

Strategic Plan Project List

#	Pillar	What	Who	When	Estimated Costs	Included in Budget	Start Date	Complete Date
FFF-1	#1 - Fellowship & Engagement	Create Faith, Formation, Fellowship (FFF) Team. This team will provide the structure to research and plan future activities related to this pillar. (To include: Rachel Brouillette, Cassie Chandler, Julie Hefte, Marron Keady, Sarah Lundy, Angela Reiling, Terri Rickel, Adam Schlautman, Vicky Sohl, Timothy Sullivan, and Bud Synhorst)	FFF Implementation Team and Fr. Hile	Jun-20			June-20	June-20
FFF-2	#1 - Fellowship & Engagement	Update and Revise the Good Steward document to insure that a comprehensive list of parish and diocesan organizations/programs is available to all. Parish organizations to include their mission and/or a description of their group.	FFF Team with CT	2021	printing costs in budget			
FFF-3	#1 - Fellowship & Engagement	To develop processes for intentional outreach to new and existing parishioners. Processes to include personal invitations and follow-up with the intention of connecting them with the parish family. (To increase \$100/yr. in years 2-5)	FFF Team with CT and Reach Cathedral	2021	\$500 yearly			
FFF-4	#1 - Fellowship & Engagement	Host ongoing events to highlight organizations and opportunities for parishioners to get involved in parish organizations.	FFF Team	2021				
FFF-5	#2 - Liturgical Support	Designate a member of the Pastoral Council to facilitate communication between the Pastoral Council and the Liturgy Service groups regarding events, changes in procedure, and other special projects.	FFF Team, Pastoral Council, and Rector	2020 (after 2020 Pastoral Council elections)				
FFF-6	#3 - Faith Formation	Host 40 Hour Devotion annually to celebrate the establishment and longevity of our perpetual adoration program. To encourage a deeper devotion to the real presence of Jesus in the Eucharist. (To increase \$100/yr. in years 2-5)	FFF Team with Perpetual Adoration Coordinators	October 2020 (annual event)	\$700 yearly			
FFF-7	#3 - Faith Formation	Explore and promote retreat opportunities (such as LOTW) and days of reflection on various topics throughout the year for the parish. (To increase \$250/yr. for years 2-5)	FFF Team with LOTW Coordinators	2021	\$500 yearly			
FFF-8	#3 - Faith Formation	Host and promote a formation night on Monday evenings. September through Easter will be a systematic presentation of the Catholic faith (i.e. RCIA) with the remainder of the year dedicated to talks on various topics such as: saints, church history, liturgy, spirituality, vocations, etc.	FFF Team and Fr. Hile	Fall 2020-2021	\$1000 yearly			
FFF-9	#3 - Faith Formation	Develop and coordinate Faith/Formation opportunities - to promote personal relationships within small faith groups based on different topics or areas of interest.	FFF Team	2021	\$2000 yearly			
FFF-10	#3 - Faith Formation	Create a discipleship program that will invest in current and future faith formation leaders.	FFF Team	2022				
FFF-11	#4 - Social	Promote Sunday as a "parish day" through fellowship, education, and worship. Explore such things as opening the parish office, moving CCD to Sunday between Masses, and/or adding events such as exposition and benediction.	FFF Team and Pastoral Council	Jun-25	\$250 yearly			
FFF-12	#4 - Social	Create CRC promotion group for community events to make the parish more visible. This could include events such as the Lincoln marathon, Walk for Life, etc. (to include CRC gear).	FFF Team with CT	2024				
FFF-13	#5 - Parish Events	Explore the possibility of hosting an annual CRC alumni event or inviting alumni to a parish or school event.	FFF Team with Development Director	Jun-25				
FFF-14	#5 - Parish Events	To create a process for annual events that will review and evaluate the goals/mission of the events. Process will include exploring ways to increase future success.	FFF Team	2023				
FFF-15	# 6 - Service	Explore ways the Pastoral Council can be more visible and accessible.	FFF Team, Rector, and Pastoral Council	Fall 2020				

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FFF-16	# 6 - Service	Create skill based volunteer service groups to help provide assistance with repair and maintenance needs of the parish such as cleaning, carpentry, plumbing, electrical, engineering, etc. Create and maintain a directory of these groups with contact information. (Form/postcard for new parents/parishioners; help review contracts and RFP bids).	FFF Team with SS and Maintenance Supervisor	Jun-25				
