

Catholic Education Tuition Assistance Endowment: \$8 million

Now more than ever, Catholic schools serve as an integral partner with parents in the formation of their children into young adults. Catholic schools have been long proven as an effective form of passing along our Catholic faith. Unmatched academic excellence, coupled with discipline and values, make Catholic schools a unique treasure for the Church, as well as a force for good in today's society.

Catholic schools in our Diocese educate 17,000 students in 31 elementary and six secondary schools. Operating costs have increased dramatically in recent years making tuition increases an annual necessity. As a direct result, many families find it harder to meet spiraling tuition costs.

In the 2005-06 school year, 1,441 Catholic school students applied for tuition assistance. The Diocese was able to provide assistance to only 609 families—42 percent of those seeking aid. In the aid provided, the grants funded less than 43 percent of the tuition needs. Increasing our scholarship endowment by \$8,000,000 would more than double the size of the current endowment, allowing us to increase grant levels as well as be able to assist approximately 80 percent of those who currently seek aid.



Pastoral Plan Initiatives: \$15.5 million

Institute for Leadership in Ministry Endowment (ILM) (\$4 Million)

The Institute for Leadership in Ministry (ILM) is the primary vehicle for training lay leaders to serve in parishes. The ILM was formed in 1997 and provides an intense three-year program of theology, scripture study, and pastoral practice. The courses are presented in both English and Spanish. 93 percent of our parishes benefit from current or former ILM students.

Pastoral Ministry Training and Formation Endowment (\$3 Million)

On any given Sunday, 100,000 Catholics attend Mass at one of our parishes or mission sites. The Eucharist, sacraments, adult faith formation classes and our service to the poor are at the heart of our ministry. The adult faith formation programs, the Small Christian Communities prayer and study groups, SpiritSite and the JustFaith program are enhanced through this endowment.

Youth Ministry Staff Recruitment & Training Endowment (\$3 Million)

The Office of Pastoral Ministry is another important vehicle for training lay ministers for our parishes. This Office provides quality preparation for Coordinators and Directors of Religious Education, Directors of Liturgy and Youth Ministry Coordinators. More than 18,000 children are enrolled in our religious education programs each year and more than 1,800 volunteer teachers receive training. Programs such as Faith Beyond 2000 and Poco a Poco are sponsored by this office.



Young Adult Ministry Program Endowment (\$3 Million)

We must attract and engage young adults in the life and leadership of the Church. We are always one generation away from losing our influence in the culture if we do not engage the next generation of leaders: our young adults. It is vital that the Church place significant emphasis on the educational and spiritual formation of young adults. An endowment will provide funding for new ministries and programs that will engage this generation.

Social Justice Education Endowment (\$2.5 Million)

The Catholic Church in Santa Clara County must help all Catholics to embody and uphold social justice teaching in areas such as the dignity of human life, housing, immigration, and labor. This endowment will support educational efforts through the Office of Evangelization, Justice, and Peace to inspire lay leadership to act on their faith and our Gospel call to discipleship.

Direct Parish Support: \$35.25 million



Parishes are the center of Catholic community and sacramental life for individuals and families. Through parish ministries, we worship God together, enjoy fellowship, form our children and adults in the faith, and provide for those in need. The primary objective of the campaign will be to strengthen parishes in unison with the diocesan effort.

New Parish Acquisition and Construction Fund (\$16 Million)

The Diocesan Pastoral Plan recognizes the need for three to six new parishes over the next 20 years. The purpose of this fund is to provide the monies for the acquisition of land as well as to lend each new parish approximately 50 percent of the cost for new facilities. As each new parish repays the facilities construction loan to the Diocese, the monies will replenish much of the fund and subsequently provide necessary funding to begin a new parish in another part of the diocese.

Cathedral Basilica of Saint Joseph Endowment (\$5 Million)

In 2003, the Cathedral Basilica Parish celebrated 200 years of service to our faith and community. In addition to its local parish functions, the Cathedral hosts hundreds of diocesan celebrations and events such as ordinations, confirmations, special Masses, youth events and ceremonies. This endowment will help preserve and maintain this historic Church by focusing on completing capital projects as well as addressing immediate maintenance issues.

Parish Refurbishment and Repair Endowment (\$4 Million)

As our parishes continue to age, many have a growing need for refurbishment and repair. Often, significant monies must be borrowed to complete these projects. The endowment will provide new monies allowing the parishes to apply for grants to address local needs.

