

we are  
**IN THIS**  
together  
before • during • after



Holy Family Annual Stewardship

**2019 | 2020**

# HOPE in a Challenging World

We are in this Together. I'm sure you have heard these words a lot in the face of our recent global challenges. However, I hope you take pride in the fact that we have been proclaiming these words before each Mass here at Holy Family long before this pandemic. It is a statement of unity that gives us hope in the face of such challenging times. I have recently found added hope in the stories of resilience, courage, and creativity of people throughout history that have not only survived, but also thrived, while facing greater challenges than this pandemic.



In the midst of what swirls around us and within us, we here at Holy Family are guided by our recently revised mission statement, "To empower all to experience New Life In Christ through sacramental living, transformative worship, lifelong spiritual growth and community in service to others." These words should be an inspiration to guide us with more urgency and dedication than ever before.

The accompanying pages tell a story of our journey of unity as a parish community. It is a story of reaching out to those closest to us and those far beyond our community BEFORE, DURING and AFTER a pandemic upended the world as we knew it.

Please be attentive to the story. You will see examples of how we are carrying out our mission and the results we've achieved. I know you will be both proud and hopeful.

God Bless us all in sharing Hope,

Fr. Terry Keehan | Pastor of Holy Family

## Before The World Changed

When our July to June fiscal year started, Holy Family was already in the second year of a five-year plan intended to drive our growth in a changing environment. We had a number of significant activities and accomplishments during Ordinary Time, Advent and the days leading up to Lent.

A key element in our long-range planning was the launch of "Providing For Our Family's Future." The goal of the campaign was to raise \$3,775,000 to help provide a bright future for the next generation of parishioners. Thanks to your generous support we've received pledges exceeding our financial goal to help build our community through spiritual renewal, sustaining our mission and supporting Catholic education in the Archdiocese of Chicago.



## *Transformative Worship*

Our vision of transformative worship was achieved in many ways. We packed the church on two Sundays to celebrate the Mass of Rock, incorporating modern secular music into the celebration of the liturgy.

Building worship and faith experiences for new generations of worshipers, we opened Kid Kare and continued Kid Church on alternating Sundays. Holy Family also contributed to inter-faith and multi-cultural worship experiences.



## *Lifelong Learning*

Lifelong spiritual growth is a key element of Holy Family's vision. Many of our programs for children, teens, young adults and adults were already making changes and taking innovative approaches before the COVID-19 shutdown.

Family Faith adapted our "First Communion Faith-in Retreat" to be a family centered experience done at home. This reinforced the important influence of parents in a child's faith development.

We re-designed our IGNiTE Lock-in by focusing on the power of peers ministering to peers. The GLOW teens planned all the retreat activities, gave several witness talks, facilitated the small groups and presided over prayer. We also had the largest delegation of teens attend the National Catholic Youth Conference in Holy Family's history thanks to the support of the parish community.



Holy Family celebrated the one-year anniversary of our ABLAZE Ministry by fine-tuning the program to focus on college age young adults. This included the creation of online platforms added to in-person programs to minister to this age group going forward.

In addition to our traditional Bible Journey presentations, Adult Faith focused on working with Dr. Terry Nelson-Johnson and Laura Field through their company, Soul Play, to develop a plan for a spiritual renewal of our parish. The goal was to strengthen the bond of our community and create excitement for living sacramentally. This "Spiritual Makeover" began with over 300 women attending our Advent by Candlelight evening with speaker Laura Field.



Holy Family Academy is another pillar of lifelong learning, with nearly 500 students enrolled in preschool through 8th grade. The Academy is nationally recognized for innovative approaches to education. Consistent with its culture of continuous improvement, representatives from the Academy visited internationally renowned Ron Clark Academy (RCA) in Atlanta. Using RCA's model, we launched a House System in our middle school to develop leadership skills and promote an environment of belonging by strengthening relationships with teachers, students, and families.

# Responding **During** A Challenging Time

Human concern needs and solutions were a constant focus before and during the pandemic. In conjunction with our Advent theme of “Higher Love,” Holy Family began focusing on racism and the rights of others. We also continued serving specific local needs and quickly changed methods to adapt to new circumstances.

Our Job Support Group was one of the first ministries started at Holy Family. This service became all the more vital when unemployment surged after social distancing restrictions started in the spring. Instead of weekly meetings at the church, the Job Support Group started Zoom meetings with robust attendance. A new website was built for our job seekers and new workshops were added in conjunction with the new Barrington Career Center at no cost. Despite the disruptions, about 63 people secured jobs.

When our PADS (Public Action to Deliver Shelter) site was closed in March, Holy Family became the first location to reach out with funding to provide guests shelter in a hotel. We continued to provide funding and food beyond April. As of the end of June, Holy Family provided 60-90 dinners on a weekly basis.



## *Worshiping Throughout the Pandemic*

As social distancing and pandemic closings began to dominate every aspect of life in March, we quickly adapted our liturgies to this new environment. During this time we were truly living our Lenten theme, “Love First – A Change in Perspective.”