FFF-17	#6 - Service	Create an IT support team to explore and support the daily needs of the parish. In recognizing the benefits of live streaming some parish events (or live check-ins) and Diocesan events held at CRC, IT support team will also explore the feasibility and equipment required for future live streaming of events and explore what support the Diocese could provide.	FFF Team with Rector, Maintenance Supervisor, and Parish Office Staff (potentially Communications Manager)	2023	TBD		June-20	
FFF-18	#6 - Service	Build up and promote an active pro-life apostolate	FFF Team and Sandy Danek	2022	\$300 yearly			
FFF-19	#7 - Vocations	Promote vocations through the continued support of existing groups like the Soldiers of St. Sebastian and by adding roles for the Advocates of St. Angela. By also designating one Sunday Mass per quarter for the youth of the parish/school to be visibly included by providing the music and by reading at Mass, as a combined effort between the parish, school, CCD, and homeschool students. And promote One Family of Faith by establishing new programs to bring the church and school together, such as Cookie Sunday, Volunteer opportunities, reading programs, a bulletin section with testimonials from students/parents, etc. Annual parish picnic participation, including teachers, Mass participation on Sundays, serving at Mass, handing out bulletins, 6th graders taking up gifts, etc.	FFT Team with SFA, CCD staff, and homeschool families	2024	\$250 yearly			
CT-1	#1-The Cathedral Brand	The Cathedral Brand: Develop a "brand" for Cathedral church and school that symbolizes one cohesive unit working together to bring all stakeholders/members closer to Christ. This includes logo, "slogan", all media channels and communication channels & strategies.	Eva Fujan, Fr. Wylie, Jeremy Ekeler, Development Director, Michelle Schlautman	May-20			May-20	
CT-2	#2-Tell Our Story	Redesign / Update Church Website: New website that is welcoming, engaging, aesthetically pleasing, and up to date. Website will merge or link both church and school into one. Audit of what groups have separate websites/social media pages and how to combine these into one site or create a uniform design for everyone to use.	Development Director	May-20		Included in Budget	May-20	
CT-3	#2-Tell Our Story	Communications Manager Proposal: Assess the cost to hire someone to oversee all the increased communication routes, that would make sure things stay updated, and that people would know who to go to with information. This is in addition to the development director and could be a part-time position. Tech Liason for Church?	Eva Fujan Fr. Wylie Jeremy Ekeler Development Director Mike Villa	Jan-21	\$12,000 - \$24,000			
CT-4	#2-Tell Our Story	Tech Communication Evaluation: Complete a communication evaluation to determine what systems we already have in place to communicate to the CRC stakeholders and the community including who manages what, cost associated and capabilities these channels have. Assess if some may be combined or if more are needed.	**Mike Villa**, Michelle, Jeralee, Development Director, Fr. Wylie	Sept 2020				
CT-5	#2-Tell Our Story	Communications Channel Proposal: Create a proposal for how to distribute information through website, social media, print, and email so that the message is the same across all platforms and so we reach all audiences in the parish and school. Could include sending a survey to parishioners and School and CCD families.	*Mike Villa*, Development Director, Fr. Wylie, Michelle Schlautman, Jeralee Hahn	July-20				

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CT-6	#2-Tell Our Story	New Parishoner Communication Strategy: Review current process for welcoming and communicating with new parishioners and create additional or new ways to keep them connected to the parish. Includes reviewing new parishoner registratin form and CCD registration form.	Development Director, DelAnn Divis, FFF Pillar, SS Pillar, Emily Villa - REACH Cathedral	Aug-20				
CT-7	#2-Tell Our Story	New School Parents Communication Strategy: Review current communications strategy for new school parents and format the strategy to include new pre-school and CCD parents. Develop tools to discover why new school parents chose Cathedral and determine how to integrate them into the parish.	Patricia Korensky, Eilizabeth Izquierdo, Ryan Kearney, St. Francis Outreach (Julie Heftie)	Jul-20				