Parish Outreach Endowment (\$3 Million)

As a people of God we are called to minister to those in greatest need. Each parish serves the community in a unique way. Many feed the hungry, some help people find employment, and others minister to immigrant populations. Together we must strengthen these ministries by providing an endowment that will fund grants to parishes that address the many pressing needs of their people.

Parish Stewardship Endowment (\$2.5 Million)

Through enhanced stewardship efforts, our parishes and diocese will grow more fiscally sound thereby allowing us greater ability to respond to needs more rapidly. This endowment will fund new programs and provide training to existing staff.

Parish Sharing Fund (\$4.75 Million)

Each parish will raise funds for its own specific needs. These needs may include building expansion, repairs and renovations, debt reduction, endowments, or a base of funding for parish ministries. Parishes will receive approximately \$5 million collectively to address local needs and will also receive 50 percent of monies raised in excess of their assigned goal.



Catholic Charities: \$16 million

Catholic Charities is the social ministry arm of our Diocese. The primary mission of Catholic Charities is to serve and advocate for poor and vulnerable residents of Santa Clara County. Four major groups of clients include older adults, at-risk youth and their families, people struggling with mental illness and/or substance abuse, and newly-arrived refugees and immigrants. As government funding fluctuates with the economy, the reliability of services is placed in jeopardy each year. To sustain many effective programs, Catholic Charities relies heavily on unrestricted gifts from individual donors.



Catholic Charities Endowment (\$10 Million)

Recognizing the importance and the value of Catholic Charities' work and ministries, it is critical to set funds aside to assure the continuation of our efforts in the years

ahead. The campaign will establish an endowment to allow Catholic Charities to continue to conduct its work efficiently and effectively. This endowment would provide approximately 25 percent of the annual unrestricted monies necessary to sustain many vital programs.

Neighborhood Centers Capital Fund (\$3 Million)

Neighborhood Centers allow residents to access services for whole families close to their homes. Monies provided by the capital campaign will provide great assistance to the following Centers. The East Side Neighborhood Center would receive \$2.5 million to more effectively provide services in the East San Jose/Mayfair region. The Center primarily serves seniors in the areas of social services, wellness, socialization, immigration and nutrition. John XXIII Multi-Service Center would receive \$500,000 to provide upgrades to the center. Each year, more than 2,800 low-income seniors come for a wide array of health, educational and social services.

Program Development Fund (\$3 Million)

Building greater client self-sufficiency and promoting wellness is vital to creating a stronger community. Monies from the campaign will allow us to offer comprehensive seamless access to services to the working poor, immigrants and refugees, seniors, and youth at our centers as well as throughout the community.



Clergy Formation, Training & Retirement: \$8.5 million

A Call to Minister. . .to Them

We pray for vocations, and as we look toward the future, we face several challenges with regard to our priests and deacons. First, we must ensure the continued recruitment and education of new priests to administer the sacraments in the face of increasing clergy shortages. Second, we must supplement the ministry of priests with a vibrant diaconate program. Finally, we must provide care for a growing number of priests in their retirement years.

Seminarian Endowment (\$3 Million)

Over the 25-year history of our Diocese, we have ordained 46 diocesan priests. Presently, we have 21 seminarians studying for our diocese. The financial cost for the diocese to prepare young men for the priesthood



is approximately \$27,000 per year for each seminarian. The campaign will allow us to establish an endowment to better ensure that financial impediments will not hinder young men from responding to the Lord's call.

Diaconate Training Endowment (\$1.5 Million)

Permanent deacons baptize, preach, and preside at weddings and funerals, as well as participate in a wide-array of ministries and services to their parishioners and the poor in their communities. Their ministry becomes ever more important in the face of the growing priest shortage. The campaign will create an endowment providing monies to pay for the education and training necessary to equip a deacon for ministry.



Clergy Retirement Endowment (\$4 Million)

A growing number of priests in the Diocese of San Jose are beginning to reach retirement age. There are currently 24 priests who are older than 75, and 27 additional priests who are between 65 and 74. Most retired priests continue to work in some capacity long after 'official' retirement. We must ensure that, after a lifetime of devotion and service, they are taken care of in their retirement years.

Debt Reduction Fund: \$8 million

In 1999, the diocese issued \$19.4 million of bonds to construct a diocesan elementary school and to perform seismic upgrades at many of our parishes and schools. Annually, the Diocese is required to pay \$2 million in principal and interest. An \$8 million reduction in the principal balance of that bond will reduce the annual

debt service by nearly \$1 million. This reduction, along with modest adjustments in the interest rates through refinancing of the bond debt, will significantly reduce the debt obligation of the Diocese and enable the Diocese to be more flexible on the terms and conditions of loans to parishes and schools.