



Cathedral Strategic Planning

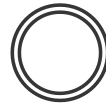


Strategic Plan Overview



- Opening Prayer
- Strategic Plan
- Projects
- 5 Year Budget
- Discussion
- Closing Prayer

Strategic Plan Development



➤ Community Input (Themes/Trends)

➤ 17 Pages of Comments

➤ 166 Surveys

➤ Over 100 Open Forum Participants

➤ 67 SWOT Analysis Participants

➤ 22 Strategic Planning Team Members

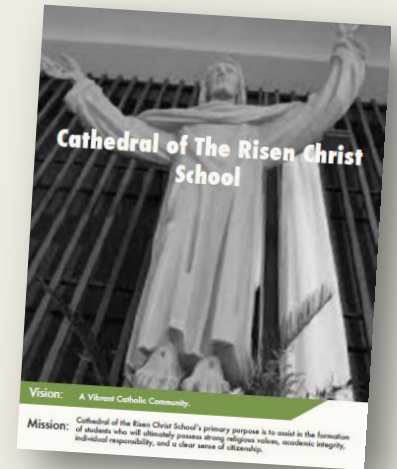
➤ 47 Implementation Team Members

Page	Comment	Category
Page 1	General: Following, Communication & Transparency; Faith, Formation, Fellowship; Sustainability & Stewardship/IS	Filter
Page 1	Source: Survey Comments	Filter
Page 1	CE: announcement and update about church gathering and information	C
Page 1	CE: Communication information	C
Page 1	CE: How that set us up for the announcements before Mass. Father's position and thankfulness to the parishioners is terrific!	C
Page 1	CE: Please include information	C
Page 1	CE: Recent holding of a series of parish and using more welcoming language when opening the mass	C
Page 1	CE: The new emphasis on sharing the financial state of the parish	C
Page 1	CE: We have greatly improved the state of community. I look forward to school and it's carrying over more to church activities.	C
Page 1	CE: Communication and transparency	C
Page 1	CE: Communication and transparency	C
Page 1	CE: COMMUNICATIONS with parishioners; transparency as in posting minutes of the parish council meetings, explaining changes in most everything from liturgy, schedules, addition of the Latin Mass, etc.	C
Page 1	CE: Continued efforts for good communication	C
Page 1	CE: CDC current pastor does not feel welcoming. The addition of communion rails feels like we are moving backward in time. We need leadership starting with a liturgy that is willing to acknowledge mistakes and then correct them. That includes prayer above from the past - all that needs to be exposed and dealt with.	C
Page 1	CE: Encourage self improvement by sharing clear examples of real good work. Be more vocal and transparent communication	C
Page 1	CE: Financial transparency, always asking for more; never providing a detailed account of where it's being spent. Also all the clergy turnover in the last few years has made it feel less like home. Missions: Tucker and vince at the way stage. Menets' troubles were handled.	C
Page 1	CE: Give more information. There is a new Latin Mass that has not been announced. There was a change in some masses and it was very surprising. It didn't seem very well planned or well lit. Church looks more dirty now.	C
Page 1	CE: Issues is negative. Does not give a positive message.	C
Page 1	CE: holding clergy and staff accountable	C
Page 1	CE: I can't understand things people say. Frustrating to not understand the message. It's really concerning going to another parish.	C
Page 1	CE: I would love for there to be better relationships between the school and parish members.	C
Page 1	CE: List in the bulletin or online which priest is assigned which Mass in the coming week so we can take that into account for deciding which to attend. James Hamilton message was far better than others. Or please at least assign a deacon and longer priest's accent tones, whether or not a microphone is needed is difficult to follow the flow of his speech because you have to focus hard on individual words.	C
Page 1	CE: More communication and transparency about money. Better relationships between the rectory and the school. He needs to understand he is a building full of professionals but is treating them passive aggressively, and at times.	C
Page 1	CE: Outreach to members: we are kind new to the parish that we've reached out to about different ways to get involved. I am sure just this is because COVID-19 but it would be nice to have a priest or parishioner reach out to us.	C
Page 1	CE: The Church needs to be honest with parishioners. The Church needs a leader who will lead and not dictate from top down. People will follow if the Church has leadership which is significant, solid, or true love.	C
Page 1	CE: Transparency with funds being donated - struggle to donate to a new liturgy when I don't know what the goal is and where the current funds are going.	C
Page 1	CE: We need a better sense of community. We need more transparency about finances. Please see Latin. We need a new leader who has financial experience and can bring people back. Don't upset a lot of people who see go to other churches. Pastors have never run a church but alone a building.	C
Page 1	CE: We need to find a way to connect to parishioners which will hopefully make them want to go to their parish.	C
Page 1	CE: We're doing well; mostly sense of community that makes parishioners to become active in parish life. Not just mass participants. Increase being Latin of changes since Father Ivryle came, would be nice if he would teach the tradition or theology of these so we could understand rather than being we are going back pre-revision. This could only be done via the bulletin.	C
Page 1	CE: Continue to change parish on other programs are available.	C
Page 1	CE: Include a young couple and families more. Be more transparent with communication programs or open forums. The parish is in a state of fear of religious judgement for speaking about which believing them, and more we encourage to worship elsewhere because of the tension at mass that is making people uncomfortable. Allow discussion, understanding, and some compromise.	C
Page 1	CE: Include a town hall once and awhile, people needs to be heard.	C
Page 1	CE: Use of Facebook for adult programs: we a parent it's hard to attend evening sessions. I volunteered for a Facebook channel tab series would be wonderful.	C
Page 1	CE: Use Communication, Strong Community, educate the whole church, flexible and supportive with students needs.	C
Page 1	CE: Use Communication and community	C
Page 1	CE: Use Communication and community	C
Page 1	CE: Use Communication and community and being truly caring about for the children.	C
Page 1	CE: Use Communication with families, P.E. is so good right now!, Science Lab and older grade of science looks great!, Administration is doing great things!	C
Page 1	CE: Use CDC school has great leadership currently. The environment there feel welcoming and open. Principal Elmer listens to parents concern with genuine compassion and works cooperatively to find solutions.	C
Page 1	CE: Use Church, Communication, Transparency, Support of Children with learning needs	C
Page 1	CE: Use I don't know a lot about the school, since I don't have children there.	C

