



Mission Alignment Process Commission Playbook

Diocese of Oakland

ORGANIZATIONAL CLARITY | April 16, 2021

WHY DO WE EXIST? (CORE PURPOSE)

Jesus is already growing disciples, thus we exist to align our Diocese for missionary fruition.

HOW DO WE BEHAVE? (CORE VALUES)

- **Deliberate and Driven** – where our passion for a missionary Diocese meets our intentionality.
- **Prayerful Discernment** – intentions and actions are all purified by Spirit-filled prayer.
- **Full, Active, Conscious Participation** – we generously use all of our personal God given strengths.

WHAT DO WE DO? (BUSINESS DEFINITION)

We prayerfully and critically analyze data gained by professional research and methodological dialogue with parishes, pastors, and parishioners that describe the current situation and projected future needs of the diocese regarding parishes, schools, agencies, priest personnel, and temporal and financial goods. We prepare and submit a final report to the Bishop of Oakland that recommends a comprehensive plan for the appropriate alignment of all resources to support missionary disciples in a 21st Century diocese.

HOW WILL WE SUCCEED? (STRATEGIC ANCHORS)

We know that we will succeed when every final recommendation passes through these filters:

- **PRIMACY OF THE “MISSIONARY OPTION”**
 - Will this recommendation prioritize the missionary impulse of making disciples over a self-preservation of Church models and structures?
- **INSPIRATIONAL LEADERS**
 - Will this recommendation inspire new life in leaders (clergy and laity) and equip them for mission?
- **FULLY CATHOLIC EXPERIENCE**
 - Will this recommendation offer a high-quality Catholic faith life experience in this location?

WHAT IS MOST IMPORTANT, RIGHT NOW? (TOP PRIORITY)

TOP PRIORITY

Mobilize the Team

DEFINING OBJECTIVES

**BUILD A
CULTURE OF
HEALTHY
TEAMWORK**

**PRAYER
INFUSED
INTO TEAM
WORK**

**COMMUNICATE
& REINFORCE
CLARITY**

**LAUNCH
COMMITTEES**

**DEVELOP
MEETING
FORMAT**