

Our Lady of Hope Church
Planning & Finance Workshop
Monday, March 23, 2009

Objectives for the Evening

- We shall hear reports from staff on activities this year, and shall outline the Pastoral Council's key goals for the Parish, 7:30 – 8:00
- We shall explain & update you on our Parish's financial condition, 8:00 – 8:30
- We invite Q & A & feedback 8:30 – 9:00

MISSION STATEMENT

The people of Our Lady of Hope Parish are called to be a welcoming community of faith, hope, and charity - committed to Jesus Christ and to His gospel.

With the help of the Holy Spirit, we desire to grow in our love for others as Jesus loves us.

Through the prayerful intercession of Mary, our patroness, we seek to live in unity and hope as we strive to assist those in need through our good works, sacrifices, and stewardship.

By celebrating the Mass and sacraments, by providing various opportunities for Catholic religious education and adult faith formation, by calling forth more of our members to ministries and service, we seek to help one another grow closer to the Lord in this life as we journey together toward the complete happiness that awaits us in heaven.

Reports from Staff

- Elisa St. Clair, Pastoral Associate and co-Director of Religious Education
- Nancy Salah, Pastoral Associate and co-Director of Religious Education
- Rosemary Dyer, Youth Ministry

Religious Education & Pastoral Outreach

- Elementary Religious Ed. enrollment in Pre, K, and Grades 1-6 totals 287 children with 50 catechists in those grades alone.
- Programs in protecting children continued: “Talking About Touching”, is used in grades 1-5; also “Keeping Children Safe” – grades 4-6
- Grades 7& 8 enrollee totals: 57 w/ 7 catechists & Elisa (last year 55)
- Grades 9 & 10 enrollee totals: 73 w/9 catechists & Elisa (last year 67)
- Confirmation class has 38 enrollees; CDD program total = **455**

Religious Education & Pastoral Outreach

- Our parish is welcoming and joining with 50 families as they prepare their children to receive first Eucharist this May
- Children and parents in the First Eucharist class have a special workshop on March 28 that ends with a luncheon provided by the First Grade parents
- This October we held our second All Hallows Eve & All Saints Party for elementary children. We focused on learning about Saints, using the new book series this year, Finding God, published by Ignatius Press. We ended with pumpkin painting and cupcake decorating festivities as well.

Religious Education & Pastoral Outreach

- Sunday School children donated articles which the parents then assembled into “gift baskets” for our silent auction, raising over \$3,200.00 for that part of the Christmas bazaar. Although this was less profit than last year, it represents great sacrifice and generosity from the families and the reduced number of businesses who donated this year despite the difficult economic situation this Fall, enabling us to purchase many items for Sunday School. We are truly grateful and heartened by their kindness.
- We plan to take a survey regarding whether to offer the Alpha course again this spring. We will have to wait until after Easter to begin, due to Arise, and run through June. Alpha’s purpose is to help individuals begin to, or deepen, their faith in Jesus and is open to all.

Religious Education & Pastoral Outreach

- Sponsorship of NH retreats for JHS students -- weekend Snow CAMPS – over 30 snowcampers + 20 staff from our parish
- HS students --- week-long summer CAMPS; fun & faith-filled experience – 21 CAMPerS last summer + staff of 12 from OLOH
- Vacation Bible Study Program is planned

Religious Education & Pastoral Outreach

- Middle School: Outreach projects included Shoebox Giving; Thanksgiving & Christmas outreach;
- Addition of Youth Group involvement this year in Outreach activity
- High School: Outreach Projects included Ipswich Caring, individual service projects, service at My Brother's Table, and a 30-Hour Famine

Religious Education & Pastoral Outreach

- Confirmation Retreat (both grades), Appreciation Dinner, Jason Evert Program
- Greater student participation at 6 p.m. Mass; -- a work in progress
- CCD class attendance at Mass is up
- New programs going very well:
 - Middle School “EDGE”
 - High School – based on Youth Alpha
 - “Arise in Christ” youth group

Religious Education & Pastoral Outreach

- Communion Ministry to Homebound
- RCIA – our cadre of trainers needs to be strengthened & expanded so as to be better prepared to respond when individuals express interest in RCIA
- Little Rock Bible Study – record high enrollment
- Recruiting & Training new Eucharistic Ministers & Lectors – especially for 5 p.m. & 6 p.m. Mass
- Planning is underway for Young Adult Ministry, with focus on fellowship & service
- [Our next slide will be led by Father John, who will speak about the *Arise* program]

Archdiocesan Program: *Arise Together in Christ*

- **Three year Parish centered program toward two groups of people:**
 - ❖ **Spiritual renewal and growth of current parishioners**
 - ❖ **Spiritual reaching out to lapsed or uninvolved Catholics**
- **Outreach done by parishioners, who have been trained to do this**
- **Parishioners volunteer to become Small Group Leaders**
- **Small Group Leaders:**
 - ❖ **“reach out” to people to join their small group**
 - ❖ **are trained on how to conduct sessions with their small group**
 - ❖ **typically conduct sessions in a home, six for each Season**
- **First session held this fall ---”Encountering Christ Today” – 150 enrollees; Second session Lent 20-09: “Change Our Hearts” - 180**
- **Subsequent Seasons: Fall 2009, Lent 2010 & Fall 2010**
- **Parish Coordinator --- Deacon Carl, with OLOH *Arise* Committee**

Youth Ministry

Summer 2008 –from notes below

Winter 08-09

- Youth *ARISE* Series, Session One – Encountering Christ Today
- *P.S.* – Weekly Sessions: Alternating *Pizza & Social/Fun* Nights and *Prayer & Scripture* (modeled after *ARISE*) Nights
- Winter School Vacation - Bowling Party
- MLK Holiday - “Mass at the Mall” (Reconciliation & Mass @ Carmelite Chapel)
- High School Teens Host Cookie Party Event for Jr. High Religious Ed Students (Collaborative effort: Religious Education & Youth Ministry)
- Parish Promotion of, and Participation in, SnowCAMPS Jr. High Retreat (Collaborative effort: Religious Education & Youth Ministry)
- Administrative: Increased Collaboration between Religious Ed and Youth Ministry, Coordinated efforts to achieve shared goals and objectives

Youth Ministry

Ongoing Events (Winter 09):

- **30 Hour Famine:** Service Project/Retreat* Experience for High School Teens. (Retreat takes place on-site at the parish church)
- **SnowCAMPS Weekend Retreat:** Jr. High youths participating as campers, High School teens & Adult Parishioners serving as volunteer counselors
- **Lift-On-The-Road (Amesbury)**
- **February LIFT:** Cardinal O'Malley, Guest speaker
- **Youth *ARISE* Lent Series**
- **H.S. Leadership/Discipleship Group Kick-Off ("See Ya At The Party!")**
- **Middle School Youth Group Winter Kick-Off Event**
- **Andrew Dinners at the Archdiocese**

Youth Ministry

Goals for 2009

- **Establish and Maintain Collaboration between Departments of Religious Education and Youth Ministry** - achieve an integrated approach to efficiently and successfully minister to the needs of our youth
- **Organizational & Administrative Goals:**
 - Create and maintain data base to track participation and enrollment (youth and adult volunteers) specific to YM
 - Effective Promo for Activities & Events (increase participation)
- **H.S. Youth Group:** Semester Planning to include Weekly Youth Group Meetings, Youth *ARISE*, and Seasonal Events & Activities
- **Establish Middle School Youth Group:** Plan & Implement Monthly Activity-Events

Youth Ministry

Goals for 2009

- **Increase Participation-Youth:** Parish-based Weekly Youth Group Meetings and Events, *ARISE*, Bible Study/Prayer Group, Peer Leadership, Liturgy
- **Increase Participation-Young Adults:** H.S. Grads and past participants in parish YM who have outgrown Youth Group
- **Increase Participation- Adults & Parent Volunteers:**
 - Establish a core group of adults to serve in leadership roles on an on-going basis for H.S./Middle School youth groups.
 - Establish support team to assist with special events & seasonal activities, and to provide occasional “behind-the-scenes” help.
- *Solicit Parish-Wide Prayer Support!*