Strategic Plan Pillars



- Faith, Formation & Fellowship
- Communications & Transparency
- Student Achievement & Formation
- Stewardship & Sustainability



Strategic Plan Projects

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➤ Pillar Implementation Project Teams

➤ Create a List of Projects

➤ What, When, Who, How Much

➤ 102 Projects – 27 started; 2 complete

➤ To ensure implementation of Strategic Plan

Process Phase	Output	Team
Vision	Core Purpose and Values definition, documentation and communication	Executive Team / Key Leaders
Vision	Clocks / Management Mechanisms for preserving the Core	Executive Team
Vision	Mission definition and communication	Executive Team
Organization's Strategy	Key Results, 3 year financial guidelines, Product / Service coverage	Executive Team
3 Year Strategic Plan	Detailed strategic plan – strategic initiatives, project list, financial deliverables and resources	Complete Organization
Annual Operating Plan	Detailed strategic plan for the coming year, including financials, strategic initiatives, budgets, and resources	Executive Team, Division Management
Annual Goals and Objectives	Personal goals and objectives for the whole organization – reflecting the AOP	Complete Organization

Strategic Plan Pillars



➤ Faith, Formation & Fellowship

Marron	Kaedy
Sarah	Lundy
Angela	Reiling
Adam	Schlautman
Bud	Synhorst
Tony	Ojeda
Timothy	Sullivan
Julie	Hefte
Rita	Rolfes
Cassie	Chandler
Vicky	Sohl
Terri	Rickel
Rachel	Brouillette



Strategic Plan Pillars



➤ Communications & Transparency

Karla	Wagner
Jeralee	Hahn
Jeremy	Ekeler
Kelley	Garay
Ryan	Kearney
Paul	Woita
Mike	Villa
Michelle	Schlautman
Laura	Brouillette

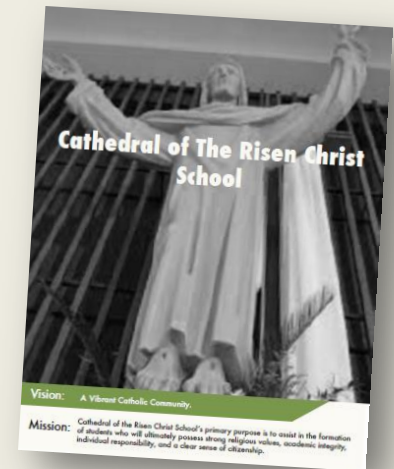


Strategic Plan Pillars



➤ Stewardship & Sustainability

Justin	Brown
Michael	Smith
Erin	Trummer
Fr. Justin	Wylie
Alan	Slattery
Brandon	Kauffman
Mark	Brouillette
Andrew	McNeely
Alice	Hagedorn
Carl	Bilotta
Claire	Pohlen
Keith	May
Larry	Kunc
Mike	Riordan

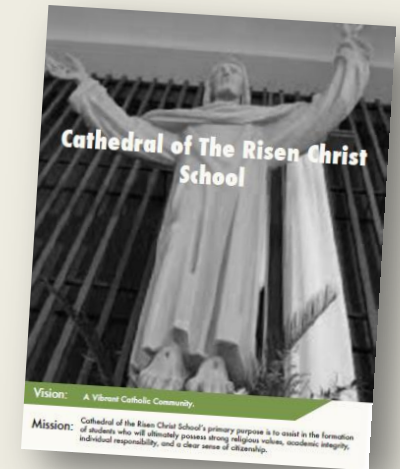


Strategic Plan Pillars



➤ Student Achievement & Formation

Kelley	Garay
Janet	Wohleb
Sheri	Baumgartner
Lexi	Johnson
Jamie	Scholtes
Carl	Bilotta
Samantha	Kavan
Caitlin	Riordan
Rose	Walsh
Maria	Benes
Jenny	Bykerk



