missionary impulse** to go out and lead others to Jesus Christ.

These four marks are measured through the Disciple Maker Index (DMI) survey tool and specific parish data to identify the strengths and areas for growth in all four areas. Survey statements such as, “My parish helps me grow spiritually” and “My parish is welcoming and accepting” are collected along with parish data, such as baptism/funeral ratio, parish net income/loss, and sacramental trends. These metrics help provide insight to the pulse of the parish and aid in developing a plan of action to increase vibrancy.

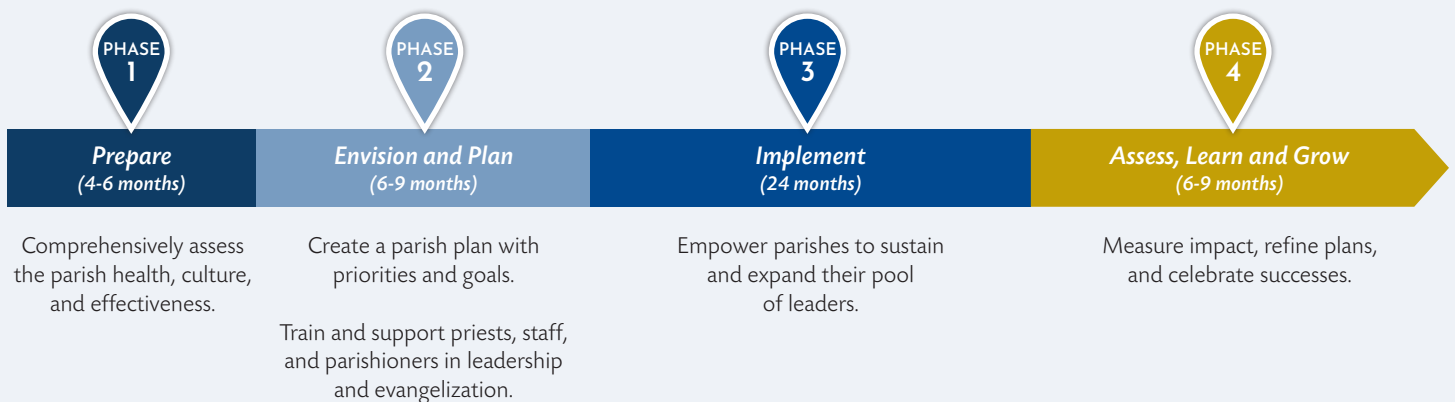


How many Next Generation Parishes are there?

103 parishes from **11** dioceses

are actively participating in *Next Generation Parish* at this time, with additional partnerships underway (as of September 2023).

FOUR PHASES OF A NEXT GENERATION PARISH





IGNITE THE PARISH



NEXT GENERATION PARISH UPDATE

> The Diocese of Orange, California

The Diocese of Orange began *Next Generation Parish* (NGP) in July of 2022 with six parishes deeply invested in the process. A virtual Fraternal Forum was hosted for all NGP pastors to unify them around their individual and diocesan efforts. Leadership Consultant Jim Luisi shares that, “the pastors are engaged and committed to the process.” Plans are also underway to develop a new Strategic Plan on a diocesan level.

In the Envisioning Phase, parish leaders ask questions about the future of the parish. “What are our priorities as a parish family? What are our goals?” After many months of hard work, discernment, and prayer, parishes create Pastoral Priority Plans. St. Anne in Seal Beach finalized their plan this year and published it for the parish and posted it online. In the pastor’s accompanying letter, Fr. John Shimotsu stated, “It is encouraging to know that the values that are strong now for our parishioners, including prayerfulness, faith in the Real Presence of Christ in the Eucharist, as well as a commitment to community, are a solid foundation for our successful implementation of the Plan.”

Envisioning Phase



Implementation Phase



THE DIOCESE HAS COLLECTED 12,422 DMI SURVEYS TO DATE.

Four parishes are in the Envisioning Phase, while the other two parishes are in the Implementation Phase.



To read St. Anne's values, priorities, and goals, scan this code.