We began pre-recorded liturgies on the Third Sunday of Lent. For over five months, our Masses evolved from simply taping the celebrant at the altar, to productions incorporating recorded music and inspiring visual elements to help us stay engaged and inspired.

We also expanded our use of electronic media for many other new or existing worship experiences. New digital resources included “Wednesday Recharge,” Fr. Terry’s midweek thoughts on a range of topics. Many Small Christian Communities began to meet via Zoom, quickly adapting to new methods of staying in touch.

In person lifelong spiritual growth paused during the start of the pandemic, but quickly moved to remote programming to help keep the community connected. We began a “Tune in with Terry” program with Fr. Terry facilitating discussions on Zoom about many topics, including building community and thoughts about racism in our world. Zoom was also used for Bible Study and other discussions. Additionally, our staff and 62 volunteers using phone calls and emails reached out to 1,800 families during April and May.

Likewise, the Academy went digital during the shut down. The school stayed connected with students, faculty and families by streaming announcements, prayers and school happenings. Word of our success at e-learning spread and our parish school was recognized nationally in an article in the National Catholic Reporter and locally in the Daily Herald.



## *Shifting Operational Considerations*

Life during the pandemic not only affected our worship, learning and outreach. It also had a significant impact on the day-to-day operation of our campus and the staff who serve our parishioners.

As the pandemic restrictions went into effect we made a seamless conversion to remote working for our staff. During the shut down, we implemented facility cost-reduction measures and prepared a budget for the new fiscal year assuming the ongoing impact of COVID-19 restrictions. To help mitigate the financial impact of the pandemic, we applied for and received a Payroll Protection Plan loan allowing us to continue to pay our Parish and Academy staff for the rest of the fiscal year at pre-pandemic levels.

As restrictions eased, we worked with the Archdiocese on a re-opening process to institute and expand in-person Masses, weddings, funerals, baptisms, and other ceremonies. This involved training the staff and volunteers who would be implementing the new procedures. It also required physical changes at the church, including sanitizing, covering the pews and marking off social distance spaces.

## Creating an After

“We Are In This Together ... Before, During and After,” but we’re still not sure what the “after” will look like.

Over the past few months we have been able to celebrate two Masses a weekend in person and increase the number of worshipers allowed at each Mass. In late September, we also started to live-stream the 9:00 a.m. Sunday Mass. We will continue to plan for Mass adjustments depending on prevailing restrictions, and pray for the day when we can have more Masses and more people at Holy Family. Our vision of “after” will also include full celebrations of baptisms, weddings, funerals and other important rites.



As part of our Spiritual Renewal, we are continuing programming of Hope. In the months ahead, we will be offering movie and book discussions for adults, and other spiritual enrichment activities. This will build on the work we started with Soul Play before the pandemic. Continuing our efforts to address Human Concerns, we created a statement on “The Sin of Racism,” that will help guide our future efforts on human rights.

Our spiritual mission, emphasis on learning and care for others is possible only through the generous support of our parishioners. During the pandemic we have made the appropriate adjustments to be good stewards of our resources. Moving forward, we expect to resume major projects that were postponed during the pandemic, such as the flat roof replacement. Until then, we will continue to manage our budget given the prevailing circumstances. The last section of this report includes the key financial elements for our parish and school.

As we face an uncertain future, rest assured that Holy Family will be guided by the principles of our Vision Statement, Mission Statement and Core Values.

# Parish Financials

| <b>Income</b>  | <b>FY20</b>         | <b>FY19</b>         | <b>% Change</b> |
|--|---------------------|---------------------|-----------------|
| <sup>1</sup> Sunday & Holy Day Collections           | \$ 2,029,880        | \$ 2,124,511        | -4%             |
| <sup>2</sup> Christmas, Easter and Other Collections | \$ 335,128          | \$ 342,425          | -2%             |
| Parish Program Tuition and Fees                      | \$ 151,578          | \$ 159,151          | -5%             |
| <sup>3</sup> Fundraising Activities (Net)            | \$ 17,790           | \$ 48,405           | -63%            |
| All Other Revenue                                    | \$ 114,877          | \$ 101,005          | 14%             |
| <b>Total Income</b>                                  | <b>\$ 2,649,253</b> | <b>\$ 2,775,497</b> | <b>-5%</b>      |
| <b>Expenses</b>                                      |                     |                     |                 |
| <sup>4</sup> Salary and Benefits                     | \$ 1,715,590        | \$ 1,762,751        | -3%             |
| Administrative Expenses & Supplies                   | \$ 210,877          | \$ 228,898          | -8%             |
| <sup>5</sup> Utilities and Building Maintenance      | \$ 232,678          | \$ 335,716          | -31%            |
| Archdiocese Assessments                              | \$ 358,728          | \$ 343,748          | 4%              |
| Insurance  | \$ 62,794           | \$ 61,092           | 3%              |
| All Other Expenses                                   | \$ 54,202           | \$ 77,725           | -30%            |
| <b>Total Expense</b>                                 | <b>\$ 2,634,867</b> | <b>\$ 2,809,930</b> | <b>-6%</b>      |
| <sup>6</sup> <b>Net Income from Operations</b>       | <b>\$ 14,386</b>    | <b>\$ (34,433)</b>  |                 |

1) Sunday collections were down 11% during the last quarter of the year.

