

BE MORE

A MOVEMENT OF GROWTH

ANNUAL REPORT 2023 | 2024



HOLY FAMILY
CATHOLIC COMMUNITY

BE MORE: A Movement of Growth

BE MORE: A Movement of Growth is an initiative for achieving Holy Family's mission to embody the Gospel call and empower all to experience new life in Christ through sacramental living, community engagement, and spiritual growth.



Dear Holy Family,

The vision for Holy Family in 1984 was to build a vibrant, thriving faith community in the Roman Catholic tradition, offering a diverse and dynamic way to express our beliefs. As we celebrate our 40th Anniversary this year, I am proud of my role as the third pastor to be trusted to nurture this vision, particularly during changing and challenging times for the big “C” church in our society today.

This year's Stewardship Report will review some of our key developments and accomplishments, as well as our financial position. More importantly, it will explain how we are planning for the future.

My vision for Holy Family's future is:

A community regularly and intentionally focused on the Eucharist at Mass, which gathers us in gratitude to God, inspires us through Jesus Christ and energizes us in the Holy Spirit.

Our guiding initiative as we look toward 40 more years at Holy Family is **BE MORE: A Movement of Growth**.

What is our Movement Of Growth?

It is **NOT** a plan like other initiatives that generate a document that sits on a shelf somewhere. It is a movement designed to generate growth in two major areas:



Spiritual Growth

- Our mission statement tells us that lifelong spiritual growth leads to new life in Christ.
- We will continue and increase programs of education, formation, spirituality, service and social justice throughout all stages of our parishioners lives.
- We will deepen the sense of SACRAMENT and GRACE that have begun these past few years.
- We aim to deepen the connection between the Eucharistic celebration at Mass and the gratitude for Christ's true presence, as experienced through the proclaimed Scriptures and the transformation of bread and wine into His Body and Blood. By embracing this gift, we are called to a greater awareness of Christ's presence in our daily lives.
- We will deepen all aspects of the celebration of the Eucharist growing more in appreciation for all that is sacred in our lives.
- We will approach all spiritual learning with renewed vigor and innovation.



Numeric Growth

- We will increase initiatives to welcome new members through both intentional invitations to join us at Mass as well as social soft entry gatherings such as Shenanigans designed to welcome newcomers to share our spirit in less formal and fun ways.
 - We will take welcoming a step further to engage parishioners and newcomers in the vibrant and unique Catholic spirit of Holy Family.
- We will increase enrollment across all lines of programming including our Academy, Family and Teen Faith Programs and attendance for all parish offerings.
 - Gather more people to celebrate the Eucharist at Mass regularly.
 - Increase the amount of generosity through financial support of our mission through regular offerings, planned stewardship, various forms of electronic giving, support of major fundraising events and Lenten Social Justice Projects.

Guiding Our Next 40 years

Our Movement of Growth will be characterized by increased attendance and participation at Mass, and complemented by the Synodal Process, recommended by Pope Francis. **What is a Synodal Process?** It is:

- A movement, guided by a conversation that emphasizes prayerful listening leading to discernment and progress.
- Gathering groups of all parish constituencies in a genuine conversation to address important issues, concerns and ideas.
- Led by fellow parishioners and staff, trained to punctuate these conversations with silent prayer, thorough feedback and participation of ALL in the discussion.
- A process that will span at least the next three years, ensuring ample opportunity for everyone to participate.
- An evolutionary process guided by ongoing Conversations in the Spirit—small group gatherings focused on listening to the Holy Spirit and each other to shape the future of our community. A Leadership Team is in place to direct our parish Synodal process, develop discussion questions, and create strategies to ensure all voices are heard.