“We see a supportive community of disciples of the Lord, celebrating the Eucharist together, sharing the Gospel that transforms lives, and through our prayers and action, saving our souls—and the souls of others—for the Kingdom of God.” —St. Anne Parish Vision Statement



Vicar for Clergy Training: Hope for the renewal of our Priests

The Vicar for Clergy role is without a doubt, a “vocation within a vocation.” Catholic Leadership Institute identified a need to further support bishops and their dioceses by extending leadership accompaniment to Vicars for Clergy. As a result, CLI offered two week-long Vicar for Clergy Training & Ongoing Coaching sessions in collaboration with Fr. Mark Toups, a pastor in Grand Isle, LA and formator at The Institute of Priestly Formation (IPF). In addition to study, priests from seven dioceses spent time in prayer, reflection, and rest. Fr. Bill Hahn, Vicar for Clergy in the Diocese of Columbus, attended one of the sessions and shared about his experience.

Q How did this experience support your role as a priest?

It was a strong reminder of the supernatural vocation of the priest and how that relationship with Jesus Christ is meant to affect everything. It is easy to see how it affects our celebrations of Mass, sacraments, preaching, and teaching. What this retreat did was remind me that Jesus is just as intimately involved in the ‘governance’ aspect of the priesthood as he is in the ‘sanctifying’ and ‘teaching’ aspects. And just as we go to him constantly for direction and surround in prayer celebrations of the sacraments, preaching, etc. so should we cover in prayer and go as confidently to him in the organizing and administrating aspects of our vocation.

Q Did this training change/enhance your view about the office of Vicar for Clergy? If so, how?

The training brought to the forefront the need for a process that is open to the Holy Spirit and is listening to the needs of the priests on the ground. A common phrase was “if someone is not proactively caring for the priests of your diocese, then no one is.” So often the work of the Vicar for Clergy is putting out fires and other important but reactive works. Yet, our priests need more than crisis management; they need our investment in their own good—spiritual, human, pastoral, and intellectual.

THE ROLE OF THE VICAR FOR CLERGY

A priest or auxiliary bishop who assists the diocesan bishop in a specific part of the diocese, over certain groups in the diocese, or over certain areas of church affairs. Some large dioceses, for example, are divided geographically into several vicariates or regions, with an episcopal vicar for each; some dioceses have episcopal vicars for clergy or religious or for Catholics of certain racial or ethnic groups.

—USCCB, Glossary of Catholic Terms

Q Describe your time with brother priests. How was it fruitful to your life and ministry?

It was refreshing to hear from the other priests. To see what good men they are and how they love their priests and their dioceses. It was also a reminder that we share the unique burdens of the Vicar for Clergy role and that we are not alone in these.



From left to right: Fr. Bill Hahn-Columbus, OH, Fr. John Balluff-Joliet, IL, Fr. Ross Tozzi-Fairbanks, AK and Fr. Richard Daise-Salina, KS.



"I USE THE LESSONS JUST ABOUT EVERY DAY"

By Archbishop Gregory J. Hartmayer, OFM Conv.

Since 2009, the Episcopal Ongoing Formation Support sessions have been offered to over 160 bishops as a means of renewal and opportunity to bring clarity and focus to their episcopal ministry and to their presbyterate. These annual sessions respect and honor the Episcopal Office of governance and diocesan leadership. Archbishop Hartmayer has attended every session since its inception.

"Being a bishop has been one of the greatest blessings I have ever experienced. I take this responsibility to heart in every aspect of my life. I center my ministry in prayer and service and I seek opportunities to be the best leader possible. The Catholic Leadership Institute special leadership program was a great help to me. I learned valuable practical skills for my work, and the comradery with my fellow bishops was amazing. I would like to express my personal gratitude to the benefactors of Catholic Leadership Institute for providing the resources, which make these ongoing education workshops possible for bishops. I use the lessons just about every day. I recommend the program to any bishop who wants to be a better shepherd."

