



June 21, 2021

Dear Parish Family,

As I write on this first day of summer we find ourselves on the brink of a new moment in our shared parish life. Thankfully we are finally emerging from many levels of hardship and challenge due to the pandemic including a great deal of loss and isolation. The joy of the past two Sundays has been tangible as we can now gather freely to greet, worship and be with one another as God's people. As part of the local church we are on the verge of embracing the Archdiocesan undertaking *Renew My Church* that will enable us and our neighboring parishes to move forward with renewed vitality and focus as fellow disciples of Christ. (Please stay tuned for much more information about this soon.) And we have prayerfully, thoughtfully and comprehensively taken on the challenging work of evaluating whether our current parish structures will enable us to meet the blessings and new challenges of the future in a sustainable way.

I am grateful to our Parish Leadership comprised of all members of our Parish Pastoral Council and Finance Council for their great efforts with regard to this last matter. They have been especially helpful the past six months. I am grateful to all who have expressed their views by letter or survey or in heartfelt conversations with me and others. All have been read, discussed and been included in the process. After much prayer and deliberation, I have decided to accept the unanimous recommendation of our Parish Leadership to consolidate all ministries and assets to our St. Norbert campus.

For many reasons this has been an extremely difficult decision. One of the clearest messages we heard is how much people have loved and are attached to their experience of parish life at both campuses. How wonderful! The memories, the community, the welcoming and the faith sharing have been such an important part of people's lives and they hate to think of it as ending. This is so understandable and my heart goes out to all for whom this is an especially difficult reality. I'm not sure that change is easy for any of us, but the reality is that our lives and circumstances do change over time, despite our desire that it be otherwise. Our parish churches and worship centers, much like our homes, are not what make us a family, even as they have served so well to be the place we have loved and called home. Loss is so hard. As I have heard from so many who have lost loved ones - and as I have experienced myself - we know that loss is inevitable, but it does not have to be an end...even though the new reality will be different.

Knowing that our parish must be united and mission-driven as we move forward in these challenging times, with our facilities and finances following and supporting, our Parish Leadership undertook a thorough examination of our circumstances. They gathered information

about all of our pre-Covid ministries, demographics, attendance counts, sacramental counts, our current parish financial position, and detailed projections of maintenance and capital expenses in continuing to operate both campuses. They also set about trying to name and consider all of the intangibles that are such an important part of parish life and history. (Please see the appended FAQ's that address more specifics and some clearer understandings of the reality.) Over time our Parish Leadership came to the recommendation that consolidating to one campus was the responsible and necessary move if we are to be good stewards of the resources we have and move forward into the future. We know that all current ministries have been or can be accommodated at the St. Norbert campus. The financial trajectory of recent years is not sustainable. And there is certainly an important value in coming together in one place to worship as one community. St. Norbert church is a very accessible, welcoming and accommodating place for us to worship and the campus is well situated to facilitate our outreach, events and activities.

So what does the future look like? We will continue to move forward with renewed vitality as a parish. We will make sure we come together and celebrate with gratitude the great history of the Our Lady of the Brook experience in many ways, including a Mass in the Meadow and warm hospitality in the Fall. Our transition team has begun the process of working with the Archdiocese in cataloging, preserving and incorporating the many sacred treasures of OLB. We are looking at ways to possibly improve the StN campus to facilitate all we need to do to welcome and support our ministries. We are also beginning the process of finding a buyer for the building and property of OLB. None of this will happen overnight. I pray for hope and healing as we move together as one parish to embrace the future that the Lord calls us to as His people.

Thank you for your patience with this important process. I felt that it needed to be thorough and unrushed as it is so near and dear to so many and, therefore, to me. Whatever we might do to help with the transition, please know that our Parish Leadership, Staff, and myself are here for you. May the Lord bless St. Norbert and Our Lady of the Brook Parish, the Catholic Community of Northbrook, and give us the grace we need to do His will in bringing all people to His heart.

Sincerely yours in Christ,

A handwritten signature in black ink that reads "Father Chris".

Reverend Christopher M. Gustafson, Pastor

Parish Sustainability – Frequently Asked Questions

Archdiocese Catholic Faith Challenges

Q Why is this decision being made now?

A We are about to begin the Archdiocesan initiative Renew My Church (RMC). In order to properly posture ourselves to engage in the process of renewal and vitalization we were asked to look at the sustainability of our parish structures and facilities.

Q What is Renew My Church (RMC) and what will it do for our Parish?

A Renew My Church is a vision and strategic plan to address the challenges facing our faith. It is a spiritual revitalization to reclaim what is most central and sacred to our faith and to breathe new life into our methods of sharing the Gospel.

RMC will provide parishioners a Church and a home for their faith that is marked by more faithful discipleship and a loving community. The hope is to bring many home to a Church that is marked by greater discipleship, a loving community, and inspiring witness.

All 344 parishes in the diocese have been joined into 98 groupings. Within these groupings, parishes will determine opportunities for collaboration and unity following a structured process for discernment, transition, and building a future together.

St. Norbert and Our Lady of the Brook Parish has been paired with Our Lady of Perpetual Help and St. Catherine Laboure. We will begin meeting with them this summer and hope to format plans by the end of this year for implementation during our Fiscal Year 2022-23.

Q What is the outlook for the Catholic Faith?

A Before COVID-19, 21.1% of American Catholics attended Mass every week, according to the Center for Applied Research in the Apostolate. In 1970, the rate was 54.9%. Post-COVID, it is projected attendance will drop to 12%.

The total number of Catholics dropped by 3 million between 2007 and 2014, and more than six people leave the church for every convert (according to a [Pew Research Center study](#)). Half of all U.S. adults who were raised Catholic leave the church at some point.