Pastoral Council's Vision 2010

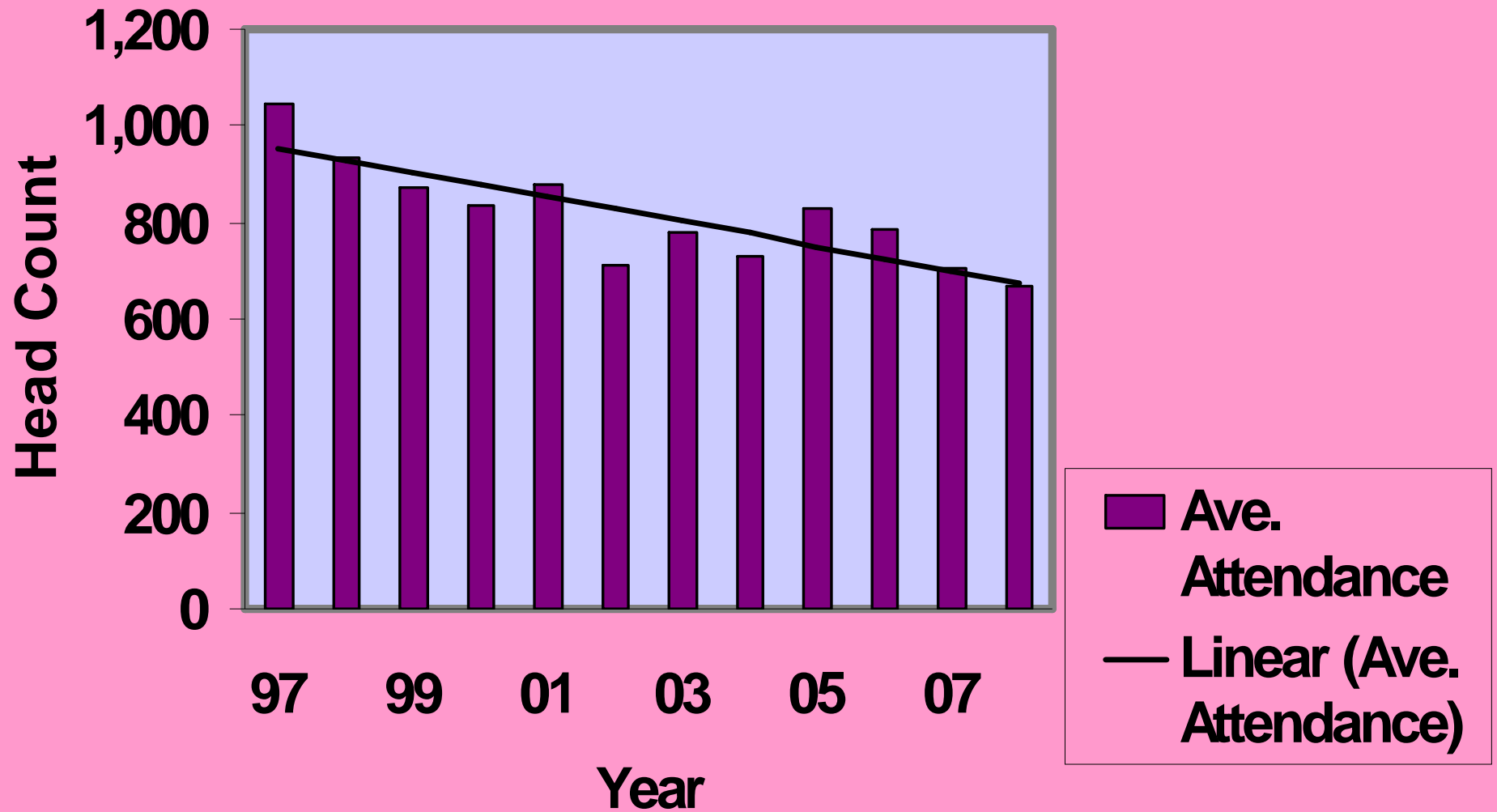
There are three principal issues in which we shall focus our efforts in the next three years. We shall hear comments from a designated member of the Pastoral Council on each of these areas:

- Membership
- Charitable Works
- The Property and Building

Vision 2010: Membership

- Overall theme: development of a stronger sense of belonging & ownership for all members of our parish community
- Activity in the parish has risen dramatically in the past five years: outreach, adult formation, youth group, music ministry, 6 p.m. Mass; Retreats and lecture series offered during Advent and Lenten seasons
- Evidence of progress toward our goal of becoming a flourishing parish

Average Saturday Vigil Mass & Sunday Mass Attendance



Vision 2010: Membership (continued)

- Currently we have 1445 families listed in our Parish registry, and a total of 3,982 souls;
- Our weekend attendance at Mass averages 666, about 17% of our registered parishioners. Ideally, if 30% of regular attendees also volunteered on a regular basis, we'd have about 200 serving in various ministries
- Currently we have about 150 lay ministers serving as CCD teachers, Eucharistic ministers, lectors, ushers, altar servers, & in music ministry

Vision 2010: Membership (continued)

- Others volunteer in various capacities: hospitality committee, planning committees, Pastoral & Finance Councils, St. Vincent de Paul Society, Catholic Women's Guild, Youth Ministry, and as our reps for various Archdiocesan initiatives such as the Catholic Men's and Women's Conferences
- The number of volunteers who have committed themselves to parish service on a weekly or monthly basis has risen slightly in the past two years; we depend on you, and we thank you!

Vision 2010: Membership (continued)

- We'd like to see our average weekly Mass attendance reach 900, and grow our core group of volunteers by 50 members, however long it may take!
- Represents 35% increase over current attendance, or an increment of about 6% based on our total membership
- Process has already begun in many ways

Vision 2010: Membership (continued)

- Reaching out, personally, to people, promoting events like the Men's & Women's Conference and the Lenten Retreat held last spring, by word of mouth and personal invitation
- Including parishioners in planning and formatting our parish retreat to allow time to share & connect as neighbors and as Christian brothers and sisters

Vision 2010: Membership (continued)

- Parishioners who have participated in the Retreat and similar adult formation offerings such as Alpha, Arise in Christ, and Little Rock Bible Study have strengthened our parish through their witness and support for one another; our parish has grown deeper in its faith and stronger in our commitment to our Catholic identity from these shared experiences

Vision 2010: Membership (continued)

- The addition of the 6 p.m. Mass brings together a diverse group who are able to share fellowship following each Mass.
- The contemporary Christian music, the use of our marble altar wall on which to project meditations and music lyrics, and the structure of the Mass has created a special experience appreciated and admired by many.

Vision 2010: Membership (continued)

- Our Mission Statement compels us: **call forth more of our members to ministry and service and seek to help one another to grow closer to the Lord**
- As we seek to grow our parish, we honor the work by our core volunteers, striving to make Our Lady of Hope a **welcoming community of faith, hope and charity – committed to Jesus Christ and to His gospel.**

Vision 2010 :Charitable Works

- Tithing – We began this effort after much prayer and discernment, commencing in January 2007. We are offering up 5% of our weekly offertory, each week, to a charitable organization selected by a steering committee of parishioners led by Dave LeBel -- **\$11,590** donated in **CY 2008**
- We hope you have noted our reports in the church weekly bulletin on where the funds have been sent. Examples include: St. Vincent de Paul, Ipswich Food Pantry, Pregnancy Care

Vision 2010: Charitable Works (continued)

- Our mission statement emphasizes “assist[ing] those in need through our good works, sacrifice, and stewardship.”
- This is an on-going commitment which will apply to all weekly offertories retained by the Parish in the balance of this year and in all subsequent years

Charitable Works, cont'd

- Our St. Vincent de Paul Society chapter provides outreach to the needy. We reached **423** individuals last year.
- SVDP currently has **24** members; emphasis on providing vouchers for food, fuel, housing and utilities
- Services are rendered primarily to Ipswich residents, and are based on contributions from OLOH parishioners; **\$15.5K** expended + **\$3.1K** vouchers, plus food
- Two members are “on call” daily for house visits

Vision 2010: Property & Building

- Our facilities were constructed in 1965, and at the time they met the needs of St. Joseph Parish, one of three parishes in Ipswich, and they were in compliance with all applicable codes
- Some four decades later, we are now one parish, in a town that has increased in total population by more than 60%, and we have a significantly increased enrollment in religious education

Vision 2010: Property & Building (continued)

- We contemplated addressing known building deficiencies on a comprehensive basis. However, we concluded that a major renovation would be too costly and disruptive and henceforth we have proceeded on an incremental approach, using volunteer help and ad-hoc fund-raising as appropriate

Vision 2010: Property & Building (continued)

- Inadequate classroom space for religious education
- Some handicapped access issues, not easily achievable, to be addressed on an incremental basis, particularly when reasonably cost-effective solutions are approvable by code enforcement authorities
- We also recognized the need to address some other code compliance issues as well as some deferred maintenance projects listed on the next slide

Vision 2010: Property & Building (continued)

- Replacement of the tile flooring in the Church and the stairwells below the sacristy and the music sacristy – to be deferred to indefinite future
- A painting contractor has examined the exterior trim for the Church & Rectory and should provide Father John with an estimate for painting and repairs by early spring 2009

Vision 2010: Property & Building (continued)

Our first step was to install new double-glazed windows in the Rectory, completed in the fall of '07

- Volunteers cleaned and painted the walls, ceilings and trim in three rooms on the top floor of the Rectory, and the floors have been refinished professionally; new office furniture was delivered; and three members of staff – Director of Religious Education, Pastoral Associate, and Religious Ed secretary have moved into these offices

Vision 2010: Property & Building (continued)

- The vacated office spaces downstairs, on the middle (main) floor of the Rectory, have been cleaned and turned into much-needed religious education classroom space.
- We also completed cleaning, re-painting, and refinishing of a guest room on the top floor of the Rectory, perhaps to become living quarters for a senior priest in residence. Volunteer labor again has been used on this project.