—Archbishop Gregory Hartmayer,
Archbishop of Atlanta

WE HAVE A WAY FORWARD

Fr. Tim Murphy, Diocese of Jackson, MS Good Leaders, Good Shepherds Alumni Spotlight

Since participating in *Good Leaders, Good Shepherds* in 2015-2016, Fr. Tim Murphy has not only applied what he learned to his priesthood and parish ministry, he's made it available to others. Fr. Tim was the first to sign up for CLI's parish-focused offering when it became available to the Diocese in 2017, thanks to the generosity of a donor. His interest and experiences with CLI garnered interest from fellow pastors and parish leaders, building the foundation of what would become the cohort of six mission parishes in *Next Generation Parish* in the Diocese of Jackson.

"We have a way forward... The promise of *Next Generation Parish* wasn't that we'd have everything; it was that we'd have a way that works. We can trust it and then adapt it, as needed. Through *Next Generation Parish*, Catholic Leadership Institute has offered a practice or method to use that is respectful and honors where people are at... and that enables me to respond differently because of what I've learned from *Good Leaders, Good Shepherds*. I have all my binders on my bookshelf and they're very helpful. They remind me about best practices for chartering a team or forming one... I now have the resources that will be able to help me not only answer a situation but address it in a way that is much more helpful to me and useful to the people we're trying to serve."





Jim Nicholson's Lifelong Commitment to the Church

In 2007, Jim Nicholson's life took a surprising turn during Archbishop O'Brien's installation Mass in Baltimore. Little did he know that his chance meeting with Catholic Leadership Institute's co-founder, Tim Flanagan, in the pew that day would ignite a lifelong mission and profoundly impact countless clergy.

A PROVIDENTIAL ENCOUNTER

Tim shared his insights with Jim about a pressing need within the Church: priests, while deeply knowledgeable in theology, often lacked essential management skills when overseeing large organizations like parishes, schools, hospitals, and nursing homes. That's when Jim learned that CLI had a solution.

Tim's words resonated so deeply with Jim that he agreed that same day to join CLI's Advisory Board, accepting the role of co-chair alongside Cardinal Sean O'Malley. This marked the inception of Jim's involvement.

A TIRELESS ADVOCATE FOR CLI

Since that encounter, Jim has become an unwavering advocate for CLI's mission. Jim has a profound belief in the organization's ability to equip priests with the skills they need to become exceptional leaders and managers, reducing their administrative burdens. When speaking to prospective donors, he emphasizes, "When priests become more organized in their administrative duties, they have more time to devote to their ministry—to be priests, celebrate sacraments, and fulfill their vocations."

In addition to his own philanthropic and volunteer efforts, Jim has introduced a significant number of people to CLI and inspired an incredible amount of philanthropy across our 32-year history!

STRENGTHENING SPIRITUAL LEADERSHIP

Jim's own leadership journey began at West Point as a young man and extended to prominent roles such as former Ambassador to the Holy See, Secretary for Veteran Affairs, and Chair of the Republican

National Convention. His wealth of wisdom and knowledge has not only benefited CLI but also various aspects of the Church and the nation.

For Jim, supporting priests through CLI is about enhancing their spiritual leadership. "By making priests more efficient managers, we make them better ministers," he passionately asserts. He firmly believes that when priests are unburdened from administrative tasks, they can fully embrace their primary mission as spiritual leaders in the Church.

A CALL TO ACTION

Jim Nicholson's fervent hope is for more people to become aware of CLI's important work and its profound effect on clergy development. He emphasizes that with increased resources and support, CLI could empower even more priests and bishops, comprehensively benefiting the entire Church.

Jim Nicholson's encounter with Tim Flanagan in 2007 was undeniably providential. His presence, friendship, support, and unwavering dedication have been a gift to CLI and the Church—a testament to the remarkable impact one individual can have when they extend a hand to their neighbor across the pew. For that, we are forever grateful.



Jim Nicholson was honored in 2018 for his leadership in Catholic Leadership Institute's advisory board. He is pictured here on the left with Tim Flanagan.