2) Easter collection was actually up vs. last year despite no Triduum services.

3) Hops on the Vine cancelation led to fund raising shortfall.

4) Staff restructuring led to decrease in salary/benefit costs.

5) Building closure and reduced infrastructure failures drove lower costs.

6) Expense reduction faster than income reduction resulted in small profit.

## Providing For Our Family's Future Campaign

### Income

|                                   |                     |
|-----------------------------------|---------------------|
| Pledges Collected Since Inception | \$ 1,332,091        |
| <b>Total Income</b>               | <b>\$ 1,332,091</b> |

### Expenses

|                                   |                   |
|-----------------------------------|-------------------|
| Conducting the Campaign           | \$ 205,634        |
| Campaign Programs                 | \$ 12,375         |
| To Teach Who Christ Is Commitment | \$ 236,400        |
| <b>Total Expenses</b>             | <b>\$ 454,409</b> |

**Net Balance Campaign Account \$ 877,682**

# Academy Financials

| Income   | FY20                | FY19                | % Change    |
|--|---------------------|---------------------|-------------|
| <sup>1</sup> Tuition and Fees                      | \$ 3,325,617        | \$ 3,439,505        | -3%         |
| Less Tuition Assistance                            | \$ (396,554)        | \$ (305,541)        | 30%         |
| Net Tuition and Fees                               | \$ 2,929,063        | \$ 3,133,964        | -7%         |
| Fundraising, Donations & Misc. Income              | \$ 50,867           | \$ 52,816           | -4%         |
| <sup>2</sup> IL State Scholarship Funds            | \$ 156,113          | \$ 69,760           | 124%        |
| <b>Total Income</b>                                | <b>\$ 3,136,042</b> | <b>\$ 3,256,540</b> | <b>-4%</b>  |
| <b>Expenses</b>                                    |                     |                     |             |
| <sup>3</sup> Salaries and Benefits                 | \$ 2,521,719        | \$ 2,641,256        | -5%         |
| Instructional Books and Supplies                   | \$ 66,203           | \$ 48,682           | 36%         |
| <sup>4</sup> Administrative Expenses               | \$ 248,059          | \$ 139,699          | 78%         |
| Building Furnishings & Maintenance                 | \$ 123,846          | \$ 135,339          | -8%         |
| Arch Assessment and Insurance                      | \$ 85,479           | \$ 78,534           | 9%          |
| <sup>5</sup> All Other Expenses                    | \$ 78,628           | \$ 135,496          | -42%        |
| <b>Total Expenses</b>                              | <b>\$ 3,123,934</b> | <b>\$ 3,179,006</b> | <b>-2%</b>  |
| <b>Net Income from Operations</b>                  | <b>\$ 12,108</b>    | <b>\$ 77,535</b>    | <b>-84%</b> |
| <b>Special Restricted Donations &amp; Expense*</b> | <b>\$ 69,726</b>    | <b>\$ 108,000</b>   | <b>-35%</b> |
| *Not included in Operating Income                  |                     |                     |             |

1) Reduction in enrollment to 471 vs 531 in prior year.

2) Doubling of state scholarship funds driven by a 2 for 1 Archdiocesan match.

3) Salary reduction driven by reduction in CARE services.

4) Spanish teacher was contracted vs. planned salaried position majority of increase.

5) Reduction in building expenses due to remote learning.

| 2020 Gala Financials   | FY20              | FY19              | % Change    |
|------------------------|-------------------|-------------------|-------------|
| Gala Income            | \$ 307,525        | \$ 305,693        | 0.6%        |
| Gala Expenses          | \$ 87,309         | \$ 88,649         | -1.5%       |
| <b>Gala Net Income</b> | <b>\$ 220,216</b> | <b>\$ 217,044</b> | <b>1.5%</b> |



## *Isaiah 41:13*

*For I, The Lord your God,  
hold your hand; it is I who  
say to you, "Do not fear,  
I will help you."*



# Coming this Advent



In crisis, Christ is.

Advent & Christmas 2020

## **crisis (n.)**

*early 15c., crise, crisis — a decisive point in life; a point at which **change must come.***

This Advent and Christmas season finds our Church and world at a decisive point. Change has come, and will continue to come. As people of faith, we place our trust in the promise of this holy season: Emmanuel, God with us yesterday, today, and always.

Time and time again, we are witnesses to God's Providential Protection. God is not socially distant, passive, or unconcerned with the challenges of our daily lives. Rather, in the waiting and in the coming, the love of God and the gift of Christ is tangible and present in the condition of our physical world.

We invite you on the odyssey from Advent to Christmas.

Let this holy experience remind us once again that in the midst of crisis,

**Christ is.**

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