

Saint Boniface Catholic Church

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December 1, 2003

Mr. Don Sando
President
Achievement Partners
San Diego, CA


Dear Don,

I appreciated the opportunity to take the Effective Supervisory Management program that you offered through the Diocese of Orange. As the pastor of this multicultural parish with 5,800 families, I found that I needed to improve in my management and supervisory skills. With so many parishioners and a large staff, I felt that I was not able to lead the parish as I was simply responding to the many needs that surfaced on a daily basis. After my first meeting with you, I decided to take the program in order to learn more about goal setting, time management and supervising employees. To that end, I decided as part of the program to work with the staff in creating job descriptions and yearly goals.

During the time that we met, I learned a great deal from you as well as the other pastors that were in my group. The printed material and the CDs were helpful in presenting the material in a manner that was easy to implement. Many times I have gone to a workshop and found myself walking away with great ideas, but in the face of so many ideas, I ended up not putting any of them into practice. With your program I was able to implement a number of ideas and have found myself much more productive, to be able to have job descriptions for our staff and to have each staff member set specific goals for this coming year. I find that the number of staff related problems has plummeted and that I am now able to set and accomplish goals for myself and the parish.

I would recommend this program for other pastors as a tool to improve our administrative ability and therefore to better serve the people of God in our parishes. The time that I spent working on this program has already been returned in greater delegation of tasks to others, less time spent problem solving and having a sense that as an individual and as a parish we are moving forward.

Once again, thank you for your facilitation, your insight and your help to me and the parish.


Rev. Timothy Freyer
Pastor