FORGE THE
FUTURE

A LEGACY OF CATHOLIC FAITH ST. THERESE SOCIETY

The greatest legacy for mankind was created when Jesus Christ died for us on the cross. Through His great sacrifice, He granted us the gift of grace and ensured that our Church will be here until the end of time. We have a responsibility—an opportunity—to build on the foundations of our faith and continue to leave a legacy of grace, faith, hope, and love for the Church's future.

One way we can do this is by giving a planned gift to Catholic Leadership Institute's St. Therese Society. We can foster hope in the next generation and sustain it by the support of our wills and estates. Here are just a few areas where you can create an impact through planned giving:

YOUR PERSONAL JOY



- > **Pave the way** for future Catholics as our predecessors have done for us, finding joy in leaving a legacy for something that matters to you most: our Church.
- > **Experience peace** knowing you planned with purpose for the people and values you cherish.

GREAT FINANCIAL INVESTMENT & BENEFIT



- > **Receive considerable tax advantages** by making a legacy gift to CLI.
- > **Invest your earthly gifts** wisely to impact the future.
- > **Manage your assets** to support both your loved ones and the Church.

LASTING SPIRITUAL IMPACT



- > **Strengthen Catholic Leadership Institute's ministry** and create an enduring legacy.
- > **Support leaders** who are preparing the next generation of parishes, pastors, and leaders.
- > **Answer the prayer** of a Church leader or Catholic who needs your generosity to grow in their relationship with Jesus.



Catholic Leadership Institute is grateful for the members of the St. Therese Society—those who have included CLI in their estate plans. If you would like to explore planned giving, we have helpful resources, partners, and tools to make this possible. Please contact us at 610-363-1315 or email info@catholicleaders.org.



It's More than a Job, It's a Calling

The CLI Promise is a four-part declaration of intention that unites the entire Catholic Leadership Institute team in one shared spirit of life and leadership. This promise applies to everyone, no matter the position, age, length of tenure, or interests. The Promise provides clarity on what an employee will experience as a member of the team.

Like many jobs, this work can be hard, but rewarding; stressful but joyful; frustrating but fulfilling. In spite of it all, each team member knows they are not “going it alone.” Like our partners and clients, they are on a journey as part of the Mystical Body of Christ. The CLI Team is unique in that every individual on the team fosters this promise in their internal and external interactions with others. The first part of the promise is about the job itself:

Our mission, our love for the Lord and His Church is what binds our community together and gives us hope. Our purpose, our drive, our radical response to the Church's need defies reason. We ask regularly for the Holy Spirit's guidance in the big and small actions. Our Catholic faith infuses our work, and the passion, uniqueness and energy each member of our team brings to the table stems from a deep love and a sense of urgency for the needs of the Church and her leaders.

—Excerpt from The CLI Promise



Q What does “It’s more than a job, it’s a calling” mean to you?



**Allan Caballero,
Philanthropy Catalyst**

For me, working at Catholic Leadership Institute has been a response to an invitation from God to serve his beloved Church. Among our employees, you can sense the zeal and commitment our entire team has for advancing the

Church’s mission. Our love for the Lord makes us more than just a company, but a community of faithful leaders eager to support all bishops, priests, lay leaders, and parish partners. The special invitation we all have received to know God, love God, and serve God in a deeper way is what makes my job at CLI a vocation. My work here is so meaningful that it also supports me in my vocation as a husband and father while equipping me to have a positive impact on my local Church. It is truly an honor and a blessing to work at CLI.



**Fr. Gary Kastl,
Leadership Consultant**

The work of the priest if not rooted in prayer becomes untethered from his core purpose. To be a functionary who is highly skilled at certain dimensions of ministry, which makes him successful in the eyes of the world that measures in metrics is a slippery

slope to lose his soul. Rooted in the true sense of the “call” brings a priest back to the reality that he is called to be another Christ that teaches, sanctifies and governs those entrusted to his pastoral care.



