

**St. Patrick Catholic Church and Archbishop Bergan Catholic School  
Frequently Asked Questions**

**Questions Answered in Virtual Town Hall on May 13, 2020**

**Q1. We were surprised to hear of the poor financial situation at the Parish and School. How did things become so bad so quickly?**

A1. The Parish and School have been struggling for many, many years. Our cash flow issues are not new and did not pop up overnight. Late last year we, along with your Finance Committee, created a plan to attempt to address this situation. This plan included communication of the situation to you, reaching out to the Archdiocese for assistance in our stewardship and development efforts, and efforts to increase enrollment in our School. All of these were in various stages of implementation when social distancing measures were implemented along with cessation of public Liturgies. These COVID-19 responses made our bad situation significantly worse.

**Q2. If our cash flow issues have been going on for many years, how is it that we didn't have a significant problem until now?**

A2. Up until now, the Finance Office has been attempting to manage our cash flow problem by using built up cash reserves, by deferring expenses (i.e. not paying bills when due, but rather delaying paying them until a later date), and by accelerating revenue (i.e. using some of next year's revenue to pay this year's expenses). These have been effective ways to attempt to manage the situation, and typically work in temporary cash flow shortfalls. Unfortunately, our situation was not temporary but rather has continued over several years.

**Q3. Does this mean that the School will be closing?**

A3. With your generous response to our Deficit Reduction ask (269 families have contributed a total of over \$175,000), coupled with funding received through a federal government loan (see the Question on How much debt does the Parish and School have?) a decision was made to move forward with the 2020/2021 school year. The Parish and School are fully committed to operating the School for the upcoming school year – contracts have been signed for School Teachers and Administrators, and everyone is looking forward to next year.

**Q4. What does it cost to educate a child at Archbishop Bergan Catholic School?**

A4. In general, our cost to educate a child is over \$7,300 (approximately \$9,000 for middle/high school students and \$6,300 for elementary students). Tuition for the 2020/2021 school year was set as follows:

Grades K-4: \$3,575	Grades 7-8: \$4,750
Grades 5-6: \$4,175	Grades 9-12: \$5,400

Tuition was set at this level to attempt to make it as affordable as possible while reflecting around a 10% increase from the prior year.

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**Q5. Why isn't tuition simply set at what it costs to educate a child? Wouldn't this eliminate the problem?**

A5. Theoretically, we could set tuition at the cost to educate a child level. However, we feel that at these significantly higher tuition levels, we would experience a dramatic decrease in the number of students attending the School, and, due to the principle of economies of scale, our actual cost per child would then increase even further. The class rooms are being operated at minimum required to be accredited under the State of Nebraska Department of Education Rule 10. The Early Childhood Education Center is being staffed with the fewest number of instructors necessary to meet the minimum teacher to student ratios allowed for licensing purposes.

**Q6. How many non-parishioner students attend the School, and is their tuition higher than that of parishioners?**

A6. We currently have just over 500 students in the Archbishop Bergan system. Of these, 167 are from families who do not consider themselves to be members of St. Patrick Parish. A few years back, the decision was made to eliminate Parishioner / Non-Parishioner tuition classifications and instead use a single tuition classification.

**Q7. How many students are dependents of staff and therefore attend at no cost?**

A7. As one of the benefits of working at the Parish or School, a discounted tuition rate is available to dependents of our staff. These discounts range from 25% to 75%, depending upon the employee's length of service to the parish/school. There are 58 students that are dependents of staff.

**Q8. What other discounts are there for tuition?**

A8. We also offer a "large family" discount for those families that have three or more children attending Archbishop Bergan (excluding Preschool, for which the discount does not apply). In this situation, the third child attending receives a 75% discount and the fourth child receives a 100% discount when determining the overall family tuition rate.

**Q9. How many students receive free tuition?**

A9. Consistent with Archdiocesan guidelines, families are expected to pay tuition in order to attend a Catholic school. Tuition assistance is available, first through the Archdiocese and then through Archbishop Bergan and St. Patrick, but all families are expected to bear part of the cost of education. At Archbishop Bergan, we have 47 students who receive aid through the Archdiocese or other community sources and 40 students receiving tuition assistance directly from the Parish or School. Aid directly from the Parish or School is primarily in the form of a "work grant" program, whereby students receive a discount toward their tuition based upon the number of hours contributed to the Parish or School. In addition, there are several scholarships available through Archbishop Bergan endowments which were established by various individuals or families. None of these scholarships or aid provide for full tuition.