CT-8	#2-Tell Our Story	Emergency Response / Pandemic / Safe Enviroment Communications: Create strategies for how to communicate current plans and updates for all possible emergency and crisis situations, review current safe environment resources, and incorporate plans/updates/resources into all communication platforms for the parish and school.	Laura B., Amy F., Development Director, Jeremy Ekeler, Carl Bilotta, Fr. Wylie	Jul-20				
CT-9	#2-Tell Our Story	Redesign Church Bulletin / newsletter: Improve readability and engagement. Include school spotlight/calendar highlights. Explore an App.? (My Church, My Parish App)	Jamie, Eva, Michelle	Jan-21		TBD		
CT-10	#2-Tell Our Story	Pre-Mass Community Updates: Continue the before Mass greeting/what's happening by Fr. Wylie, and priests outside after Masses. Possibly record and post on social. Utilize YouTube page for other community updates.	Priests / Parish, Laura B. - owner, Partner with FFF Pillar Team	Nov-20				
CT-11	#2-Tell Our Story	Church Blog Development on Website: Determine blog strategy and potential authors and communication timeline.	Development Director, Laura, Jeralee, Fr. Wylie, Eva, Parish Priests	Nov-20				
CT-12	#2-Tell Our Story	Community Calendar Development: Evaluation and development of community (school & church) calendar on website and process for people to add to calendar / what to add to the calendar. Subscribe to different calendars, such as Bishop's, Diocese, School, Church, etc. Include events on Facebook and create & maintain master list/calendar of social and parish events (and coordinate events).	Development Director, Coordination with Web Developer, Athletic Director, Church & School Office Staff	Dec-21		TBD		
CT-13	#2-Tell Our Story	Church Communication Boards: TV screens in vestibule to display information. Potential Christmas promotion for donations.	Fr. Caleb Hile	Dec-20				
CT-14	#2-Tell Our Story	Liturgy Communications: Communication strategy for mass protocol to church members.	Fr. Caleb Hile, Fr. Chris Eckrich, Partner with FFF Pillar	Nov-20				
CT-15	#2-Tell Our Story	Electronic & Non-Electronic Signage - Marquee/Electric Marquee for Parish/School: Prepare a proposal for digital signage outside Cathedral.	Paul Woita	Dec-21	\$4,000-\$5000			
CT-16	#2-Tell Our Story	Photo Waiver Form: Create a waiver that allows school/student photos to be used on website, social media, print, etc. for both CCD and school. Post a notice in all public areas of the church and on new parishioner and CCD registration forms stating any photos taken at parish events may be used on all media platforms for the church and school.	Michelle Schlautman, Development Director, DelAnn Divis, Emily Villa, REACH Cathedral	Jul-20				
CT-17	#3-Help Others Tell Their Story	Amazon Wish Lists: Promote wish lists for teachers or church functions (ex: CCD) through our Amazon give back account, including AmazonSmile. Teach staff how to create/promote this for each class.	School Office Staff Work with Stewardship Committee	Dec-20				
CT-18	#3-Help Others Tell Their Story	8th Grade Exit Survey: Develop survey for 8th graders to fill out with personal emails to stay in touch through high school.	8th Grade Teachers	May-21				

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CT-19	#3-Help Others Tell Their Story	CRC Alumni Outreach: Pius X Exit Survey / Parish Survey / Insights: Survey current Church members to identify alumni. Survey all CRC alumni to develop a newsletter/communication channel to keep alumni up-to-date and engaged on current CRC events and important dates. Work with Pius X to get information on CRC alumni and how to stay connected after high school graduation. Development of programs that ensure excellent alumni relationships, as well as relationships with parents, grandparents and relatives of alumni.	Church Office Staff Ryan Kearney	May-21				
CT-20	#3-Help Others Tell Their Story	Legacy Project: Any staff or people that departs writes essays about their experience with Cathedral. Have about 3 years worth of documents for this within the school. Determine how to incorporate this into the church.	Kerrie Dinnell 8th Grade Teachers	Mar-21				