**Kim Miller, Director
of People Operations**

In 2021, I wasn’t working outside the home, and I wasn’t actually even looking for a job. A chance encounter with a CLI job posting sent me on a quest to learn more about the work being done by this unique apostolate and the more I learned, the more I

knew that this was a mission I wanted to be a part of. Two years later, I am so grateful that I responded to that nudge from the Holy Spirit. I know that my work each day is making a difference in the lives of my brothers and sisters in Christ and ultimately helping us all better answer Jesus’ call to make disciples of all nations.



**Heather Eichin, Senior Client
Services Coordinator**

My role at CLI I feel is critical in responding to Our Lord’s urgent call to “Go and Make Disciples.”. It is a role that supports bishops, priests, and parishes as we work together to build the Kingdom of God and support the Church in the United

States of America. This calling is so much more than a job, it is a unique gift given to each of us at CLI. (1 Cor 12:27)





Forging a Brighter Future

Since the beginning, the Catholic Church has received an abundant harvest on the foundation of a few laborers in the field. The Church asks and, one by one, faithful laborers have said “yes” to forging a brighter future for the Church and salvation of souls.

Catholic Leadership Institute is receiving an abundance of requests

for support in dioceses around the country. The Church is asking for laborers in the vineyard, and many are stepping up to say “yes” to providing for the ongoing needs of the Church. We are reliant upon and

deeply grateful to forward-thinking and faithful philanthropists and foundations like you who partner with us, empower our apostolate, and further our capacity to joyfully answer “yes” to these requests.

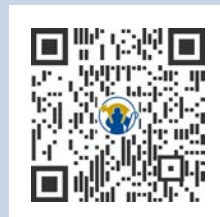
“Then he said to his disciples, ‘The harvest is abundant but the laborers are few; so ask the master of the harvest to send out laborers for his harvest.’” —Matthew 9:37-38



PARTNER WITH CATHOLIC LEADERSHIP INSTITUTE

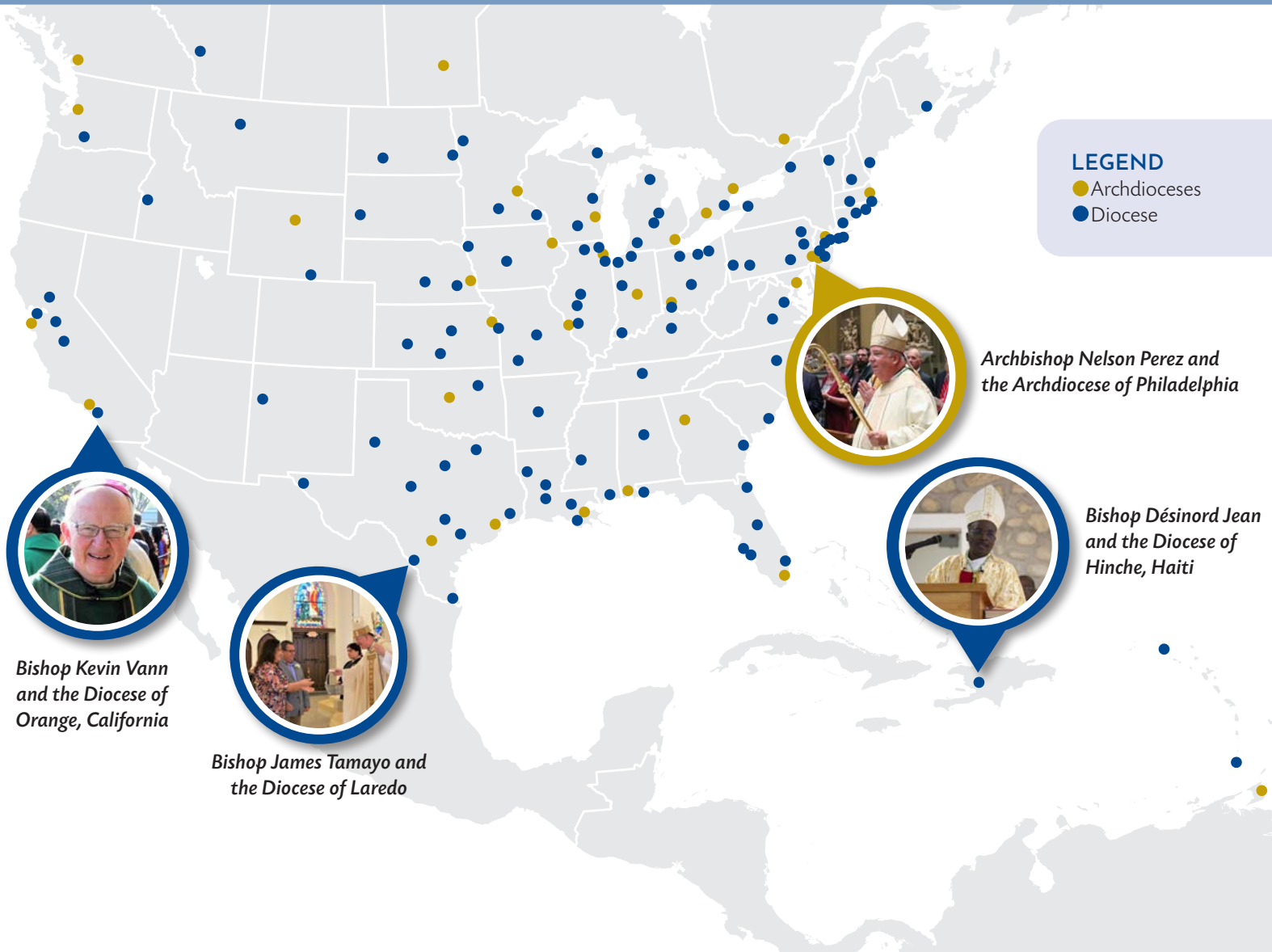
We invite you to invest in our faith today and build the Church of tomorrow.