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**Q10. How much debt does the Parish and School have?**

A10. The primary debt is the mortgage related to the Elementary building. We currently have a little over \$1.1 million remaining on this loan. In addition, in order to obtain cash needed to pay some significantly overdue bills, the Parish borrowed from one of its endowments, and has about \$207,000 left to repay. Lastly, on the March 31 financial statements, the School had a \$37,000 Note payable back to St. Patrick – this has since been repaid.

Since March 31, both the Parish and the School participated in the Paycheck Protection Program offered by the Federal Government through the Small Business Administration. This program provided virus-related stimulus loans to help small business, including not-for-profits like ours, to continue operations during the economic crises that came out of the response to the virus. Through this program, the Parish borrowed \$131,505 and the School borrowed \$548,972 – the maximum allowed under the program. This program is designed such that a portion of the amount borrowed may be forgiven by the Government based upon our payroll records over the next several weeks. The amount to be forgiven will be determined by the Government over the summer (likely in July or August). Any amount not forgiven will need to be repaid over a two-year period and will bear interest at 1% annually.

**Q11. *The One Community One Faith One Future Campaign kicked off in late 2018. What are these funds being used for?***

A11. During the Campaign promotion, three progress goals were established. The first goal / tier was raising \$1.5 million. At this goal level, the proceeds would be sufficient to pay off the mortgage debt of the Elementary building. The second goal / tier was raising \$2.25 million. At this second level, proceeds could be used for both paying off the mortgage debt as well as supporting the deficit. The third goal / tier was raising \$2.5 million. At this highest level, proceeds would be used to pay off the mortgage debt, support the deficit and allow for capital improvements at the St. Patrick Auditorium. Pledges under the Campaign total \$2,017,000, which falls into goal / tier 2 – meaning that proceeds can be used to pay off the mortgage debt as well as support the operating deficit.

We have collected about 41% of pledges thus far. Of these amounts collected, \$137,000 has been used to support the deficit while the remainder has either been used to pay down the mortgage or is on deposit with our bank for these purposes.

The mortgage on the Elementary building comes due this October. While the pledges under the Campaign, if realized, would pay off this mortgage, these monies will not be collected quickly enough to allow us to pay off this debt when it becomes due. Therefore, we are currently in the process of refinancing this mortgage debt, effectively extending the due date to allow us more time to collect the pledges under the Campaign. We've been told the refinancing should be complete by the end of June.

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**Q12. What percentage of St. Patrick parishioners tithe?**

A12. First, our concept of tithing comes from the Old Testament, and it represents a return to God of 10% of all he has given us. How many of us tithe? Since we don't receive tax returns or other financial documents from parishioners, we have no way of knowing. Further, is 10% the appropriate giving level? This was asked once of a Bishop I know. He responded: "It depends." For some families, 10% may be too high of an expectation due to the number of children they have to feed and clothe; while for others, 10% may not be enough. The specific percentage we each give back to God is personal, and should be based on a conversation each of us has with God. The important thing is that all of us should be giving back to God a portion of our time, our talent and our treasure. This is what being a good steward of the gifts given to us by God is all about. In our last fiscal year, 1,065 families contributed to St. Patrick with the average annual donation of \$1,335.

**Q13. How many parishioners are using on-line giving?**

A13. We use WeShare as our on-line giving tool, but have also recently made available PayPal as another option. Through WeShare, you can have donations deducted directly from your checking or savings account, or have your donation charged to your credit or debit card. We are happy to report that the number of WeShare users has increased – there are currently 258 donors set up for recurring donations through WeShare, up from 146 donors at this time last year. Especially during this time of social distancing, electronic giving is convenient, requires less time for processing and is friendlier to the environment!