CT-21	#3-Help Others Tell Their Story	Video Communications Strategy: Develop strategy around parishoners telling their story about the parish. How they are involved, events they enjoy, adoration stories, etc. Feature specific groups for who they are, what they do. Story/history of the building. (vlog, blog, pictures for social, etc.)	Laura B., Communications Director, & FFF Pillar Team, new volunteers	Jun-20			June-20	
CT-22	#3-Help Others Tell Their Story	Featuring Groups / Group Communication Standards: Develop a form for all church and school groups asking for information on their specific group. Utilize this information to promote or feature each group in written and digital communications, as well as promoting events. Create group emails/numbers that are group specific rather than individual persons. Look into creating a "contact us" function for each group. Develop a standard for meeting notes and how to share these publicly.	Coordinating with Fellowship Committee	Apr-21				
CT-23	#3-Help Others Tell Their Story	Facilities Communication & Procedures: Overall communications of how facilities are cared for, maintenance needs, and requests to use facilities. Creation of form to request use of facilities, how to prepare for use, clean up after events, charges related to reservation.	Facilities and Maintenance	Jun-21				
CT-24	#4-Environment of Trust & Honesty	Communicate Finance Statements: Publish quarterly statement of finances in an easy-to-read format for both Church and school communicated by email, on the website and in print by request. Include abbreviated monthly financial snapshots in bulletin / website.	Development Director in Coordination with Finance Committee	Sep-20				
CT-25	#4-Environment of Trust & Honesty	Fundraising Statements: Publish annual statements from any group that fundraises within the parish/school (determine minimum amount that must be reported) to assure parishioners that funds are being tracked and allocated as advertised.	Fr. Wylie, Development Director, Officers of Parish organizations	Jan-21				
CT-26	#4-Environment of Trust & Honesty	Stakeholder Development Programming: Create and engage CRC stakeholders for the express purpose of evangelization, i.e., without expectation of financial contribution. Development of programs that cultivate excellent relationships with alumni, parents, grandparents, and relatives of alumni, making them feel welcome, connected, and valued. Start with strategy 3 for development of the lists first before moving to this effort. Look into other schools around the country that have initiated this. Phase 1 is research for how other parishes are conducting this.	Fr. Hile & Jeremy Ekeler	Phase 1 June 2021				
CT-27	#4-Environment of Trust & Honesty	Town Hall Meetings: Regularly scheduled town hall meetings discussing finances, questions, general information for the church. Include speakers on topics that appeal to a variety of stakeholders. Stream on Youtube page at minimum, possibly Zoom.	Parish Council	May-20		20-May		

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CT-28	#4-Environment of Trust & Honesty	Tithing Overview Doc: Work with stewardship and finance to create a tithing overview document (money, time and talent) and determine where it's appropriate to provide this to families, parishoners. Tithing 101. Develop a strategy to incorporate "Why I Give", "Why I Volunteer" testimonials. This will be implemented in phases with Phase 1 publicizing the existing testimonials that we have, moving towards a larger campaign initiative.	Coordination with Finance Committee Development Director	Phase 1 Fall 2020				
CT-29	#4-Environment of Trust & Honesty	Advocating for the laity in relation to the diocese: Publicizing correct channels for parishoners, parents and stakeholders to use to express concerns, feedback and questions.	Development Director	Dec-20				
SFA-1	#1 - Curriculum	Create a curriculum committee to examine all subjects beginning with Math and Social Studies.	Carl and curriculum chairs	Begin 2020-2021 school year				
SFA-2	#1 - Curriculum	Continue annual curriculum review to ensure continuity.	Carl and Teachers	Spring 2021				
SFA-3	#1 - Curriculum	Research cost efficient materials for curriculum updates, beginning with Math and Social Studies.	Carl and Teachers	Spring 2021 and Ongoing	\$12,000 over 5 Years each when funds or Title funds are available			
SFA-4	#1 - Curriculum	Research the implementation of Orton-Gillingham based reading instruction in primary grades.	Carl, Jenny, and WINGS Team	Spring 2021				