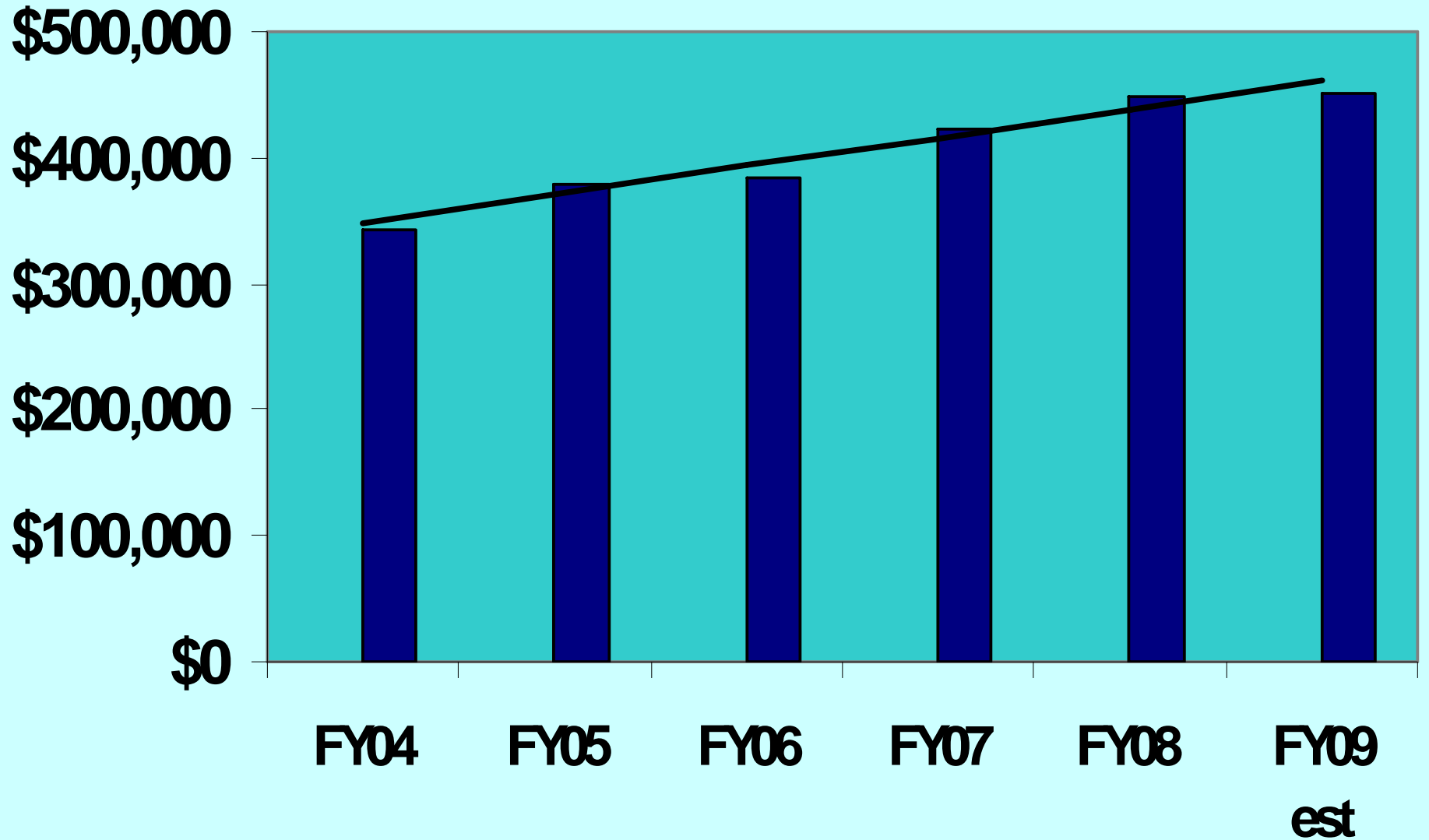
Our Challenge

- Our Vision is preliminary, as we have yet to prepare a Pastoral Plan to carry it to fruition. It has been an effort just to achieve consensus on these three areas – property, charitable works, and membership
- We encourage your input in program development
- One of the keys to successful implementation of our Vision entails getting our parishioners involved – more engaged both spiritually and financially in parish life
- We'll now transition to a snapshot of our finances

Financial Highlights

- Generally speaking, revenues from members' contributions have been increasing, despite a continuing decline in the number of people who are contributing
- Although our condition is improving, it is not altogether "healthy": to help meet operating costs, we've had to use some of the capital account in recent years

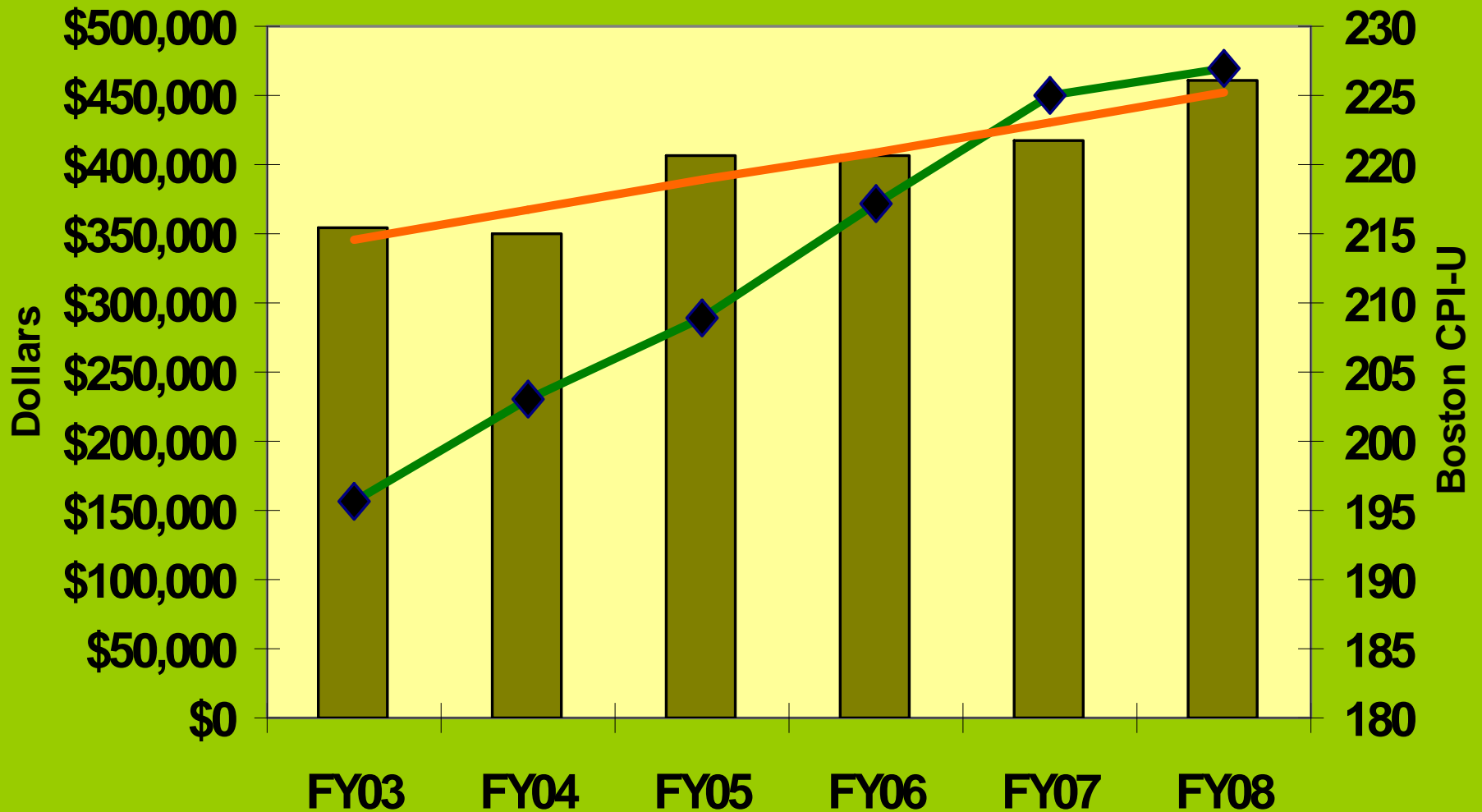
Total Operating Revenues FY04 - FY09



Operating Budget Results, FY05 – FY08

	<u>FY 2005</u>	<u>FY 2006</u>	<u>FY 2007</u>	<u>FY 2008</u>
Income	\$378,700	\$382,800	\$421,700	\$447,500
Expense	<u>406,000</u>	<u>408,000</u>	<u>487,800</u>	<u>525,300</u>
Surplus(Deficit)	(\$27,300)	(\$25,200)	(\$66,100)	(\$77,800)
O & M Exp Only	392,600	408,000	417,500	460,800
Surplus(Deficit)	(13,900)	(25,200)	4,200	(13,300)

