

St. Patrick's Parish/Archbishop Bergan Finance Committee Meeting Minutes

December 19, 2019

Present: _____ Absent: _____ Other: _____

Ron Baumert
Donna Millie
John Kieny
Steven Pleskac

Matt Mueller (PC)
Matt Mastny

Fr. Walter Nolte
Deacon Steve Hill
Fr. Bill Cremers
Fr. Nicholas Mishek- Secretary

John Konecky
Tom Wolf (Conference Call)

1. Opening Prayer- Fr. Nolte
2. Tuition Discussion continued
 - a. Proposals from Deacon Steve Hill
 - i. School is a Mission of the Parish- however the Parish has limited financial resources
 1. Trying to find a way to limit the shortfall from Bergan
 2. Plans assumes, the current level of parish giving, current fundraising, etc. and an increase in healthcare and salary costs consistent with the prior year.
 - a. Archdiocese has stated to looking for alternatives for healthcare for parishes and schools
 - b. Old Plan was grandfathered in; parish pays 68%, employees pays 32% and that cannot be changed
 - i. Required to participate in this healthcare currently
 - c. Meeting tomorrow by Archdiocese
 3. Parish cannot continue running at a deficit
 - a. Lowering costs has been looked at
 - b. Looking at additional fundraising efforts
 - ii. Proposed plans
 1. **See handouts**
 2. Each proposal includes an increase in tuition along with other modifications.
 3. ECEC director was more in favor of Proposal 2
 - a. ECEC running at capacity in terms of number of kids
 - i. Need to move the organ in order to get more kids
 - b. Biggest variable is maintenance
 4. Each proposal modifies the Large Family discount such that the third student on would pay 20% of tuition (currently the 3rd student pays 25%, and thereafter are free)
 5. First three proposal don't affect the staff discounts

- a. Fourth proposal does affect the staff discounts
 - i. Adds a cap on the amount of discount
 - 6. Also only apply one of the discounts: either family or staff, whichever is most advantageous to the family
 - 7. Possibility of looking at total family income when applying discounts
 - a. Currently we are not doing that with family or staff discounts
 - iii. Possibility of freezing salaries?
 - 1. May lose significant teachers
 - 2. **See pay scales in the handout**
 - a. Maybe still allow teachers to move through the grid
 - b. Just freeze the numbers on the grid
 - 3. Teacher retention rate is good
 - a. Benefits included (tuition assistance etc.)
 - iv. Difference between Bergan and Fremont Public
 - 1. More research is needed
 - v. Possibility of getting greater assistance from the Archdiocese
 - 1. More research is needed
 - vi. Ways parishes support their schools
 - 1. Contributions (Sunday giving)
 - a. Are the parents of school tithing as well?
 - b. 30% kids at Bergan are not Catholic
 - i. Even those who are Catholic, many don't go to Mass
 - 2. Fundraising
 - 3. Also, our buildings are older
 - vii. Even with Healthcare fix from the Archdiocese, that would not take care of the problem. Healthcare is only one component.
- b. Suggestion #1
 - i. Need to look for additional source of revenue and reduce costs (healthcare etc.)
 - 1. But does not want to raise tuition rates or change discounts
- c. Suggestion #2
 - i. What percentage can we raise where we still retain students?
 - 1. If all stays the same... may face a \$1.2M deficit
 - 2. Does not think 25% increase will go well
- d. Development
 - i. Had a development audit from the Archdiocese
 - 1. Trying to find new ways to increase fundraising
 - ii. Maybe a stewardship drive at the parish
 - 1. Pastor development conference
 - a. Coming up with other alternatives
- e. Maybe build up scholarships to get more kids in the school?

- f. Are we using our facilities efficiency?
 - i. Lights on, heating etc.
 - ii. But the parishioners who are already giving are the ones using the facilities
 - g. Focus on moving the organ and renovate room for ECEC
 - i. Build up revenue
 - h. Is there room in the white building (Flynn Center) to move the offices?
 - i. Make the office a rentable building again?
 - i. Teacher's Master's Degree
 - i. Some benefit, but may not translate into incremental tuition
 - ii. Other schools (Scotus) put a cap on the Master level
 - j. Suggestion
 - i. Maybe increases at the high school rather than the grade school
 - ii. If the deficit isn't eliminated through increased tuition, we will need to have a formal "Plan B" regarding what steps will be taken should the increased fundraising / giving levels not materialize
3. Please continue to think of ideas
 4. Please look over the Standard Financial Update
 - a. When emailing, please hit reply all to have your voice heard
 5. Moving the Festival to the Church and Elementary School
 - a. Parking; possible shuttle bus
 6. Closing Prayer-Fr. Nolte