



August 13, 2004

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

Dear Don,

On behalf of the people of the Church of St. Thomas More, I want to thank you for the opportunity to participate in the Effective Management Program for Pastors.

As the new pastor of this Faith Community, the program was very timely in that it provided me an opportunity to once again review my strengths and weaknesses in pastoral management and provided refreshment and renewal as I took on my responsibilities in this Parish.

Your dedication to us over the eight weeks was very much appreciated in that you created a climate in which we could freely share our strengths and weaknesses, and our accomplishments and our failures. In doing so, you provided specific ways and methods in which we can, for the future, gauge the effects of our ministry and help us interact in an evermore meaningful way with parishioners, and especially, fellow staff members.

The key ingredient in your process that I found most helpful was the length and intensity of the program. It is easy to attend a "one day" management seminar, listen to all the positive suggestions, and then go home and continue in all one's established management patterns. It is an entirely different process when the seminar is extended over eight sessions, in which there is weekly accountability in regard to suggested implementation of new management skills.

In the personal arena, your seminar helped me to prioritize the activities of my daily life and encouraged me to "put first things first."

I am very grateful to have participated in this process, and I have appreciated your mentoring. I would recommend the Effective Management Program for Pastors to all my fellow priests.

In Christ,
Rev. Michael Ratajczak
Pastor