SFA-5	#2 - Staff	Provide resources and opportunities for teachers to Integrate faith formation throughout grades and subject matter.	Soaring Faith Team	2020-2021 School Year				
SFA-6	#2 - Staff	Utilize Observation and Reflection days for staff, provide opportunities for teachers to share new ideas with staff.	Carl and CRC teachers	Continue	GetDonation or Include in Budget		May-20	
SFA-7	#2 - Staff	Provide individual and collective spiritual opportunities for staff (retreats, prayer, possible spiritual direction, etc.).	Soaring Faith Team	Continue	\$2500 Yearly from CSFA Finance Committee		May-20	
SFA-8	#2 - Staff	Build positive collaboration between priests and teachers within the school by structuring meaningful priest visits to the classroom.	Carl, Soaring Faith Team and CRC priests	Fall 2020 and Ongoing				
SFA-9	#2 - Staff	Provide annual in-school retreat opportunities for staff.	Carl and Soaring Faith Team	August 2020 and Ongoing	\$100 Per YR Stipend for Speaker			
SFA-10	#3 - Leadership	Utilize PowerSchool or a similar program as a method of documentation and communication for behavior issues.	Carl and School Staff	Fall 2021				
SFA-11	#3 - Leadership	Provide social-emotional instruction to students, including the implementation of an age-appropriate Dignity Pledge Think Sheet.	CRC Staff	Fall 2020 and Ongoing				
SFA-12	#4 - Spectrum of Learners	Research funding and grants for the addition of part-time or full-time school counselor position by 2024.	Development Director	Research: Fall 2020 Implement: No later than Fall 2024	Dependent upon research			
SFA-13	#4 - Spectrum of Learners	Maintain and grow the school's resource program, including dyslexia, with the possible addition of a paid part time or full time staff member. (Half time is already included in budget).	Carl, Jenny, and WINGS Team	Fall 2020 and Ongoing	\$25,000		May-20	

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SFA-14	#4 - Spectrum of Learners	Research and implement progress monitoring for math beginning in grades K-3, similar to DIBELS testing currently used for reading .	Carl, Jenny, and Staff	Research: Spring 2021 Implement: Fall 2021	Up to \$500 Yearly			
SFA-15	#4 - Spectrum of Learners	Provide resources and training opportunities for teachers to integrate differentiated instruction and critical thinking into classroom instruction, beginning with Math.	Carl, Jenny, and Staff	Fall 2022	\$2,500 per year			
SFA-16	#4 - Spectrum of Learners	Continue and possibly expand tutoring opportunities offered by area high school students.	Carl and Mark	Ongoing			May-20	
SFA-17	#5 - Safety	Review handbook and website with current safety practices annually.	Safety Committee	Ongoing			May-20	
SFA-18	#5 - Safety	Communicate volunteer expectations regarding Safe and Sacred training and background checks.	Safety Committee	Ongoing			May-20	
SFA-19	#5 - Safety	Continue to provide required CPR training for staff members, researching cost effective options.	Safety Committee	Ongoing	Included in Budget		May-20	
SFA-20	#5 - Safety	Establish purpose and scope of Cathedral's Crisis Team, provide appropriate training, and meet with members at least 4x annually.	Jess Ligon and Crisis Team	Ongoing			July-20	
SFA-21	#6 - Extracurricula	Review current after-school clubs and research the possible addition of new clubs and then survey parents to determine interest in potential new club ideas.	Jenny Bykerk and Sam Kavan	July 2020				
SFA-23	#6 - Extracurricula	Research possibility of a combined athletic and activities director to coordinate all extracurricular activities (sports, clubs, etc.)	CRC Leadership	Fall 2021	Stipend TBD			
SFA-24	#7 - Multicultural	Build comprehensive lists of CRC school families that need interpretative services and available interpreters.	Jenny Bykerk	Fall 2020				
SFA-25	#7 - Multicultural	Incorporate opportunities for our school community to learn about a variety of cultures and give our students opportunities to teach others about their own cultures.	Maria Benes and Sam Kavan	Fall 2020				
SFA-26	#8 - Volunteers	Survey CRC Staff to determine need for additional help from volunteers (tasks, scheduling, etc.)	Jenny Bykerk and Jamie Scholtes	July 2020				
SFA-27	#8 - Volunteers	Survey current and new CRC parents to assess availability and willingness to volunteer. Results will be used to potentially expand current room parent program.	Sam Kavan	Fall 2020 and Ongoing				