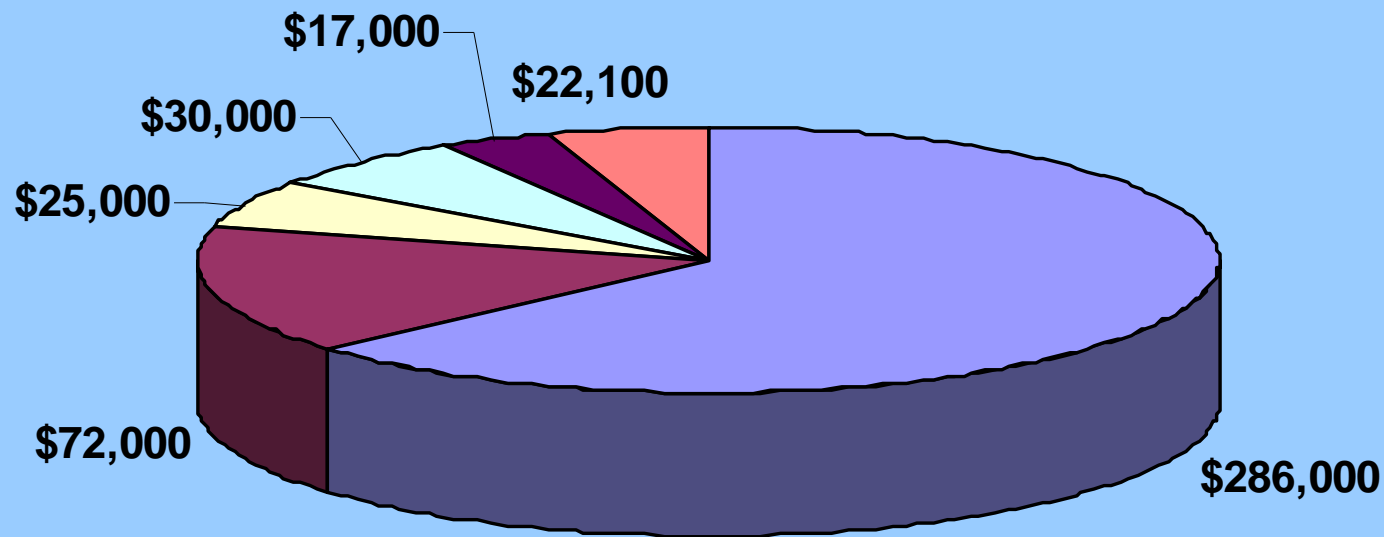
Parish O&M Costs & CPI, FY03 - FY08



■ Parish O&M Costs ◆ CPI Trend Line — Linear (Parish O&M Costs)

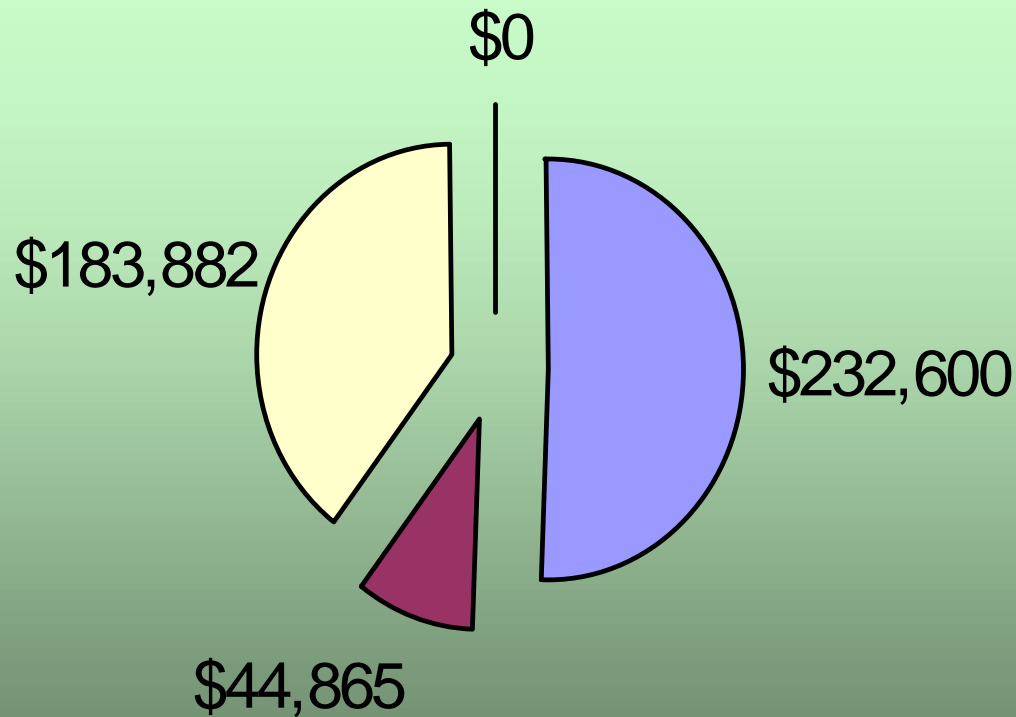
<u>Capital Account Activity</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>
Balance July 1st	\$72,140	\$70,986	\$71,584	\$68,920
Interest/Chgr	31,236	30,588	28,736	51,178
Less Capital Rps	(940)	0	(8,400)	(6,324)
Less O&M/drawdowns	<u>(3,000)</u>	<u>(15,000)</u>	<u>(15,000)</u>	<u>0</u>
Balance June 30th	\$70,986	\$71,584	\$68,920	\$66,854

FY 09 Revenue Budget



 Offertory	 Grand Annual	 Relig. Educ.
 Fuel Collection	 Bazaar	 Other Income*

FY 09 Expenditure Budget



■ Wages ■ Fringe Benefits ■ Expenses ■ Capital

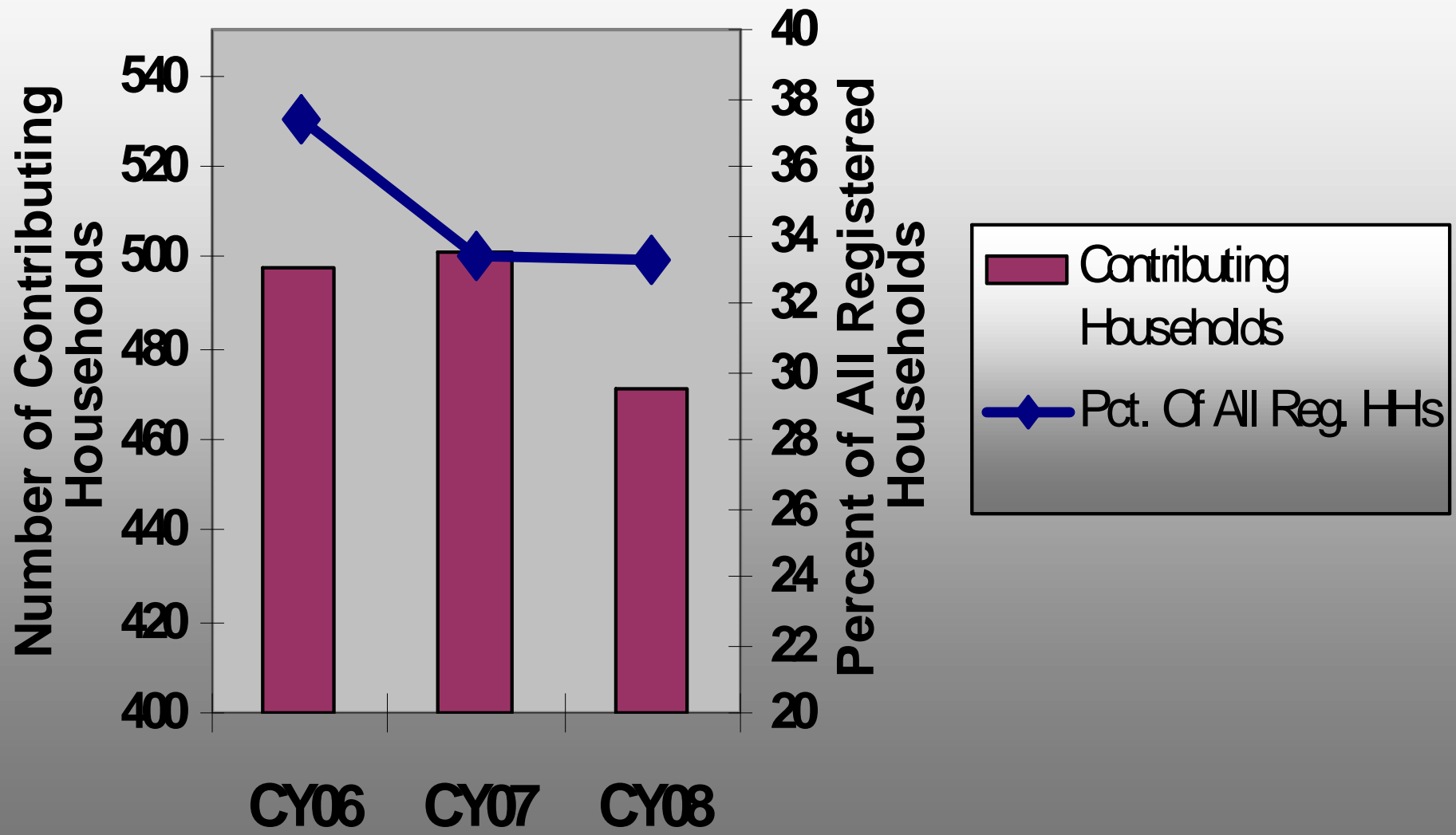
Budget Assumptions

- The budget assumes that the steady increase in offertory and grand annual collection receipts we have experienced in the last three years will be sustained in FY09
- Wages have been frozen at FY08 rates
- The budget calls for \$30,000 in capital repairs and improvements, to be implemented from the capital account. Included are: \$5,000 for materials and services in completing the refurbishment of former office space now used as CCD classrooms; and \$25,000 for repair and painting of exterior trim on the Rectory and Church, & emergency repairs to the hot water system for the Church & Rectory, & porch stairs

