

The Process

Step 1 (2 months) Analysis of the Community and Participant

Step 1 included an in-depth analysis of various communities within the Episcopal Diocese of San Diego. It was important to check for receptivity within church members, community residents, business owners, homeowners and renters in order to ensure that they were ready and willing to become involved in the process.

This work was enhanced by the assistance of the COC's intern pool generated from San Diego State University's School of Social Work. Each year several graduate and undergraduate interns were placed at the COC. A majority of these students are multi-culturally diverse and speak a second language other than English, including Spanish. One Spanish speaking intern will work with Jennifer on this project to help with translation and interpretation, as well as meet and assist with interviewing the prospective Latino/Hispanic leaders.

After conducting interviews with key residents and institutions within the communities of the Episcopal Diocese of San Diego, SDSU compiled its findings and presented them to the diocese.

Measurable Outcomes for Step 1

- SDSU staff will attend an Episcopal church service as part of her community analysis
- SDSU will conduct community analysis of the areas the Episcopal Diocese of San Diego covers.
- SDSU staff will hold an introductory meeting with key stakeholders from the church
- SDSU will begin conducting one-on-one or small group (2-3 people) meetings with prospective leaders.

Step 2 (3 months) Recruitment of Latino/Hispanic Leaders

Upon the selection of the prospective leaders, Step 2 began. Step 2 included SDSU staff meeting with Episcopal Diocese church and Latino/Hispanic leaders to train them in the Consensus Organizing model.

Measurable Outcomes for Step 2

- SDSU attended the Episcopal Diocese workshop to meet and recruit prospective Latino/Hispanic leaders.
- SDSU met with up to 80 prospective leaders either one-on-one or in small groups of 2-3. These leaders represent 5 to 9 different churches of the Episcopal Diocese of San Diego.

- SDSU identified up to 50 potential leaders for the Consensus Organizing training.
- SDSU selected 25-30 participants in the Consensus Organizing Training.

Step 3 (2 months) Development of Mobilization Plan

Upon selecting and training the Latino/Hispanic leaders, Jennifer Cosio assisted the group in developing a Mobilization plan to engage in up to 450 conversations with friends, neighbors, and co-workers about the Episcopal Diocese of San Diego.

Measurable Outcomes for Step 3

- SDSU will submit a written report of the Mobilization Plan to the Episcopal Diocese of San Diego.
- Each leader will have started their conversations with approximately 10-15 neighbors, friends, or co-workers.
- SDSU will identify key stakeholders who will be part of an advocacy group that will act as the lead role in this project and help sustain the effort even after the grant is completed.

Step 4 (4 months) Implementation of Mobilization Plan

The final 4 months of the grant period will be instrumental in carrying out the work to reach the proposed goals and outcomes for mobilization of the Episcopal Diocese of San Diego. Jennifer Cosio and her intern will work closely and serve as liaisons between the Latino/Hispanic leaders, Episcopal Diocese of San Diego, and other participants while using the Consensus Organizing model, guiding them as they implement set areas of improvements around mobilization of more Latino/Hispanic participants in the church. This guidance is not only important but vital for success. It will be imperative for the residents to continue their training of consensus organizing methods and utilize these methods as they accomplish the goals they created.

Measurable Outcomes for Step 4

- Each leader will have had conversations with approximately 10-15 neighbors, friends, or co-workers.
- One advocacy group will be created of at least 6-10 key stakeholders who will help with sustainability and accountability of the mission and goals of this grant.
- There will be an increase of active members in 5 to 9 churches of the Episcopal Diocese of San Diego.

Personnel

Jennifer Cosio earned both her Bachelor's and Master's degrees in Social Work, with a Pupil Personnel Services Credential, at San Diego State University (SDSU). During her final year of undergraduate school Jennifer applied to the Price Community Builder Program and was selected. This competitive program provided the opportunity to gain hands-on administrative social work experience in the City Heights community and Consensus Organizing training under the direction of Mike Eichler and Jessica Robinson. Jennifer has countless experiences working with foster, inner-city, and at-risk youth and promoting parental involvement in education. Currently, Jennifer is the Senior Program Manager at the Consensus Organizing Center, where she manages all of the higher education programs including Step-Up and the Foster Youth Initiative. In addition, Jennifer is a lecturer in the School of Social Work at SDSU.

Jessica Robinson is Executive Director of the Consensus Organizing Center at San Diego State University (SDSU) where she is also is a lecturer in the School of Social Work. In addition to her work at SDSU Mrs. Robinson is a lecturer at the University of San Diego's Nonprofit Leadership and Management Master's Program. Mrs. Robinson was trained in Consensus Organizing by Michael Eichler, creator of the model, and chosen by him to spearhead the work of his organizing center. She has more than 13 years of experience in administration, program development, and grant writing for programs involving at risk and underserved populations. Mrs. Robinson is best known for her work with foster youth and, specifically, for her role in developing and operating a specialized high school graduation and post-secondary education program for foster youth. A San Diego native, Mrs. Robinson earned both her Bachelor's degree in Social Work and Master's in Administrative Social Work from San Diego State University. Jessica will provide supervision and strategy development to Jennifer throughout the grant duration.

Six-Month Progress Report

The Consensus Organizing Center has completed Steps 1-3 of the proposal outline. Steps 1-3 include the following:

Measurable Outcomes for Step 1

- Jennifer Cosio will attend an Episcopal church service as part of her community analysis
- Jennifer Cosio will conduct community analysis of the areas the Episcopal Diocese of San Diego covers.
- Nancy Holland will set up an introductory meeting with key stakeholders from the church
- Jennifer and her intern will begin conducting one-on-one or small groups (2-3) meetings with prospective leaders.