**Q14. The State of the Parish letter referenced the cost of health insurance has increased \$30,000 a month over the past four years. How is this possible, and why haven't you done anything about it?**

A14. The Parish and School are required to participate in the Health Insurance program offered by the Archdiocese of Omaha – meaning we are not allowed to source our own insurance program. The cost of health insurance has increased dramatically over the past several years, with annual premium increases of 5%, 10% or even more being common. In the corporate world, companies can manage their costs by reducing the quality of benefits offered or by passing along to their employees a greater share of the premiums. Since we are required to use the program offered by the Archdiocese, we are unable to reduce the quality of the benefits. Also, because our health insurance plan is considered "grandfathered", meaning it does not have to include coverage for certain medical procedures that are inconsistent with Catholic Values, we are unable to change any component of our plan, including our deductible levels or the percentage of premiums that are paid by employees versus the employer.

The total monthly cost for insurance between the Parish and School is currently over \$50,000. Our employees do share in a portion these costs but the expectation is that these costs will continue to increase.

The Archdiocese of Omaha is examining our insurance plan and may be implementing changes that would eliminate the "grandfathered" nature of our plan. This would allow us some flexibility to make changes in how premiums are allocated, but any premiums saved by the Parish or School would need to be paid by our employees.

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**Q15. I have heard that the Parish has to make a payment to the Archdiocese each month. Why?**

A15. Every parish in the Archdiocese is required to make a monthly payment to the Archdiocesan Administration Fund, or AAF. The Archdiocese determines the amount of this payment; it varies by parish and is a computation based upon each parish's Sunday collections. This payment is intended to help compensate the Archdiocese for the overall administrative efforts incurred by the Archbishop and his team. For the current fiscal year, the Archdiocese set our monthly AAF payment at \$14,234. In response to the current pandemic situation, the Archdiocese has waived this expense for March and April.

**Q16. Fr. Nolte mentioned looking for ways to reduce costs. What has been done so far?**

A16. As we mentioned before, our single largest expense is Salaries and Benefits. In March, when social distancing rules were first being implemented, we furloughed or laid off several staff members, including maintenance personnel and other non-contracted staff whose work was able to be eliminated or shifted to other staff. For those staff remaining, we've modified hours to attempt to reduce costs, deferring projects where necessary. While our buildings were open to allow access to teachers, we were able to reduce energy use due to the much lower volume of people. Throughout this process, our ECEC has remained open, although servicing many fewer children.

**Q17. If we have such a large deficit, why are we renting the current rectory and not just using the other Parish homes downtown?**

A17. The current arrangement provides us significant benefits. First, from a financial perspective, we rent out the smaller downtown homes that were previously used as rectories. The amount being received in rent from these homes exceeds what we are paying in rent for the current rectory, so this arrangement is cash-flow positive. The rectory is currently housing 5 people, priests and seminarians. This arrangement allows the priests to be closer to the Church and Elementary School buildings, so it is more convenient for them. It also allows the priests to live in community, which provides dramatic, non-tangible benefits.

**Q18. Is there an annual financial audit of each facility?**

A18. The Archdiocese performs detailed reviews of each entities books and records on a periodic basis – typically every three years, with less formal cursory reviews performed more frequently. Parishes do not typically hire an outside auditor to examine their records.

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**Q19. What can we do to help?**

A19. Our situation was caused by a combination of factors – there is no single item that created the cash flow problem we are experiencing. Therefore, there will not be a single-solution fix to our problem. So, how can we get out of the situation we find ourselves in?

1. Increase Sunday Giving from the Parish.

We are extremely grateful for the support our parishioners have provided us over the years! But looking back over the past ten years, Sunday Giving has increased just over 4%, while inflation over that same time-period was nearly 19%. So during this time period, our expenses have grown much more quickly than our revenue which has compounded our issues.

2. Increase non-tuition support from Archbishop Bergan alumni and families.

The Knight Event is a tremendous fundraising success. It is a fun, community-building event that provides significant support for the school. We need this same generous, enthusiastic, alumni-wide response to on-going support efforts such as the Bergan Fund.

3. Increase support for the Parish and School from the Community.

The Parish Festival is one aspect of our involvement in the broader Fremont Community as well as the community's support of our Mission. We need this engagement and support from the overall community to grow and flourish.