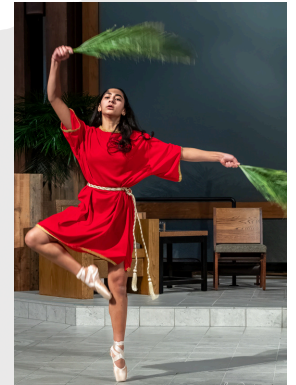
Our renewed emphasis on the Eucharist and the Synodal Process will drive our growth going forward while capitalizing on the many qualities that have distinguished Holy Family since its founding.

Distinctive Worship & Faith Building

Holy Family is known for its distinctive approach to Catholic worship, along with multiple faith-building and educational efforts for adults, families, teens and younger children. While weekly church attendance is still not at pre-Covid levels, we are making progress in reaching worshipers in different ways. We are intentional in our efforts to take a refreshed approach to a traditional liturgy.

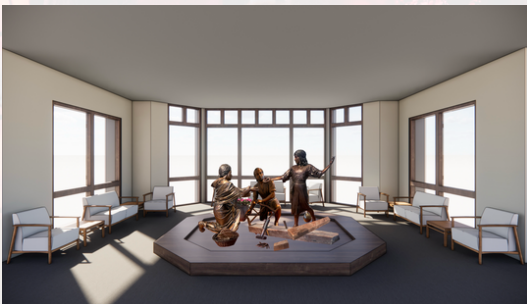
Why do we feel different? Here are some of the ways:

- There is a high level of joy and passion among celebrants and worshipers.
- Our Cross of New Life is an alternative depiction focusing on the resurrection and new life found in Christ.
- We experience a unique interpretation of Catholic music.
- Our video screens provide a multi-sensory experience that enhances all of our liturgies.



Architectural Enhancements

Soon, we will be enhancing the beauty and functionality of our church in two areas. The first is relocating the Holy Family statue located near the wall to the left of the altar. They will be placed in the Narthex in a visible and welcoming location. The second change is transforming the rest of that area to give the Tabernacle greater prominence, creating a central focal point for worship and devotion. Also, Mary, the Mother of Christ, will be honored in a new and meaningful way within the church.



Celebrating and Living Our Faith

As we look to the future, we should not lose sight of the many significant accomplishments of the past year. Our Family Mass is a successful multi-generational worship experience. We are also continuing to use technology introduced during Covid to livestream Masses and other presentations.

BE MORE: An Ignatian Spiritual Exercise Program introduced us to how the Spiritual Exercises of St. Ignatius lead us to experiencing the mystery of God's unconditional love in the everyday world.

To help build teen faith, we created our own Kairos to ground students in the Holy Family Community while maintaining the traditional fruits of Kairos. We developed an Ambassadors program, a new role for selected Teen Leaders to represent Holy Family in each of our main feeder high schools. These students also have leadership roles in our IGNITE and FLAME programs and on our Confirmation Retreats. Another new program is Fanning the Flame, an opportunity for teens of all ages to gather to socialize and grow in community while growing in their relationship with God.

Holy Family Catholic Academy has prospered because of its innovative approaches to learning and teaching. HFCA strives to nurture students' curiosity, creativity and confidence to become global thinkers, leaders grounded in faith. The Academy is the only International Baccalaureate (IB) World School in the northwest suburbs. This distinction provides an international perspective and a holistic, comprehensive approach to education.



As the world becomes more secular, faith-filled youth are critical to the church's survival in the years ahead. The enthusiasm shown by the students on the cover gives me confidence that our approach is successful.

Human Concerns

Our Human Concerns activities provide many examples of how Holy Family parishioners do Christ's work in the world. You do this through donations of money and goods, and untold hours volunteering to help with various projects. Through your generous financial contributions more than \$200,000 was donated this past year to worthwhile causes:

- The Dioceses of Great Falls-Billings and Helena, Montana
- The Diocese of Mandeville, Jamaica
- Food and gifts over Thanksgiving, Christmas, and Easter to people experiencing food insecurity

Long-term funding also supports Human Concerns programs. We have been conducting estate planning sessions to help parishioners better understand how their gifts could support the parish beyond their life. As a result, this past year we received a significant bequest, which we designated to endow a Social Justice Fund.