Scan the QR code to learn more.



CLI Across North America

Catholic Leadership Institute has been blessed to partner with a wide spectrum of Church leaders, including bishops, priests, lay leaders, clergy, deacons, and seminarians from the following dioceses:



“Instead of being just a church that welcomes and receives by keeping the doors open, let us try also to be a church that finds new roads, that is able to step outside itself and go to those who do not attend Mass, to those who have quit or are indifferent.”

—Pope Francis



From Our Founder

“Through your giving, you are helping lead people to our Lord. He gave His life for us. Because you have chosen to partner with Catholic Leadership Institute, more people will know of His love.” – Tim Flanagan

Each year that passes at Catholic Leadership Institute our ministry inspires me in a new way. This year, I am truly humbled by the way in which the Holy Spirit is leading more pastors, parishes, bishops, dioceses, and leaders to our mission. It is courageous for leaders to think differently, to try something new, and to reimagine the future of our Church.

I know, because for the first time in 31 years, I am sitting in the seat of the program participant as part of my parish, Sts. Peter and Paul Parish in West Chester, PA as we embark on the *Next Generation Parish*.

I am seeing the fruit of the work you make possible; I am living it.

Your philanthropy inspires and identifies the talents of our lay leaders, rising up from the pews to forge a brighter future for our Church. Your giving is at work across the country in parishes, made up of so many diverse and brilliant souls.

It has given me great happiness and hope to give alongside you and to make my own Planned Gift to Catholic Leadership Institute. I hope and pray that you find the same joy from your own generosity to our mission and your own calling to make a legacy gift.

Through your giving, you are helping lead people to our Lord. He gave His life for us. Because you have chosen to partner with Catholic Leadership Institute, more people will know of His love.

With many blessings,

Tim Flanagan, Founder



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PRAYER FOR LEADERS

Dear Lord, We pray that you will create among us Catholic leaders; individuals made in your image who will apply your teachings in their lives and positively impact our families, our workplaces, our communities, and our Church. Help us to inspire those with whom we come in contact to share their God-given talents, to do your will and to find a place in your kingdom where their deepest joys and the world's deepest hungers meet and cry for their special qualities and abilities. Make us leaders, Lord, leaders with strength and courage to follow you. Leaders who make your love visible to the world in all of our words and actions. Amen.





Catholic Leadership
INSTITUTE

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