SFA-28	#8 - Volunteers	Build a specific volunteer base for our student programs to assist with literary needs, dyslexia, and potential math needs.	Jenny Bykerk and Caitlin Riordan	Winter/Spring 2021				
SFA-29	#9 - Student Achievement	Build a 'Report Card Template'. This will get filled out yearly and sent out through the appropriate channels to the parish.	Carl Bilotta	Spring 2021				
SFA-30	#10 - Leadership Opportunities	Implement community service projects across grade levels.	CRC Staff	1st Year: Fall & Spring 2nd Year: 3x/year, 3rd Year: 4x/year				
SS-1	#1 Stewardship	To create taskforce to review stewardship program, to write job description for the Director of Stewardship/Development, to create a Stewardship Committee (determine if Reach Cathedral is the committee) and to create the list of responsibilities for the Stewardship Committee, etc.	Claire, Fr Wylie & Volunteers	5/1/2020			May-20	

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SS-2	#1 Stewardship	To review different stewardship programs in other parishes and their effectiveness and based on the research, select a program or process for Cathedral, such as Our Sunday Visitor (3 weeks per year), Catholic Stewardship Consultants (3YrContract @ \$33K per year), or have the Director of Stewardship/Development lead the program.	Claire, Fr Wylie & Volunteers	10/20/2020			May-20	
SS-3	#1 Stewardship	To review and update the Director of Development job description to focus on stewardship and development for both the church and school.	Claire, Fr Wylie , Carl & Volunteers	8/20/2020			July-20	
SS-4	#2 - Fundraising & Development	To publish and explain through various communications within the parish on current restricted CRC endowment funds and the benefits of each, to expand the number of donors and increase these funds. (such as the Tucker Educational Fund, etc.)	Stewardship & Development Director, Finance Committee	Fall 2020				
SS-5	#2 Fundraising & Development	To provide training and support for the stewardship and development program, possibly including a representative for each Zone of the parish, for outreach, community building, belonging to the parish, increased involvement, etc.	Stewardship Committee	Fall 2020				
SS-6	#3 Fundraising & Development	To establish an Annual Events Review Meeting hosted by the Pastoral Council and Finance Council to review the financial effectiveness of each event.	Pastoral Council, Mark Brouillette	Fall 2020				
SS-7	#3 Fundraising & Development	Complete a master list of all giving programs that includes those emanating from the Vatican, the Diocese of Lincoln, other sponsors outside the diocese (e.g. Give to Lincoln Day) as well as special drives within the Parish. The Rector, the Finance Council and the Parish Council in order to coordinate and optimize fundraisers.	Director of Stewardship & Development, Rector, Parish/Finance Council	Fall 2020				
SS-8	#3 Fundraising & Development	During the implementation of a parish-wide stewardship program, focus on the centrality of Catholic education and formation as the mission of the Cathedral parish and the belief that every parishioner should support that mission through their time, talent and treasure.	Rector and Stewardship Committee	Fall 2020				
SS-10	#3 Fundraising & Development	Recognize and own the Good Shepherd Scholarship Program as a core of the strategy to maintain tuition at the CRC school at affordable levels and support the fundraising at the Diocese that is designed to increase the endowment supporting these scholarships.	Rector, Stewardship Committee, School Leadership	5/1/2020			May-20	
SS-11	#5 Budget	To create a taskforce to research and update the current bylaws for the Finance, Pastoral and School Councils and to establish bylaws, guidelines and mission for other committees and commissions in the parish.	Taskforce - Keith May, Brandon Kauffman, Allan Slattery	Summer 2020			July-20	
SS-12	#5 Budget	To establish, maintain and publish a 5 year rolling budget annually and prepare and publish quarterly and annual financial reports (by July each year). Create specific ownership and accountability for large budget items.	Stewardship & Sustainability Pillar Team & Finance Committee	Annual in July each year			May-20	