4. Increase enrollment at Archbishop Bergan Catholic School.

Based upon the teachers we currently have on staff, there is student capacity in each grade level. Increasing students will provide increased revenue to the school and help the School to impact the lives of many more young people.

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**Questions Answered in Virtual Town Hall on May 27, 2020**

**Q 1- What is the process for determining if a family gets reduced tuition? How does the process work? Is there a committee and who determines and what is the texture of the committee?**

*A1- In order to be considered for financial aid, a family must first file an application for assistance with the Archdiocese of Omaha and/or the Children's Scholarship Fund. The Archdiocese has a Scholarship program for students in grades 9-12, with scholarships typically in the amount of \$1,000 per student. They also have a Hispanic Scholarship program for students in grades Kindergarten through 8<sup>th</sup> who are of Hispanic heritage, with scholarships typically in the amount of \$500 per student. The Children's Scholarship Fund is an organization that assists students between the grades Kindergarten through 8<sup>th</sup>, with scholarships typically ranging between \$750 and \$1,500 per child per year.*

*Archbishop Bergan's regular financial aid is open to all students in grades Kindergarten through 12<sup>th</sup>. These are determined by an internal committee that considers several factors; the financial need of requesting family and how much money the student received from the other organizations mentioned earlier. These funds come from endowments that were previously established for this purpose.*

*Once all other avenues have been exhausted, Archbishop Bergan can also provide aid through a work grant program. Work Grant is a program designed to let the families work off an additional amount of tuition by providing assistance to the school and church. Work Grant hours are usually paid at the rate of \$10 per hour. For example, if a family is approved for and works 100 Work Grant hours, they could potential "work off" \$1,000 in tuition.*

**Q 2- What happens to the Endowment money if the schools are closed?**

*A2- First, we want to reiterate that this is something none of us wants to happen, but to be pragmatic, we have researched this a bit. Some of our endowments were created for specific grade levels or schools. Should we come to a situation where a decision is made to close a particular school, any endowment created specifically for that school or grade level would be impacted. If this happened, our research has told us we would need to first reach out to the donors of the impacted endowments to see if they would be willing to change the focus of the endowment from the grades that impacted to those that aren't. To the extent the donor is willing to make a change, we would simply need to document that change. If they are not willing to change the endowment, additional legal research on the specific endowment documents would need to take place to determine the appropriate course of action.*

**Q 3- What kind of assistance do we get from the Archdiocese?**

*A3- As mentioned at the last virtual town hall, St. Patrick is required to make monthly payments to the Archdiocese of Omaha under the Archdiocesan Administration Fund. These payments are intended to help compensate the Archdiocese for the overall administrative efforts incurred by the Archbishop and his team. These include a variety of training classes, including Safe Environment, marriage preparation, annulments, lector and extraordinary minister training, as well as vocations efforts for priests and deacons, among others.*

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**Q 4- Looking at the reported deficits through February 2020 and March 2020, the deficit appears to grow by \$245,000 during the month of March. Why was this increase so large?**

*A4- The deficit is the excess of our expenses over our income. During March, our income dropped dramatically because of the suspension of public Masses. From an expense standpoint, for the nine months ended March 31, 2020, Salaries and Benefits combined for the Parish and School was \$2,685,506 – or over \$298,000 per month on average. So, an increase in the deficit from February to March of \$245,000 is not unreasonable given everything else that was taking place.*

**Q 5- Does the Parish or School have a line of credit?**

*A5- Archbishop Bergan does have a \$250,000 line of credit with a local bank. This line is fully available to us as we do not have any borrowings outstanding under this line.*

**Q 6- Is the new position in the Development Office a position to provide more support in reaching our financial goal? What will this person's role be?**

*A6- The new position will execute the annual Stewardship efforts of the Parish and School along with implementing a pilot Offertory Plan recommended by the Archdiocese, and facilitate annual giving for the Parish and School. We would like to announce that we have hired Nicole Owsley to serve as the Director of Stewardship and Annual Funds for St Patrick and Bergan. Her first day serving our parish and school will be June 1<sup>st</sup>.*