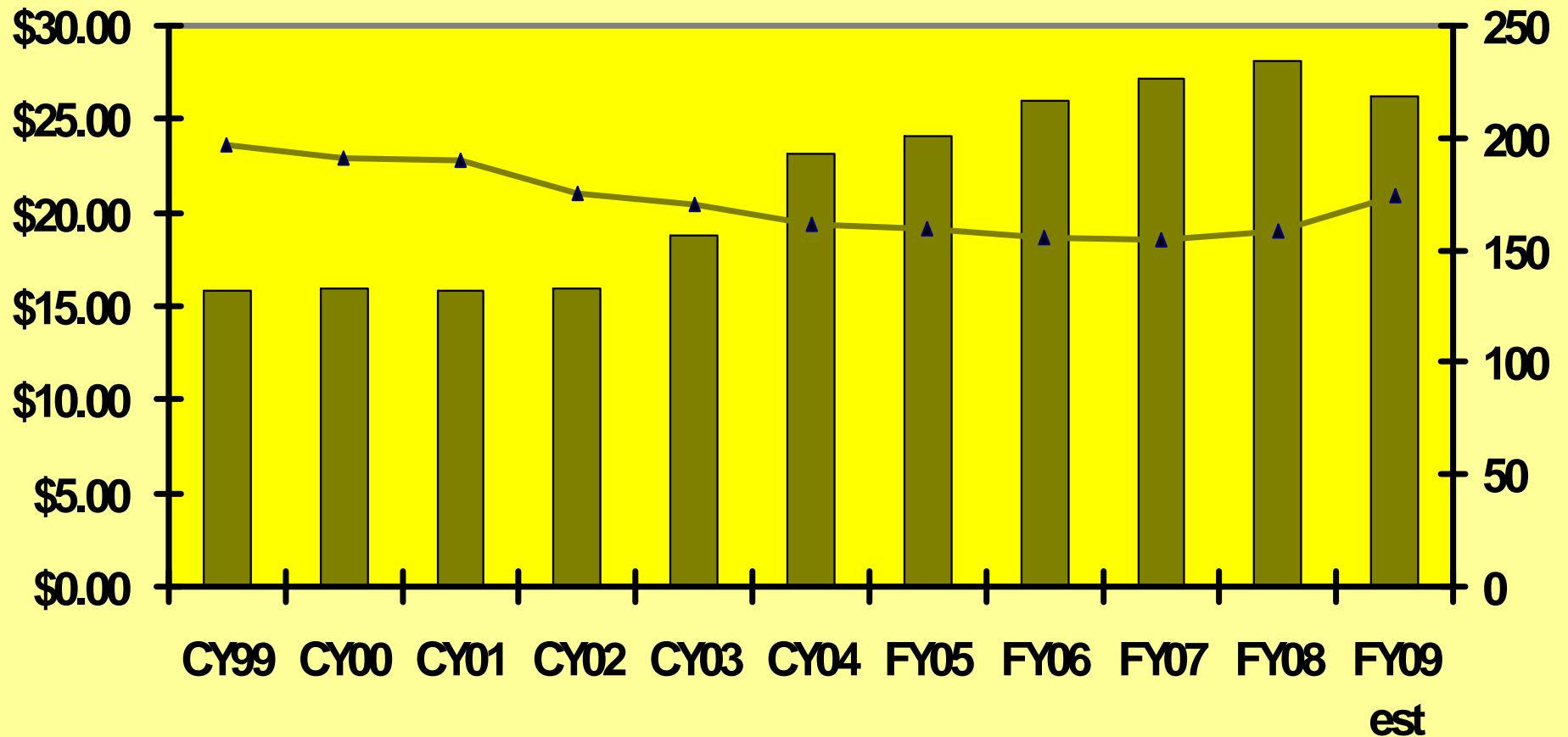
How Are We Doing?

- We've made progress: revenues are increasing, but challenges remain
- As mentioned earlier, some 17% of our parishioners are coming to church; those contributing to weekly offertory have increased on average from 161 in FY08 to 176 FY09 YTD, or about 12% of our membership
- 328 families (22.7%) are making somewhat regular contributions, compared to 257 a year ago, or 17.2% of a then slightly higher number of registrants 1445 versus 1496 last year)
- Next series of slides detail our primary revenue sources