Our One In Love LGBTQ+ Ministry, the only one of its kind in the Archdiocese, provides a monthly forum to explore sexuality, gender, and faith in a safe and loving atmosphere.

Parishioners also contributed their time to worthwhile projects. Members of the Welcome the Stranger ministry have helped deliver and set up donated household goods in refugees' new homes. Four members of the ministry have helped a refugee family of eight from Nigeria, easing their adjustment to life in our country. We reopened our PADS site for the first time since Covid. Over 1,800 volunteer hours were dedicated to providing overnight shelter and meals to homeless guests on Sunday nights from October through April.



Supporting Parish Needs

While Holy Family's primary mission is supporting the spiritual needs of our parishioners, having an inviting, safe facility to worship and gather for other activities is also critical. Your generous contributions to our regular collections are vital to supporting an effective, energetic staff and maintaining our extensive facilities.

Financially we are in good shape. The capital campaign has helped bolster our balance sheet and has helped fund the operational projects as well as our BE MORE efforts. As of June 30, we have collected 94% of the total campaign amount pledged by parishioners. Both the parish and academy had operational profits. Additional bequests drove both extraordinary income and balance sheet improvements. After a previous year decrease, we saw an increase in Sunday collections of 3%. Most of that came after the request made during last year's annual report weekend for parishioners to re-evaluate their contribution levels, particularly electronic givers who make up over 50% of contributors.

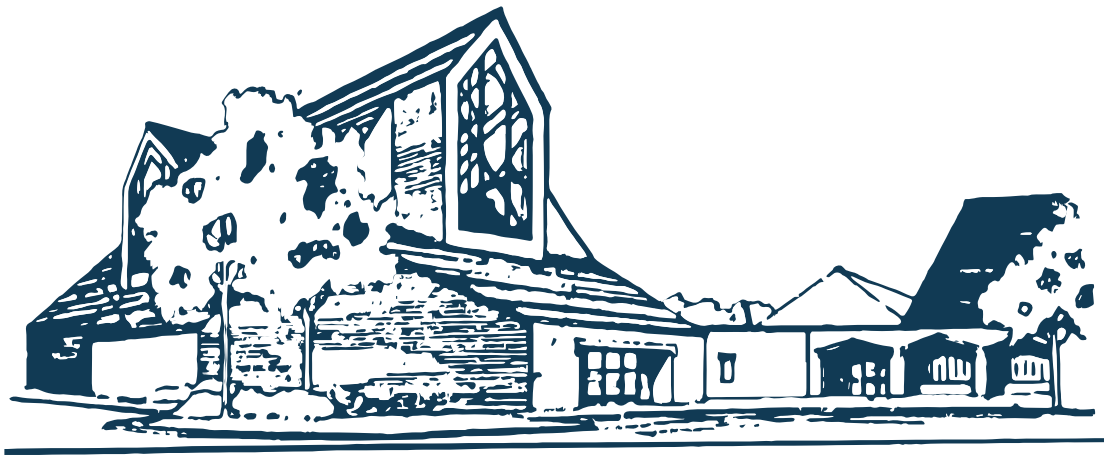
Supplementing our regular collections, we were helped this past year by our prudent investment of reserve funds, which generated about \$240,000 of investment income. The finance committee is working to continue this even as we're faced with likely changes to interest rates.

We also intend to use bequests for efforts above and beyond our operating budget needs that align with the mission of Holy Family. We encourage parishioners, as they meet with their financial planners, to consider making a gift to allow us to continue the mission of Holy Family even after their death.



The financial performance of the Academy is also promising. HFCA had enrollment increases over our budget that provided extra tuition revenue that did not affect the staffing plan. Rising enrollment, coupled with an increase in before and after school CARE usage, along with our investment returns, generated a comfortable operating profit for the school. We also are looking for alternative ways to replace the Tax Credit Scholarship Fund to support students who desire a Catholic education.