SS-13	#6 Teacher Salaries	To fund a nurse for the school, starting in 2021-2022, if not covered by LPS. Or pursue a relationship with local hospital to provide nurse or healthcare services, such as St. Elizabeth.	School Administration & Finance Committee	2021-2022 school year, if necessary	\$32,000 + \$8,000 in Benefits		July-20	
SS-14	#6 Teacher Salaries	Develop a teacher salary guideline to attain diocesan goal of meeting 85% of LPS, may need to look at unique benefits or other inducements to establish reason for teaching in Catholic school. (20-21 Salary-LPS-\$46,756 vs. Cathedral \$34,000 or 73%).	School Administration & Rector	3/1/2021	unknown-will be an increase each year		May-20	
SS-15	#6 Teacher Salaries	To review Diocesan salaries & benefits to see what our peer Catholic Schools are offering for pay and benefits in Lincoln and to explore additional benefits for attracting and retaining teachers that differentiate Cathedral.	Eva, School Administration & Rector	Summer 2020			June-20	

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SS-16	#6 Teacher Salaries	To review benefits program including Healthcare plan, currently - \$730 single premium (is Diocesan plan mandatory?), subsidize 9% of income; \$830+730 = Family (9.78% of earnings), free tuition, 50% reduction of Daycare, no charge for teacher work days.	School Administration & Finance Committee	2021-2023				
SS-17	#6 Teacher Salaries	To research the availability of an Employee Total Compensation document in the current payroll program or create an overview for teachers to show all benefits.	Mike Riordan, School Administration & Finance Committee	8/1/2020				
SS-18	#7 Capital Improvements and Operations	To form a taskforce that will establish a "building & grounds committee" with overall responsibilities to include maintaining prioritized lists of (a) capital maintenance needs, and (b) capital improvement opportunities with specific plans, updated costs, in-kind giving possibilities, etc. Work with the Finance Council in building five-year plans and annual budgets for these projects. Be responsible for helping to communicate these needs and opportunities to the parish.	Nick (Facilities Manager) Building & Grounds Taskforce, Dave Brady?, Keith May, Knights of Columbus, Adam S.	Fall 2020				
SS-19	#7 Capital Improvements and Operations	To establish a list of Capital Improvement needs and priorities, with accountability for each project by a person or committee.	Buildings & Grounds Taskforce	Annually in June of each year				
SS-20	#8 Expense Control	To Review all church and school expenses annually to ensure effective use of parish funds.	Alice, Rector, finance committee	Qtrly reviews of financials with annual test of expenses			May-20	
SS-21	#10 Stewardship	To review and update the Parent Covenant to include benefits and guidelines for sharing time, talent and treasures as Catholic stewards.	Carl, School Administration & Rector	Update Summer 2020			July-20	
SS-22	#11 Parish Sustainability	To establish goals to decrease parish subsidy to Pius from Cathedral parish and to prepare the Rector for Pius assessment meeting.	Finance Pillar Team	by March 1, 2021	In Budget		May-20	July-20
SS-23	#11 Parish Sustainability	Reduce Parish Subsidy to School to 80% of Parish Weekly & Holy Day giving. (2018-2019 - 113%)	Stewardship Pillar Team, Rector, Rectorial Council, Finance Council	Over next 5 years	In Budget		May-20	
SS-24	#11 Parish Sustainability	To establish ongoing meetings between the parish, finance and school councils, to incorporate better communications within Parish leadership.	Rector and all the various committees, Stewardship & Development Director	by 6/30/2021				
SS-25	#11 Parish Sustainability	To consider adding adding a person from each Strategic Plan Pillar Team to the Pastoral Council, to ensure implementation of the Strategic Plan and projects.	Rector & Pastoral Council	Summer 2020			July-20	
SS-26	#12 Secure & Safe Environment	To review, enhance and provide training for safety procedures and policies for the school and parish, including building and grounds. Hold emergency response training for all Liturgy Service groups (and other groups such as teachers) annually. Training to include security and safety procedures for medical situations as well as acts of violence. Liturgy Service groups to include: ushers, greeters, servers, acolytes, lectors, etc.	School safety council, School Administration & Parish Council	Summer 2020				
102	Total Projects						27	2