

August 13, 2004

Mr. Don Sando
President
Achievement Partners
217 Palm Canyon Drive
Vista, CA 92083



Dear Don:

One of the best things that I truly did this year as the pastor of a "startup" parish was to take your Effective Supervisory Management program offered through the Office of Continuing Education for Clergy (Vicar for Priests) of the Diocese of Orange. As the pastor of a new parish (approximately 400 families) that is less than three years old, I encounter many stressors and obstacles in dealing with motivating a small staff to think in terms of serving the people of our parish. The major task of our parish is in the raising large sums of money and building a parish from scratch.

Being the only priest in our parish I found myself responding to only the crises and concerns that I encounter on a daily basis. My own work and directing the focus of the parish so often takes second place to so many demands on my time and energy. I entered this program with a hope of getting a hand on time management as well as setting up job descriptions for our parish employees.

During the times we met, I learned a great deal from the experiences of the other pastors that were in our group and you as our facilitator. The printed material and the CDs were helpful in presenting the material in a manner that was easy to remember and implement. I have attended workshops before that after the coursework was completed the information was soon forgotten. With your program I found myself being more productive especially in completing tasks. I was able to complete my goal of creating job descriptions for our staff and to establish monthly staff meetings for the coming year. As a result of this process I am able to set and accomplish personal, profession and business goals for my parish and myself.

I certainly recommend this program to pastors needing a way to improve their leadership abilities so that they can better serve the people in their parishes. The effort that I put into this program has been returned in greater control of my time, delegating tasks to staff members and having a sense of direction as a parish we move to build a Christian community and its campus.

Thank you once again for your guidance, direction, and insight.

Gratefully yours in Christ,

Michael P. Hanifin

Reverend Michael P. Hanifin
Pastor