Our 40th anniversary gives us many reasons to celebrate. But it also creates some concerns about our building and facilities. As our building continues to age, there are significant infrastructure costs that must be addressed. In the past year we have replaced the church roof and those of the office and chapel/rectory wings, and next summer we will need to replace the roof and siding of the social center and Bernardin wings. We've also repaired water leaks in several locations and replaced failing components in our extensive HVAC system. Our parking lot is one of our biggest assets. We have been crack filling the main lots to preserve their life and next year we will need to seal and re-stripe the lot.



Looking Ahead

Holy Family was founded as a unique Catholic Community with a vibrant, relevant style of worship and formation. Our community has evolved and changed yet remains true to our innovative, dynamic roots. More than ever, we are capitalizing on the dreams and aspirations of our youngest through oldest parishioners. Many parishes throughout the Archdiocese and country are closing or merging. We continue to grow and thrive.

Every year our staff, leadership and I share a report that tells the story of our previous fiscal year. I also regularly ask for your continued generosity and support.

This year as we share this story I am also asking for your voice as we look to grow. Your voices are the seeds for our future. Your participation in Eucharistic renewal and the Synodal Process will be the water and sun that enables that growth.

Fr. Terry Keehan

PARISH FINANCIALS

Income	FY24	FY23	% Change
1 Sunday & Holy Day Collections	\$ 1,990,787	\$ 1,931,970	3%
Christmas, Easter and Other Collections	\$ 319,122	\$ 306,369	4%
Parish Program Tuition and Fees	\$ 128,095	\$ 118,992	8%
Event & Fundraising Activities (Net)	\$ 11,787	\$ 17,494	-33%
2 All Other Revenue	\$ 272,323	\$ 189,540	44%
Total Income	\$ 2,722,114	\$ 2,564,365	6%
Expenses			
3 Salary and Benefits	\$ 1,708,426	\$ 1,633,590	5%
Administrative Expenses & Supplies	\$ 134,512	\$ 142,260	-5%
4 Utilities and Building Maintenance	\$ 276,539	\$ 258,967	7%
Archdiocese Assessments	\$ 320,544	\$ 307,356	4%
Insurance	\$ 90,070	\$ 82,907	9%
All Other Expenses	\$ 60,247	\$ 52,806	14%
Total Expense	\$ 2,590,338	\$ 2,477,886	5%
5 Net Income from Operations	\$ 131,776	\$ 86,479	52%
Operating Income Before Investment Income	\$ (30,294)	\$ 42,767	

- 1) Collections were up over prior year but are still slightly below pre-COVID levels
- 2) Significant increases in interest income due to higher rates and \$1.2M in estate bequests
- 3) Increase driven by cost of living increases and benefit cost increases
- 4) Increase driven by electricity increases after expiration on Clean Air Act rebates
- 5) Operating increase over prior year driven by significant increase in interest income

PROVIDING FOR OUR FAMILY'S FUTURE CAMPAIGN

Income	Campaign Totals Thru	
	June 30, 2024	June 30, 2023
1 Pledges Collected & Interest Income	\$ 3,858,745	\$ 3,421,606
Expenses		
Conducting the Campaign	\$ 206,725	\$ 206,725
2 Campaign Funded Programs	\$ 807,025	\$ 567,083
3 To Teach Who Christ Is Commitment	\$ 1,182,000	\$ 945,600
Total Expenses	\$ 2,195,750	\$ 1,719,408
Net Balance Campaign Account	\$ 1,662,995	\$ 1,702,198

- 1 For reference, total amount pledged to the campaign is \$4,070,873
- 2 In the past year campaign funded tuck pointing of the church walls, the addition of flashing on the church walls and roof snow guards
- 3 We have now completed all payments toward our TTWCI commitment