Measurable Outcomes for Step 2

- Jennifer Cosio will attend the Episcopal Diocese workshop to meet and recruit prospective Latino leaders.
- Jennifer Cosio and her interns will have met with up to 80 prospective leaders either one-on-one or in small groups of 2-3. These leaders will represent 5 to 9 different churches of the Episcopal Diocese of San Diego.
- Jennifer Cosio and Nancy Holland will identify up to 50 potential leaders for the Consensus Organizing training.
- Jennifer Cosio and Nancy Holland will select and enroll 25-30 participants in the Consensus Organizing Training.

Measurable Outcomes for Step 3

- Will submit a written report of the Mobilization Plan to the Episcopal Diocese of San Diego
- Each leader will have started their conversations with approximately 10-15 neighbors, friends, or co-workers.
- Identify key stakeholders who will be part of an Advocacy group that will act as the lead role in this project and help sustain the effort even after the grant is completed.

Jennifer and her intern, Karen Rojas worked diligently to perform one-on-ones for 4 months. After receiving a list from the Episcopal Diocese of San Diego (EDSD) of approximately 90 members of the Diocese, Karen and Jennifer contacted each person to set up a one-on-one interview. The 90 members were selected by the EDSD as prospective Latino Leaders. The one-on-ones consisted of meeting with each member for at least 45 minutes to an hour to learn more about their background, involvement with the church, interests in engaging more Latinos, etc.

After that, we had 30 leaders chosen for the project; however, those leaders indicated they wanted to bring other prospective leaders from their congregations to the training. At the training, we had 36 leaders in attendance and covered topics on how to set up and start One-on-One meetings, basic Consensus Organizing concepts, and next steps/mobilization plan. The attendees represent 7 parishes throughout the Diocese.

During the section part of the training, we had the attendees break up by parish and start working on some ideas for the next steps. This included a plan for starting their one-on-ones and other strategic ideas to engage more Latinos into their congregations. Their mobilization plans and ideas are listed as the following:

Sts. Peter & Paul, El Centro

- 90% Hispanic area
- Regular church attendance- approximately 30
- 3 Hispanic 27 Anglo + 4-10 children
- 5 bilingual

What they already do?

- Annual Fall Festival 400 attend
- Quilters meeting(monthly) 30 attend
- Women's Invest Group(monthly) 25 attend
- Make facility accommodating
- Recitals/ other church funerals

What they could do?

- Organize more events with Mexicali church
- Cater dinner/ posada
- Back to monthly potlucks
- Assist food banks
- Assist Methodists with project
- Arrange time to get to know Father West, Terri so that they could know us

St. Matthew's, National City

- Celebrate traditional festivals
- Organize cultural activities for youth
- Conduct survey in mission area and fields
- Pastoral visitation
- Retreat events including youth
- Grand festivals that involve more youth
- Reach out to AA groups
- Reach out to seniors
- Hispanic Ultreya

St. Paul's, Yuma

- Make Spanish announcements in the Marquee and possibly in newspapers
- Have a monthly family get together to celebrate
- Word of mouth. Tell more people about the church so that then, they could also go tell others about the church
- Private school for members so that there could be more discussions about what needs to get done during service
- Begin to celebrate quinceaneras
- Leave flyers in the entrance of the church, and including a handwritten note to make members feel welcome
- Bible study
- In NEED of a Spanish speaking priest
- Family gatherings that include the children
- All this will only happen when there is a Spanish speaking priest for our church

St. Paul's Cathedral, San Diego

- Reconnect with those we haven't seen in a while
- Invite family and friends
- Zydeco, Ash Wednesday, Via Crucis, Palm Sunday, Easter

This year:

- Youth group

Next couple of years

- Excellent music

St. Michael's, Carlsbad

- Make a list of Latino members or people who are interested
- Create a team of 4-5 people
- Brainstorm community outreach ideas (garden, school supply, event) food pantry
- Publicize in Spanish and English
- Build relationships in existing community (a monthly pot luck)
- Personal invitations
- First communion plus mass in Spanish

St. Phillip's, Lemon Grove

- Strengthen –during coffee hour plan activities during this time so that more show up
- Commit each of the participants in this training to provide the coffee hour so that we have it running every week at least for the next 7 weeks.
- Have a committee to ask individually to what members would like to drink/eat during the coffee hour.
- Engage the people that attend different groups AA, NA, Aztec
- Set up one on ones during this time or collect their info so that we can set up a one on one at their house and time
- During the first visit make sure that people get acknowledged and greeted with their gift and make sure to invite them to coffee hour
- Plan our JAMBOREE during Easter with the station of the cross and community fair

St. Mary's, Ramona

- Drew a picture of what they would like to see. Their church is surrounded by a garden and they will soon be adding on a playground.
- The plan is to advertise more to Hispanic community members

- Through the use of bulletin boards they will make weekly announcements and reminders

The next steps include addressing the aforementioned plans and goals on their mobilization plan, establish a Latino leadership team of 3-5 key persons at each parish, and provide a follow up/check-in on their plan actions during Via Cruxis pilgrimage. The Latino leadership team will have a chance to share their one-on-one protocol and discuss the next steps that will occur until July. The final report on this contract will be submitted by the end of July.