Offertory Participation CY06 - CY08

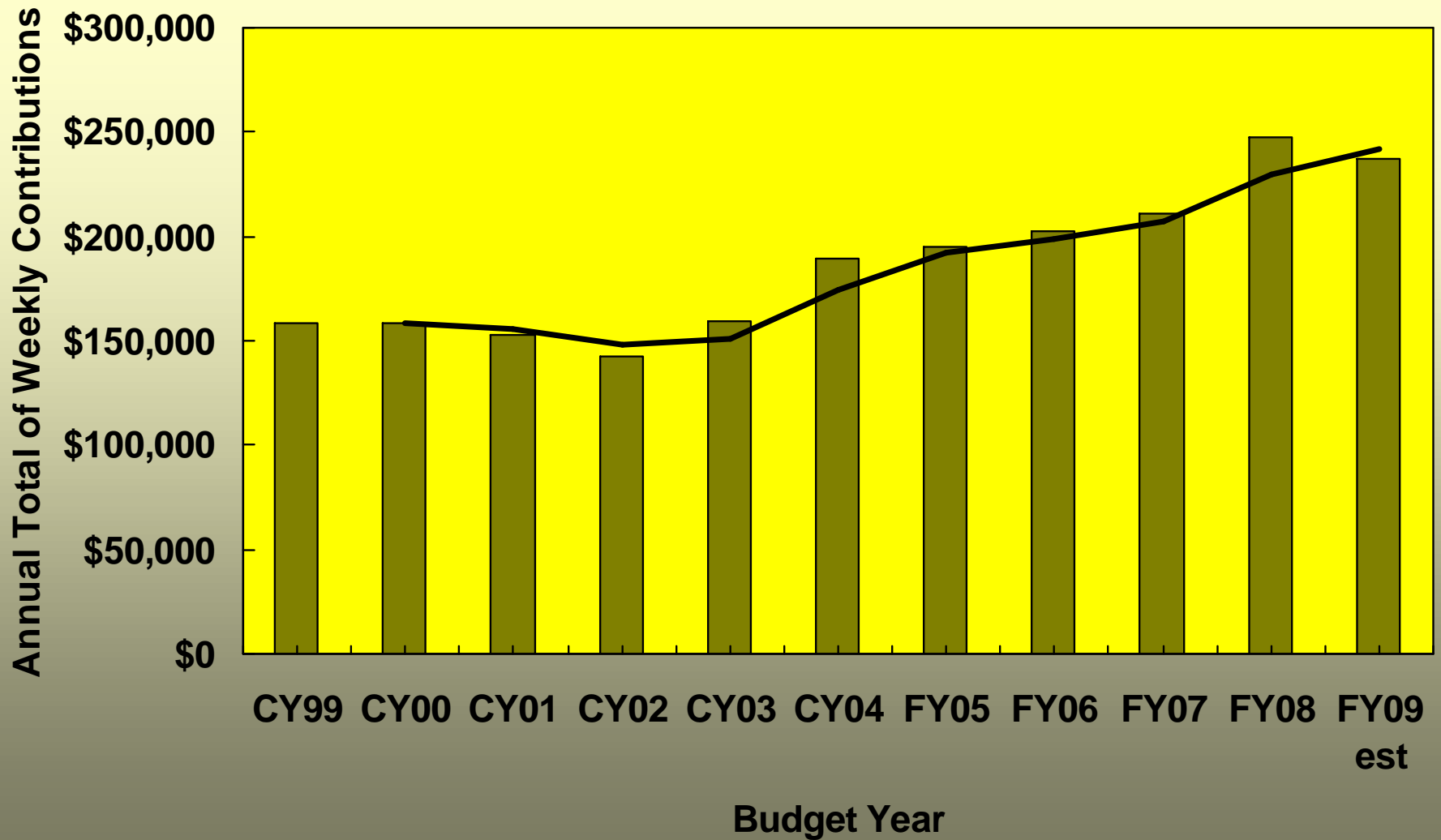


Weekly Offertory CY99 – FY09

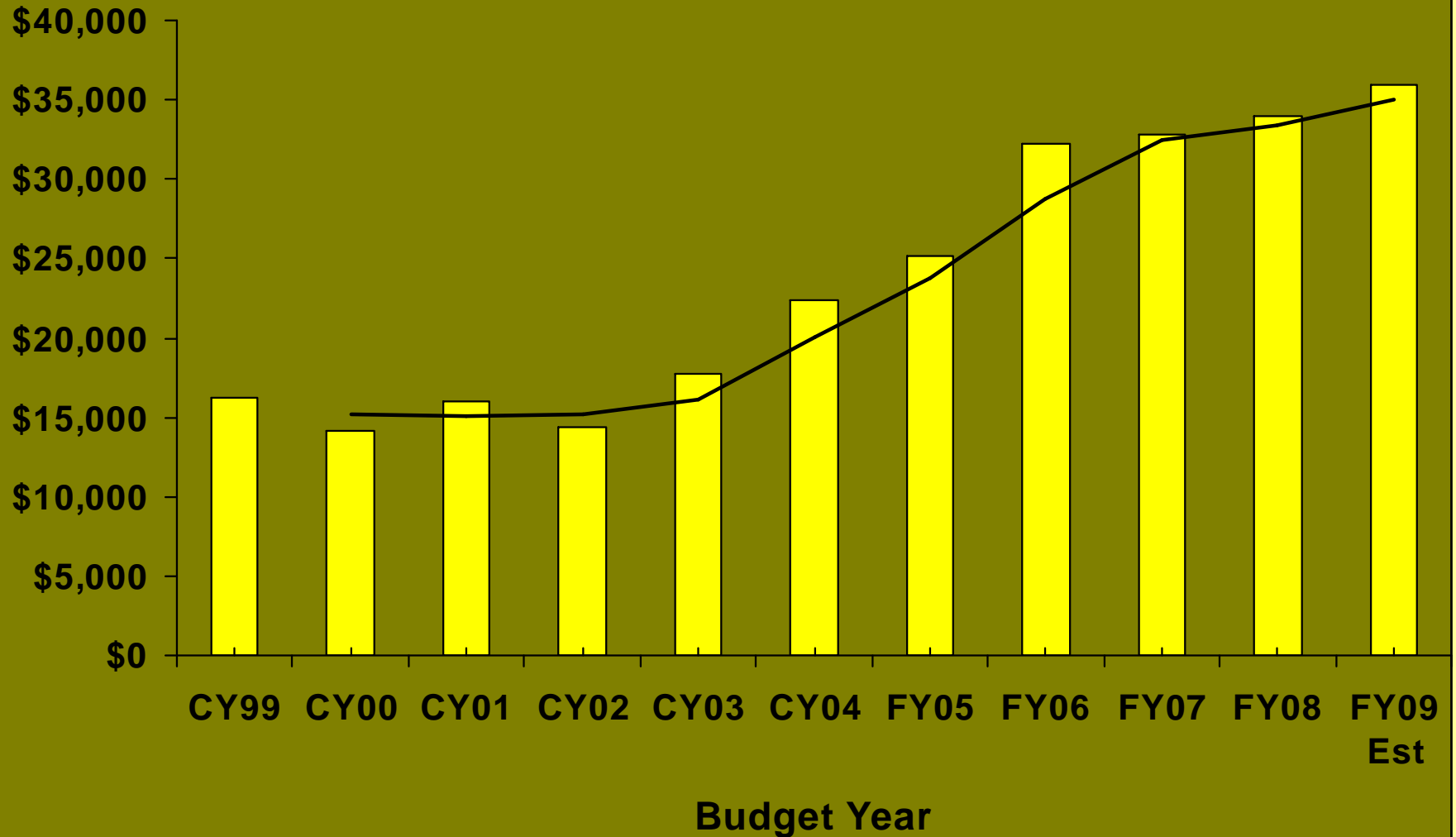


■ Avg. Weekly Offertory ▲ Average Number of Envelopes