2024 GALA FINANCIALS

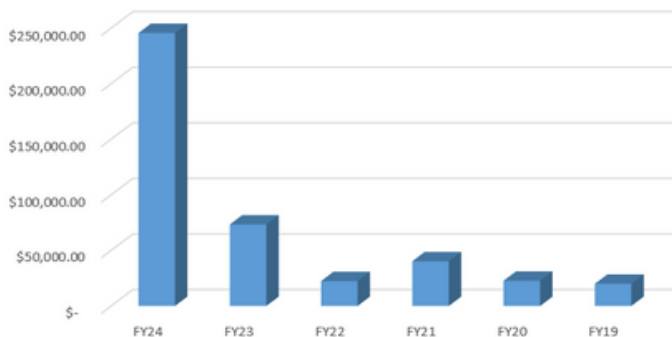
2024 Gala Financials	FY24	FY23	% Change
Gala Income	\$ 433,369	\$ 474,098	-9%
Gala Expenses	\$ 162,255	\$ 133,085	22%
Gala Net Income	\$ 271,114	\$ 341,013	-20%

ACADEMY FINANCIALS

Income	FY24	FY23	% Change
1 Net Tuition and Fees	\$ 3,754,132	\$ 3,190,003	18%
2 Fundraising, Donations & Interest Income	\$ 151,271	\$ 71,922	110%
IL State Scholarship Funds	\$ 114,946	\$ 127,163	-10%
Total Income	\$ 4,020,349	\$ 3,389,088	19%
Expenses			
3 Salaries and Benefits	\$ 2,987,781	\$ 2,632,040	14%
4 Instructional Books and Supplies	\$ 108,270	\$ 134,442	-19%
Administrative Expenses	\$ 221,170	\$ 170,477	30%
5 Building Furnishings & Maintenance	\$ 244,869	\$ 188,349	30%
Arch Assessment and Insurance	\$ 131,123	\$ 120,488	9%
All Other Expenses	\$ 100,072	\$ 96,644	4%
Total Expenses	\$ 3,793,285	\$ 3,342,440	13%
Net Income from Operations	\$ 227,064	\$ 46,648	387%
Operating Income Before Investment Income	\$ 146,197	\$ 17,053	

- 1) Increased enrollment vs plan and tuition/fee increases; increased CARE usage
- 2) Significant increases in interest income due to higher rates
- 3) Increased staffing and benefit costs due to higher enrollment and CARE usage
- 4) Accelerated some planned school year expenses into the prior school year
- 5) Includes \$28K project to add safety film to Academy windows and doors

HFCC Interest & Investment Income





HOLY FAMILY
CATHOLIC COMMUNITY

Join us as we celebrate our past, present and future!

**When: Saturday, November 23, 2024
6:00pm – 8:00pm
Immediately following the 5:00 pm Mass**

Where: Narthex

**Appetizers, Beverages, and Cake will be served
Special Entertainment by Hugo Salcedo, Guitarist**

For more info stay tuned to: holyfamilyparish.org

For 40 years, Holy Family's ministry has been a movement to spread the love of Jesus and bring the gospel to others through transformative liturgies and experiences. As we approach our anniversary celebration, let's take a moment to learn and discover new things about our vibrant community...

In 2002, our Holy Family Catholic Academy opened, using the Archdiocese of Chicago's "Grow-a-School" model. What was the beginning enrollment at our parish school?

- A. 200
- B. 100
- C. 54
- D. 29

The answer is D: 29 students. Today, HFCA has 486 students!

Why was the name "Holy Family" selected for our parish?

The name was selected in order to describe what everyone hoped we would become: a faith-filled community from ALL walks and stages of life: families, singles, couples, young, old, widowed, divorced... all becoming one "Holy Family!"

Congratulations, Holy Family. Let's continue to grow in faith and love for one another and most especially for the stranger we have yet to meet.

We look forward to seeing you at our celebration Mass and reception taking place on Saturday, November 23rd at 5pm.