

**John M. Rinaldo**

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**EXPERIENCE**

**Cristo Rey St. Viator, North Las Vegas, NV**

**May 2022-Present**

*Director of Business Partnerships*

- Foster relationships with business leaders across the Vegas Valley to hire high school students of limited means

**Santa Clara University, Santa Clara, CA**

**Jan 2018-Present**

*Adjunct Lecturer, Graduate Program for Pastoral Ministries*

- Teach graduate students in the field of organizational leadership, pastoral ministry, and practical theology
- Developed and taught the following classes: Evangelization and Discipleship; Preparing for the Sacraments of Initiation; Adult Faith Formation; Re-Imagining Youth Ministry; Reimagining Young Adult Ministry; Faith, Youth, and Culture

**St. Thomas More Catholic Community, Henderson, NV**

**Apr 2021-Jan 2022**

*Pastoral Associate for Adult Faith Formation*

- Coordinate and facilitate adult sacramental preparation programs, including RCIA, Adult Confirmation, Baptism Preparation, and Marriage Preparation
- Recruit, train, and manage new volunteers to offer adult faith formation programs for over 6,000 registered families, including bible studies, parent formation sessions, and general formation and catechetical sessions
- Developed comprehensive adult faith formation strategies to move parishioners into deeper and intentional discipleship

**Parish Success Group, Appleton, WI**

**Nov 2018-Nov 2020**

*Coach and Consultant*

- Accompany client organizations across the United States to understand their "why" and develop strategies that are mission focused
- Work with parish and diocesan leadership to plan strategic initiatives and deliver sustainable results rooted in Catholic teaching and documents
- Coach parish leaders in employee and volunteer management, helping them to develop management best-practices
- Comprehensively analyze and adjust formation opportunities to meet the realities of the 21st century
- Developed and taught Master Class on developing and managing Pastoral and Finance Councils
- Cultivated and managed relationships with key Catholic leaders across the United States

**Santa Clara University, Santa Clara, CA**

**Jan 2018-Jun 2018**

*Field Education Supervisor, Jesuit School of Theology*

- Responsible for the Supervision of 2nd year Master of Divinity students (lay and clergy) as they embark on their pastoral year

- Work in close collaboration with their ministry site supervisor to provide mentorship and feedback to help in their skill development as pastoral ministers.

**St. Catherine Parish, Morgan Hill, CA**

**Aug 2017-January 2018**

*Business Manager*

- Responsible for fundraising efforts and the development of the annual finance and fundraising report
- Serve as administrator over operations, facilities, and finances for the parish in support of all parish ministries
- Worked with parish staff in creation and management of \$1.6 million parish budget

**Catholic Charities of Santa Clara County, San Jose, CA**

**Jul 2014-Aug 2017**

*Director of Community Partnerships*

- Responsible for building partnerships and coalitions with other non-profit agencies, government entities, and elected officials
- Personally stewarded multiple major gift donors who gave between \$10,000 to \$250,000 annually
- Applied for and managed foundation and government grants ranging from \$50,000 to \$300,000 annually
- Worked closely with the Development division to develop donor relations and support multiple fundraising events
- Serve as a member of the Executive team responsible for the oversight of a 500+ employee organization serving more than 54,000 clients a year with a \$40 million annual budget
- Work closely with the diverse 40+ agency programs and staff to provide excellent outreach to the community
- Responsible for the overall management of the agencies' 1000+ volunteers

**Fresh Lifelines for Youth, Milpitas, CA**

**Sep 2013-Jun 2014**

*Director of Talent*

- Responsible for developing and overseeing the implementation and evaluation of a comprehensive talent development strategy, clearly defining deliverables and outcomes aligned to organizational goals and strategic outcomes
- Develop targeted learning opportunities for staff; monitoring talent acquisition, training, evaluation, and compensation landscape; working with staff and management in the assessment and screening process for new hires aligned with organizational and program goals; and creating effective retention strategies
- Began the development and implementation of a new merit-based performance management system, including the use of a new performance evaluation tool and weekly 1-on-1's with supervisors/supervisees
- Developed an organizational strategic planning process that aligned program outcomes with agency outcomes and the organizations five-year vision that drove performance management
- Developed organizational training plan to meet the growth needs of all agency staff
- Managed all employee relations and retention efforts through the use of an Employee Retention Committee and employee satisfaction surveys

- Worked collaboratively with the Development office to steward donors and gifts for the organization

**Diocese of San Jose, San Jose, CA**

**Oct 2008-Sep 2013**

*Director of Youth and Young Adult Ministry*

- Developed five-year strategic plan to assist parishes in their ability to serve their local community
- Developed leadership training and coaching opportunities for hundreds of staff and volunteers.
- Implemented a strategy to use technology and social media as an effective tool for the organization
- Created and taught leadership training seminars for parish staff and volunteer leaders to develop a comprehensive approach to ministry with youth and their families.

**Archdiocese of Los Angeles, Los Angeles, CA**

**Aug 2005-Sep 2008**

*Consultant for Youth Ministry*

- Co-coordinated LA Youth Day in the development of a day long faith filled experience for 15,000 Catholic young people
- Partnered with team to organize and facilitate the organization of regional conferences and the Religious Education Congress selecting themes, finding speakers, and running the detailed operations of the conferences
- Re-wrote and facilitated a 15-hour youth ministry and confirmation training course to over 1000 leaders
- Consulted with over 125 parish leaders and pastors in their development of comprehensive youth ministry

**St. Lawrence Parish and Education Center, Santa Clara, CA**

**Jul 2001-Aug 2005**

*Coordinator of Youth and Young Adult Ministry*

- Strategically planned for program growth for a new sustainable model of multi-parish collaborative ministry
- Planned and implemented an experiential Confirmation program that prepared over 200 candidates
- Wrote and facilitated over 50 retreats for middle school youth, high school youth, young adults, and parents
- Developed campus ministry strategy for three middle schools and one high school

**EDUCATION**

**Pacific School of Religion, Berkeley, CA**

**May 2013**

Doctor of Ministry, Organizational and Leadership Development

**Santa Clara University, Santa Clara, CA**

**June 2006**

Master of Arts, Pastoral Ministry

**Loyola Marymount University, Los Angeles, CA**

**May 2001**

Bachelor of Arts, Sociology