*The Director of Advancement will also be instrumental in raising funds by reviving the Parish Leadership Giving Society of Friends of St. Patrick's, and creating a Leadership Giving program for the School. Both the Director and Assistant Director of Advancement will continue to ensure successful fundraising events.*

**Q 7- Are there any grants out there that could help us? Even grants for books or educational resources that could reduce over-all costs.**

*A7- The Advancement Office has been continuously researching the various opportunities available through grant funding from the Catholic Funding Guide. Smaller application requests have been completed to attempt to secure funding for technology upkeep and replacement of funding lost due to COVID-19. For example, The Fremont Area Community Foundation has been very supportive in form of the grants in the past.*

**Q 8- Obviously, this year's Fremont Area Big Give was quite successful compared to previous years. How are you going to ensure that these successes continue?**

*A8- All donors will be approached to consider regularly scheduled gifts to the Parish/School. Consistent reminders of the event to all stake holders will be communicated prior to and during the event.*



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**Q 9- How are you going to thank your past, present, and future donors?**

*A9- The Parish sends out letters of Thanks from the Parish Office staff. There has been a more concerted effort to evaluate all those that give their time, talent and treasure throughout the year and provide a personal thank you to them. This is either done in person or in a printed or hand written method. Thank you's are hand written by the staff member that oversees the Bergan Fund to all those that donate. A video thank you has been created and shared via social media and email for past several years for the Bergan Fund. A recorded message is produced through Qtego thanking people for attending the Knight Event. Hand written student thank you's are created just for Knight Event donors.*

**Q 10- With the recent announcement of the dire financial situation, is it appropriate to have 3+ people in this department when you have to furlough and lay-off teachers and para-educators that directly impact the education of children?**

*A10- We asked this question ourselves and we were directed by the Stewardship and Development of the Archdiocese office to be sure that our Stewardship position was appropriately staffed. We felt that this was good advice to be sure that we were able to offer avenues for people to share their time talent and treasure. Our hope is by employing this strategy of following the advice of the Archdiocese of appropriately staffing the Advancement office we will be raising the necessary funds that would allow us to operate the school with a full capacity staff in the near future if it is a fiscally responsible decision.*

**Q 11- Every time I receive a mailing from Bergan, I receive two copies of the same thing. How are you going to ensure that wasteful spending like this does not happen?**

*A11- We are investigating this and hope to remedy situations into the near future. The solution has to do with running more efficient databases. Please know that the Parish and School operate on separate systems and networks, so any manipulation of the mailings currently has to take place manually.*

**Q 12- Clearly, I have a lot of ideas that I feel the leaders of the school and parish would welcome and value them, but how can I communicate with them ?**

*A12- email me [dan.koenig@berganknights.org](mailto:dan.koenig@berganknights.org) or call 402-721-9683*

**Q 13- Is there a plan in place to use the expertise of alumni to help out the school/parish when projects, fundraising, and event-planning need to be done? Talent, services, and brainpower can be donated by willing alumni to help save and raise money, they just need to be asked.**

*A13- Yes, we are currently utilizing a talent pool of ready to serve alumni in our fundraising, advancement and alumni board. These committees and have been in operation for quite some time now. If you are an alumni and want to get involved, please email [dan.koenig@berganknights.org](mailto:dan.koenig@berganknights.org) 402-721-9683*

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**Q 14- Do you rely solely on the Fremont Area Big Give to raise money for the Bergan Fund or is the Big Give in addition to a year-long effort to raise support?**

*A14- The Bergan Fund is a year long annual appeal. This includes mailings, phone calls and face to face asks in addition to the Fremont Area Big Give. The fiscal year runs from July 1 to June 30 each year.*

**Q 15- What is being done to ensure that when students return to classrooms this fall they are clean, safe, and employ social distancing measures until a vaccine arrives? And will financial implications of this aspect of keeping people safe from COVID-19? Are there plans being made if the Knight Event cannot occur, or has to occur with serious modifications due to a resurgence of COVID-19 this fall? What about the Fun Festival?**

*A15- Plans are being considered at this time but we do not have anything definitive that we are ready to share. Please know that we will always consult with our local health department for recommendation and best practices before decisions are made.*