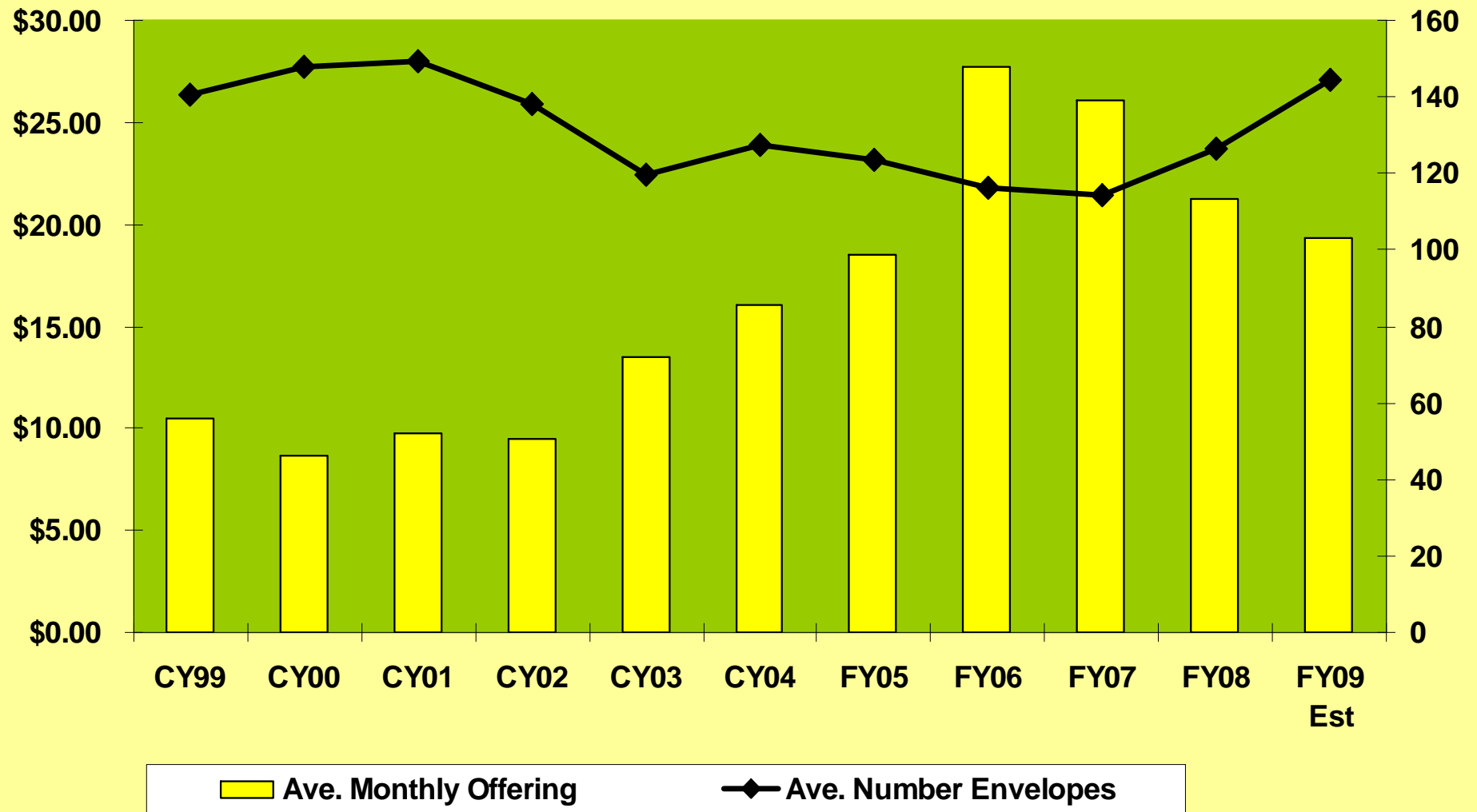
Weekly Offertory '99 – '09



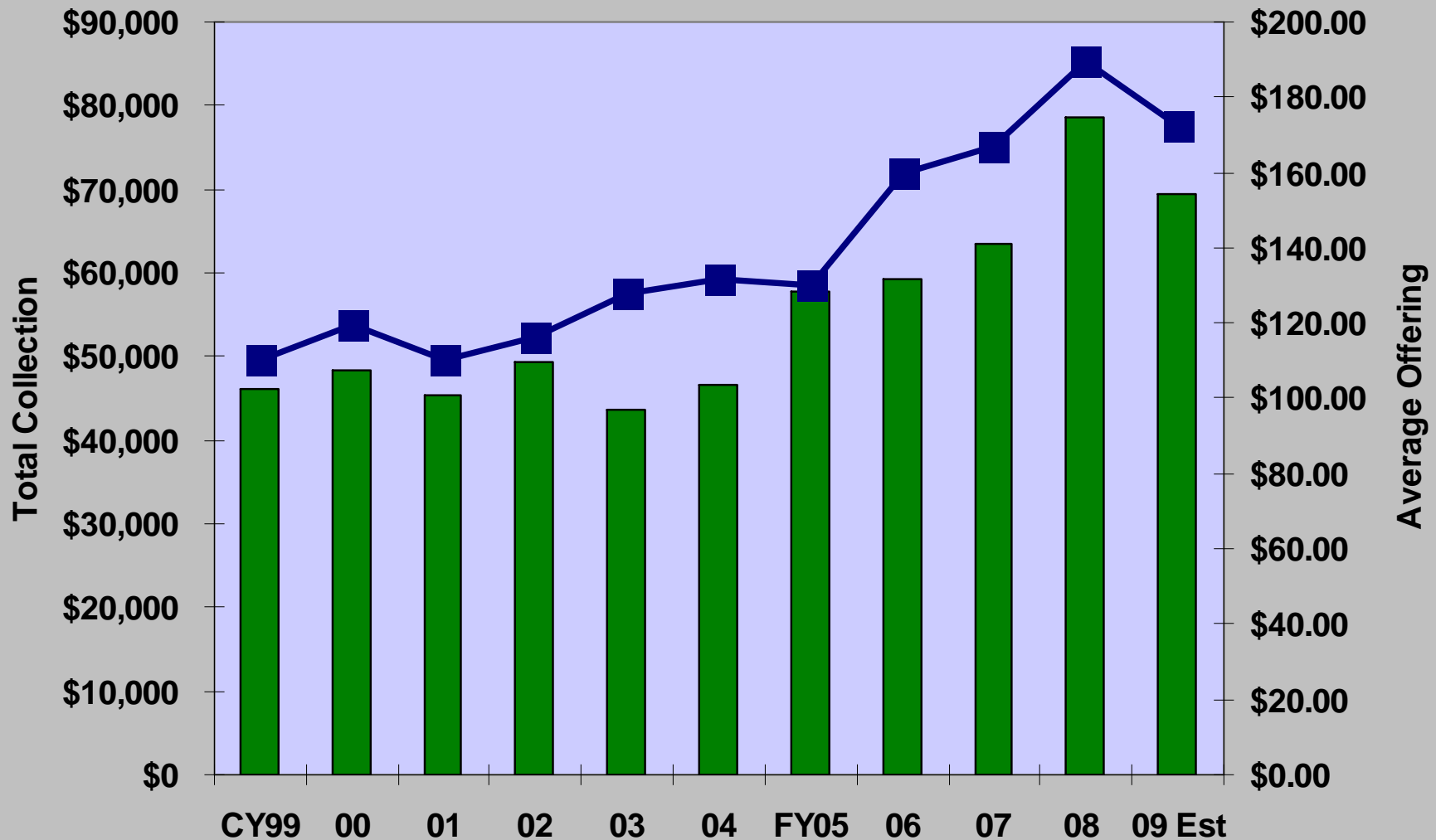
Monthly Offertory CY99 – FY09



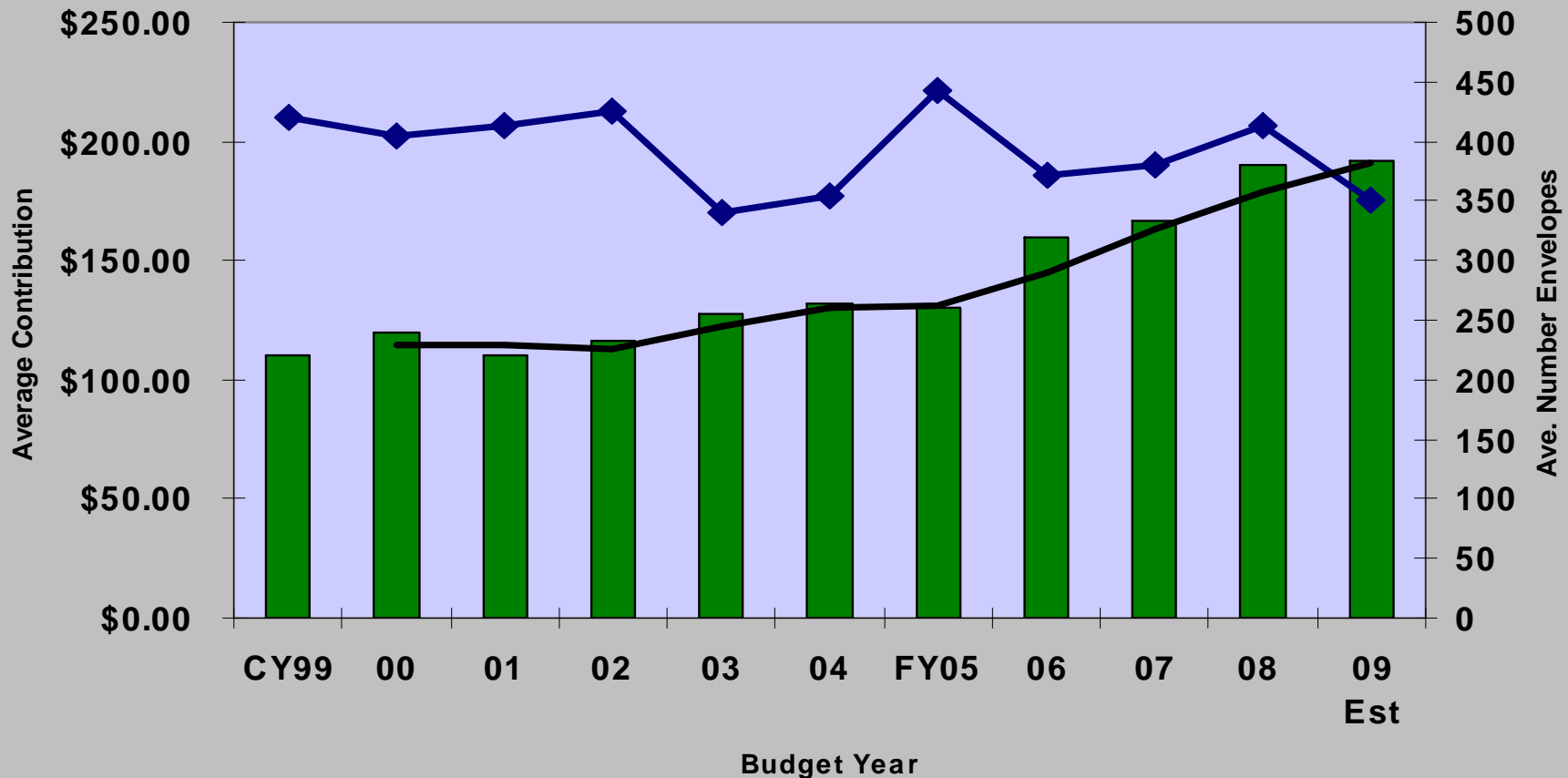
Average Monthly Offertory Contribution, CY99 – FY08