5 Year Budget Forecast

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- Introduce Faith-First Stewardship Program
- Budget & Assumptions
 - 3% Increase in Income/Expense – unless noted
 - Increase teacher pay & benefits to within 85%-90% of LPS
 - Build financial reserves up to support parish needs – (\$1.1m)
 - Lower Subsidy to School/Pius (less than 80% by 2025)
 - Increase Need-Based Cathedral Scholarships
 - Increase Tuition to Maximize *Good Shepherd Scholarship*

Good Shepherd Scholarship & Tuition

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- Diocese Scholarship – No more than 75% of Tuition
 - \$900 – last year (Minimum Tuition - \$1,300)
 - \$1,300 – this year (Tuition - \$1,750)
 - \$1,600 – next year (Tuition - \$2,150)
- Tuition Cap Scholarship after 3 Students
- Diocese scholarship - 20%-25% of all students
- Cathedral - \$58K last year, \$105K this year



5 Year Budget - Income

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Lincoln, Cathedral of the Risen Christ Church - 2020-2025

Ordinary Income/Expense	Budget 2020/2021	Budget 2021/2022	Budget 2022/2023	Budget 2023/2024	Budget 2024/2025
Church Income					
401-00 Sunday & Holy Day Coll	1,807,428	1,861,650	1,917,500	1,975,025	2,034,276
402-00 Other Free Will Offerings	320,553	330,170	340,075	350,277	360,786
404-00 Distributions-Endowments/Trusts	21,055	21,265	21,478	21,693	21,910
405-00 Parish Activities Receipts	8,017	8,257	8,505	8,760	9,023
406-00 Other Revenue Receipts	59,280	61,059	62,891	64,777	66,721
408-00 Property Rentals	9,474	9,569	9,664	9,761	9,858
410-05 Designated Donations					
409-00 Other Income					
410-12 Other Rentals					
Total CHURCH INCOME	2,225,807	2,291,971	2,360,113	2,430,294	2,502,574
Total SCHOOL INCOME	1,824,747	1,987,844	2,078,702	2,174,473	2,275,457
Total PRESCHOOL INCOME	77,232	79,549	81,935	84,394	86,925
Total EXTENDED CARE INCOME	67,919	69,956	72,055	74,217	76,443
Total INCOME	4,195,705	4,429,320	4,592,806	4,763,377	4,941,399
Total INCOME w/o Parish Sbsdy to School	3,111,248	3,312,330	3,442,306	3,578,362	3,720,834

5 Year Budget - Expenses

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Expenses					
	Budget 2020/2021	Budget 2021/2022	Budget 2022/2023	Budget 2023/2024	Budget 2024/2025
Church Expenses					
501-00 Pay & Benefits	184,563	193,791	203,480	213,654	224,337
503-00 Educational Expenses					
Trf to Cathedral School-Subsidy	1,084,457	1,116,990	1,150,500	1,185,015	1,220,565
Pius X Assessment	397,634	400,255	402,675	404,880	406,855
Youth Education Programs	7,081	7,294	7,512	7,738	7,970
Adult Education Programs	3,982	4,101	4,224	4,351	4,482
504-00 Diocesan Assessments	147,104	151,517	156,062	160,744	165,566
506-00 Administration Expenses	32,249	33,216	34,213	35,239	36,297
508-00 Professional Services	1,545	1,591	1,639	1,688	1,739
509-00 Insurance (non-health)	21,322	22,388	23,508	24,683	25,917
510-00 Parish Property Costs	78,851	81,217	83,654	86,163	88,748
511-00 Household	7,658	7,888	8,124	8,368	8,619
512-00 Utilities	57,896	59,633	61,422	63,265	65,163
513-00 Retreats & Continuing Edu	945	965	985	1,005	1,025
514-00 Liturgical	9,486	9,771	10,064	10,366	10,677
516-00 Transportation	180	186	191	197	203
518-00 Fundraising & Promotion	14,558	14,995	15,444	15,908	16,385
519-00 Miscellaneous	672	692	713	735	757
Total CHURCH EXPENSES	2,050,184	2,106,491	2,164,413	2,224,000	2,285,305
Total SCHOOL EXPENSES	1,985,715	2,081,118	2,181,175	2,286,115	2,396,178
Total PRESCHOOL EXPENSES	72,781	76,381	80,160	84,126	88,290
Total EXTENDED CARE EXPENSES	28,373	29,695	31,081	32,532	34,054
Total EXPENSES	4,137,053	4,293,685	4,456,828	4,626,774	4,803,827
Net Gain/Loss	58,652	135,635	135,978	136,603	137,572

Discussion Groups



- Strategic Plan – 4 Pillars
- Project Suggestions
- Budget Suggestions
- Volunteerism & Involvement

“What may I do? How can I help?”

Future Meetings



➤ **July 30** **7:00PM**

- Meet with Councils - Final Approval

➤ **August 27** **7:00PM**

- Open Forum - Launch Strategic Plan

Strategic Plan Overview



- Opening Prayer
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- Projects
- 5 Year Budget
- Discussion
- Closing Prayer