**Q 16- Elementary: when class size is too big for one teacher, are you creating a waitlist? Once list is enough to be cost-effective, then hire a second teacher.**

*A16- All of our elementary grades have enrollment that requires two units per classroom. Our smallest grade in the elementary right now has 32 students. We take that class and divide it in two to provide a class size of 16 students. Our largest grade in the elementary has 43 students in it.*

**Q 17- Why are we paying two principal salaries?**

*A17- There are not two Principals at Bergan. There is a Principal who oversees the Early Childhood Education Center, Elementary School and Middle/High School along with the Advancement Office and will teach two classes at the High School next year. We then have an Assistant Principal at each of the Elementary and Middle/High School and a director at the ECEC. These administrators have a number of duties assigned to them that are too varied to list at this time. We are appropriately staffed in order to meet the expected needs of operating a school and meeting the needs of our students.*

**Q18- Please address staffing changes that are planned for the 20-21 school year at both buildings. Give specifics please. What positions were eliminated?**

*A18- All para educators at Bergan Elementary & Middle/High School were not retained. Cuts were made to hourly staff at the Parish office as well. Some hourly ECEC staff were not retained as well. One teaching position at the high was absorbed and will be reallocated for duties when a teacher decided to retire.*

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**Q 19- Please address the number of students lost or not retained since March registration deadline. Meaning please identify the number of students whose parents had paid the fee to register for next year and have now informed the school that they will be going elsewhere. Please identify strategies, if any, that are being implemented to retain currently registered students. I want to specifically ask the number of students lost EXCLUDING preschool and preK numbers.**

*A19- We have only lost one student who reenrolled by the March deadline and recently decided not to come back due to our financial issues. Our staff has created a number of activities during the recent pandemic to try and help the students feel connected to the school. The advancement committee and school board constantly looks at our student retention numbers and asks pointed questions to improve our programming.*

**Q 20- Please identify how many different people submitted questions/requests for this event and how/who determined what would be answered during the presentation.**

*A20- We have a committee that reviews and answers all questions. This group combined like questions so as to not duplicate responses. The initial town hall focused primarily on financial-related questions since it followed the publication of our March 31, 2020 quarterly financial statements, but also addressed some more general questions. This town hall continues to cover these more general questions. Questions that do not make the deadline for submittal are answered in the next town hall meeting. Thus far, 20 to 30 people have submitted questions. We attempt to keep our town hall meeting to under an hour each session.*

**Q 21- what is the weekly cost for 'new' production of the 12 page, color bulletin? What was the weekly cost of the prior 8 page B/W bulletin? Have had feedback that the B/W version was very functional and provided useful info not now listed. Given our financial predicament and the need to be ultra frugal with spending, can/should we revert to the 8 pager?**

*A21- This bulletin is paid through the local advertising included in the bulletin. Our annual cost for color and additional pages is roughly \$1500 per year. Our hope is in building a good product that other stakeholders will use us as a source of advertisement. The bulletin is a great opportunity to capture and evangelize to our community members and visitors as well.*

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**Q 22- Given the forced use of the Alternative Learning System (due to the virus) and the development of different teaching methods (i.e. - recorded video instructional lessons that can be replayed multiple times reducing the reliance on traditional classroom sessions), can/will these alternate methods be incorporated into the 2020-21 curriculum to reduce operating costs? . . . . to get more 'mileage' out of our facilities? . . .to reduce tuition? . . .and, all together allowing us to increase enrollment?**

*A22- We will always make decisions with this thought in mind... "what is in the best interest of our students?" As we have experienced over these past months, we were forced into an Alternative Learning situation. This is not what is best for our students. Given to option we will always choose to have "in person" instruction take place. We will NOT ever be able to reduce tuition based on our history of finances.*

**Q 23- In January, I took a tour of the elementary school as part of kindergarten round up and when we got by Mary's garden, we were told this is where the new middle school is going to go. We were told that in 2022 our next campaign could be used for this middle school. Then we were taken to the mobile classroom, which is needed because our enrollment is so high. So in January we are talking about building the next school and by March, we are talking about closing all the schools. I understand the pandemic and the financial strain it has brought, but this could not have happened over night. We were already -\$178,00 in the church budget before the pandemic. Why does it feel the message isn't clear?**