Grand Annual Contribution Rates, CY99 – Projected FY09

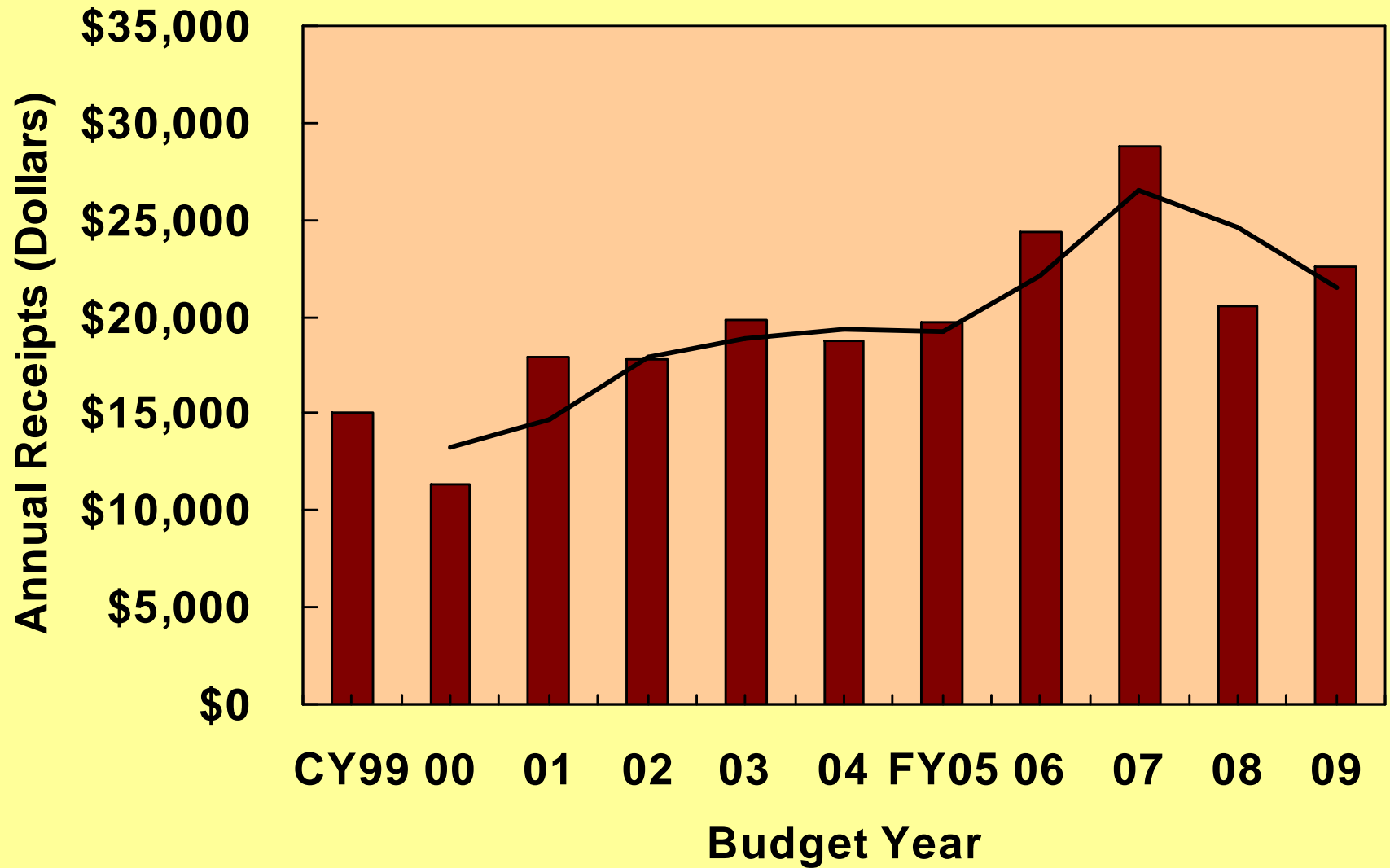


Grand Annual Contribution Rates, CY99 – Projected FY09

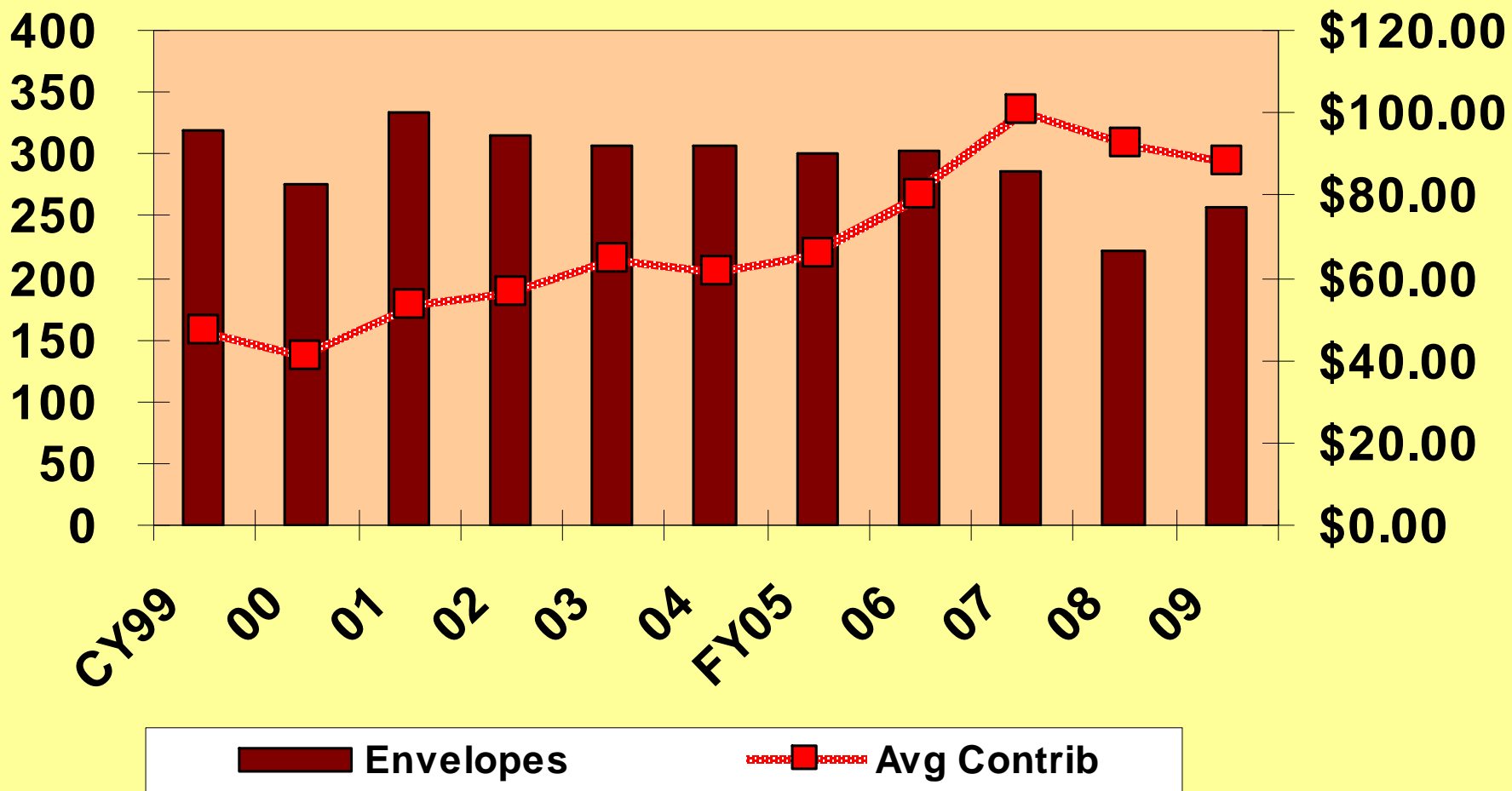


■ Average Contribution
 ◆ Ave. Number Envelopes
— 2 per. Mov. Avg. (Average Contribution)

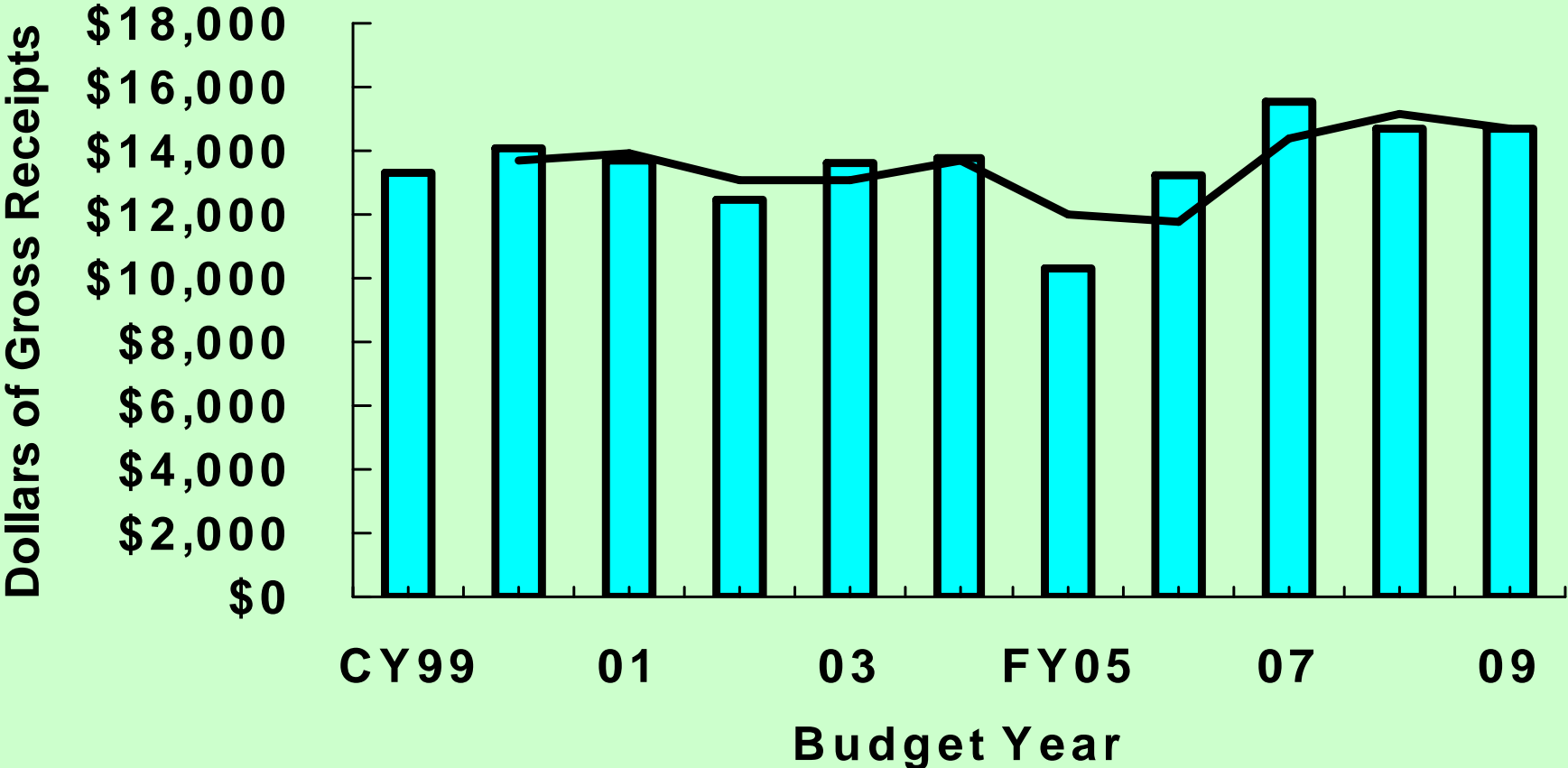
Annual Fuel Collection, CY99 – FY09



Annual Fuel Collection CY99 - FY09



Bazaar Receipts, CY99 – FY09



Financial Challenge

- **At the rate our “core contributors” have been supporting our operating costs, until most recently we have run deficits, but we’re slowly turning that around.**
- **We need more families to participate in giving. A few of those receiving weekly envelopes for systematic contributions to our parish budget carry a disproportionate share of the load.**
- **We need to reach especially to those whom we don’t see except for during holiday seasons, perhaps beginning with those whose children are in CCD but who are not making regular contributions.**

Financial Challenge (cont'd)

- **We need to “reach” those families who seem to continue to make a \$1.00/week cash offering just as they did years ago**
- **Following the Easter Weekend, we shall review our results and adjust the number receiving the weekly envelopes, based on actual usage YTD**
- **Father John will now offer a summation**

Summary of Our Challenges

- We need more of our members actively engaged, both spiritually and financially, in parish life
- We need to bridge our operating budget deficits
- We need to address our short-term capital needs sensibly, preserving our infrastructure
- We need to begin addressing our long-term goals – both in spiritual development and capital campaigns

Thank You

- Parish Pastoral Council: Father John Kiley (Chair); Patricia Allen; Richard Best; Lou DeGeorge; Matt Faino; John Hickey; Marian Howe; Vince Kimball; Dave LeBel; Anne Page; David Pauley (formerly Vice Chair); Dorothy Pojasek; Leah Zaroulis; Deacon Carl Roberts, Nancy Salah & Elisa St. Clair (ex officio)
- Parish Finance Committee: George Howe (Chair); Richard Best; John Gahan; Eamonn McDonnell; Joseph Rosenberger; Brendan Whooley; Kevin Harney; Father John Kiley (ex officio)
- **It's time for Q & A**