

For me, the answer to the question “what does the future of telework look like” is one that we are still discerning as a Diocese. Outside the tech industry and maybe a few niche companies, (Twitter) this is still brand new for most of us. It is certainly new for those of us in the diocesan space, where we have traditionally defined ourselves through our parish and catholic school communities. The one-on-one relationships we have to each other and those communities has been the cornerstone of our foundation, it’s our “Vineyard”.

Questions to ask ourselves as we continue to exist in this space and are trying to figure out what the magic mix of telework and traditional workplace will look like:

- Identifying and sectioning the roles performed within each of our dioceses that fall into different categories: can easily be done from home, must be done at the office, what jobs fall into both categories (i.e. could be done 2-3 days a week remotely)
- How much of the work we do **should** be done remotely, ( regardless of our ability to accommodate that), before we start to lose what makes working for a diocese special?
  - I would imagine that, like me, most of you consider your diocese to be more than a job – as Christians, the relationships we have in the work place with our bishops, deacons, religious, lay co-workers, as well as the and community are part of our spiritual identity and it’s hard to know **right now** how remote work affects that aspect of what we do and who we are.
  - I know for me spending a few minutes of my day with Bishop Rozanski or running into our Superintendent of Catholic Schools, the HR team virtually, Sister Eileen, Pastoral Minister, having a quick catch up does my soul good.
  - If we do move towards a model that has more of us working remotely, what tools and resources are available to us or what will we create to fill the any voids and ensure that our communities of workers remain strong? How do we replace those moments in the hall that connect us on deeper levels?
- What technological investments are we going to have to make to accommodate an increased percentage of our employees working from home?
  - We have probably all used zoom at this point, but is it secure enough, does it provide all the functionality we need? I think the answer here is probably no and that we need to determine what platform we would move to in order to successfully conduct business on a continual basis.
- What traits create the model candidate to work from home?
  - Some ppl don’t function as well in quasi-isolation – they need the stimulus of ppl to energize them and keep them performing at a high level, in addition to the emotional benefits of being around others during the day.
  - How do you determine which person has the organizational skill set to manage their schedule and work out put from home?
    - My guess is we have all realized some of our coworkers are struggling in this area and some haven’t missed a beat. But do we fully understand how to identify what has made one person stay on track more than others.
    - For those that don’t thrive as self-starters, do we look at a blend of remote and office work, so the structure they need is there for 3 days a

week while also giving them the benefits of working from home the other 2 days.

- What opportunities does it provide to our employees?
  - I think this is where a lot of what Jarvis wrote comes in – the benefits of working from home
- The biggest question - Is this right for us?
  - Right now we are reacting to a national pandemic that has forced us all to quickly figure out our telework strategies. But once we are past this and we have a vaccine and we have the option of going back to our past normal, it's important to ask whether this is right for us.
  - With Twitter announcing that its entire workforce can work remotely forever, they have grabbed headlines and many of us are asking whether that is the wave of the future. But maybe we are getting ahead of our selves and need to look at who our workforce is.
    - In our diocese, our average age is 56 - I am getting mixed reviews on who wants to work from home. I can tell you that, as someone who has adapted to wave after wave of changing technology, it's a great learning opportunity, and also offers some challenges for me and our Diocese.
      - Our younger staff (my own children and grandchildren) thrives on social platforms, they are very adept at texting, incorporating information, accommodating a new level of connectedness and managing that individually
    - Tying back to the question I posed earlier about our the sense of community we feel as the people who work for and support our Church and her community, do we run the risk of ending up disconnected from the culture of the Diocese.