*A23- Our current campaign had a master plan for facilities and was based on the One Community, One Faith, One Future Campaign Goal of \$2.5 million. If certain levels of fundraising were met, we were going to be able to put away funds for future building projects like adding a Middle School on Bergan Elementary. We raised a little over \$2.1 that allowed us to put funds toward retiring the debt on the Elementary school and some funds toward the operating deficit. If we would have raised more than 2.5 we would have been able to consider new building options. The next opportunity at having a campaign after this three-year commitment could have been directed at looking at building for the future but at this time those plans will have to be rethought.*

**Q 24- What are we going to do to change things so THIS time we are not just putting a band-aide on things, instead of fixing the problem? This has been going on for at least 15 yrs here at St. Pat's.**

*A24- We have reached out to the Archdiocese of Omaha and their team has given our Parish and school a plan to address our issues. We need to allow our human resources the opportunity to implement and execute this plan in order to view the results of their work. With prayer, work, dedication and faith we will accomplish sustainable programming that will take us into the future.*

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**Q 25- Is there any type of organizational chart showing the positions and committees that are responsible for the financial donations and income coming into the Parish/School. (I think it would be helpful to know all that is being done so we can evaluate the successes and maybe not so successful endeavors along with being able to know who to contact in the event of wanting to help or if someone has particular ideas to raise funds)**

*A25- Canon law, operational policy that governs the Catholic Church, requires a finance committee whose purpose is to advise the pastor on financial matters. Our Finance Committee, which is comprised of parishioners, meets on a monthly basis. Additionally, in early January, we created a Global Board consisting of the Parish Council, Parish Finance Committee and the School Board. This Global Board was created to help better facilitate communication between and among these three important groups. The Pastor should and does take their advice.*

**Q 26- Has the org chart been evaluated? Are there positions that can be combined?**

*A26- The Stewardship and Development Office from the Archdiocese of Omaha reviewed our organizational chart through our development audit. Combining of positions and being sure that we were operating as efficiently as possible was first measure taken in March.*

**Q 27- Do we have a process to attract donors outside of the Fremont community?**

*A27- This is a great question and will be addressed by our Advancement Team as we move forward.*

**Q 28- Due to Covid-19 the Sunday giving has been down, and there's no guarantee we will have the St. Pat's Festival, are there other fundraising ideas the parish is considering?**

*A28- Plan B has already been implemented and we have moved the Parish Festival to August 22<sup>nd</sup> & 23<sup>rd</sup>, 2020. In the event that we need to have a Plan C, if we cannot hold the Parish Festival in August due to COVID-19, it would include fundraising asks directed toward traditional supporters and sponsors of the Festival in addition to grant funding that could be applied for. All Plan options will include the Car Raffle and other raffles to take place regardless.*

**Q 29- I read an article yesterday about a Catholic school that replaced their senior staff that had higher salaries with new grads with a much lower salary. The article said it was highly controversial but also highly affective. Do we have teachers close to retirement or that can retire early?**

*A29- For the past three years each of our new hires was offered a contract number that was the equivalent of a new teacher salary.*

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Frequently Asked Questions**

**Q 30- I would also be interested in knowing how many and what percentage of Bergan school families (of those Catholic) are tithing? Or do many consider tuition their tithing? Are they “required” to tithe as some schools require?**

*A30- Bergan families are not required to tithe, however all families are encouraged to tithe. If you look back to question number 12 in the last town hall meeting, we discussed the history of tithing to the Church. All families are asked to share their time, talent and treasure with the school, but the record keeping aspect of this would be not efficient and would prove to be extremely time consuming. We would need to hire additional staff just to keep these records. We are working on a plan that would involve school parents mentoring for other parents what it means to “tithe” as a Catholic School parent. We are trying to inform people that paying tuition does not constitute a tithe.*

**Q 31- Do you think the alumni weekend will remain in July even though JC Fremont Days has cancelled or is there consideration of moving it to the weekend of festival?**

*A31- Sadly, the Alumni Reunion scheduled for John C Fremont Weekend has been cancelled for this year and we will honor all of the 2020 honor classes during the 2021 reunion.*