Catholics, still the largest Christian denomination in America, aren't the only religious group to lose numbers. During the same period, Christians as a whole fell from 78% of the population to 71%. Meanwhile, the percentage of people who claim no religious affiliation spiked to 23% of Americans in 2014, from 16% in 2007.

Cardinal Cupich's Renew My Church (RMC) plan is intended to revitalize the archdiocese for this new reality. The ultimate goal of RMC is to have vibrant parish communities that are able to re-evangelize Catholics and be much more outward-focused.

Parish Sustainability – Frequently Asked Questions

Archdiocese Catholic Faith Challenges

Q What is the Mass attendance trend at our Parish?

- A** Similar to all Chicago Archdioceses Catholic Churches, we have experienced a significant decline in Mass attendance in the last 10 years. The count for our St. Norbert church is down 24.0% and for OLB, the count is down for 49.5% with a total parish impact of a 30.0% decline.

Q What is our Parish's plan to address the decline in worship participation?

- A** We will begin with Renew My Church to address the challenges facing our faith. Additionally, we will be discussing and reviewing specific parish needs with our Parish Council, the Finance Council and the Transition Team.

Suggestions for enhancing and growing our parish and our faith are always welcome. You can submit your ideas via mail, at Mass in the suggestion box or directly via our website, <https://www.northbrookcatholic.church/renew-my-church.html>. (Under “Communications”) We look forward to your input and support.

Q Why were masses at OLB reduced before COVID and why were masses not conducted at OLB during COVID?

- A** The 5 PM OLB Mass was eliminated in the later part of 2016 as a result of low parishioner attendance. Less than 50 parishioners were attending this service while the 5 PM St. Norbert Mass was well attended with over 300 parishioners and the space to accommodate many more. This decision reduced building costs and conserved our limited resources.

During COVID, the original restrictions from the Archdiocese required that only one site open. A second site was allowed to be opened, mid-way through COVID. This required an additional team of volunteers, ALL of whom needed to be under 65, in good health. Plus, additional COVID equipment and materials needed to be purchased for the OLB campus. At that time, the St. Norbert campus was struggling to find volunteers for a single site, and with the demographics of OLB, the decision to retain a single site made the most sense.

Parish Sustainability – Frequently Asked Questions

Archdiocese Catholic Faith Challenges

Q What is name of our parish? Catholic Community of Northbrook or St. Norbert and Our Lady of the Brook Parish? When is one used versus the other?

A The ‘canonical’ name of our merged parish is “*St. Norbert and Our Lady of the Brook Parish*”. We use “Catholic Community of Northbrook” or CCN for short to simplify communications. Either reference is acceptable and recognized by our parishioners, the archdioceses and the community.

Q Will the Parking Lot Mass and Parking Lot Communion continue in the future? These are great for families and elderly.

A The Parking Lot Masses came out of a pastoral necessity during COVID. This was a safe and creative way to allow people an opportunity to come to Mass and receive the Eucharist while in the midst of a global pandemic. Drive-up Communion became an alternative option to this during the colder and more inclement weather of the late fall and winter months. While these have been very successful and popular, they were never intended to be permanent liturgical offerings of our parish. As restrictions continue to ease and vaccinations are more widely available to people of all ages, we envision these offerings will wind down as it will be safe for everyone to return to Mass in-person, inside church. We still foresee having special liturgies outdoors from time to time that coincide special events throughout the life of our parish.

For those who are truly unable to come to Mass in-person for any reason, our clergy and our Ministers of Care are always ready and willing to bring Holy Communion to any parishioner who is unable to attend Mass. All of our clergy and active Ministers of Care are fully vaccinated and have been trained on how bring Holy Communion to you in a safe manner. To find out more information on this, please call the Parish Office (847-272-7090) or contact Mona Lukas (mona@northbrookcatholic.church).

Parish Sustainability – Frequently Asked Questions

Parish Financial Status

Q What is the historical and current financial status of the Parish?

A Our Parish * has been functioning with deficit Net Operating Income** since Fiscal Year 18-19. This trend is anticipated to continue, even with optimistic forecast assumptions and the help of the Government PPP loan forgiveness.

Over 88% of our Parish income is generated by stewardship donations which have declined almost 10% in the last four years. We are hopeful this trend will reverse slightly in the next fiscal year with increased in-person Mass attendance and more parish gatherings.

Rising expenses however continue to outpace our income. While minimal increases will be incurred for staffing, the costs to maintain our aging buildings and grounds are accelerating, with an average increase of 20% over the last 4 years. Both campuses are in need of substantial maintenance/investment. We are planning for minimal but essential repairs next year.

Saint Norbert & Our Lady of the Brook Campus Financial Report					
	Actual 17-18	Actual 18-19	Actual 19-20	Projected 20-21	Budgeted 21-22
Parish Receipts					
Sundays & Holy Days	\$ 1,448,216	\$ 1,324,354	\$ 1,357,437	\$ 1,275,607	\$ 1,320,010
Christmas	\$ 177,675	\$ 152,710	\$ 165,034	\$ 159,424	\$ 165,000
Easter	\$ 87,050	\$ 77,530	\$ 54,302	\$ 59,330	\$ 68,000
Total Stewardship Collections	\$ 1,712,941	\$ 1,554,594	\$ 1,576,773	\$ 1,494,361	\$ 1,553,010
Faith Formation Tuition & Fees	\$ 118,562	\$ 124,170	\$ 120,232	\$ 21,075	\$ 143,350
Auxiliary & Fundraising Events	\$ 31,500	\$ 52,911	\$ 16,568	\$ 46,000	\$ 57,500
Interest & Investment Income	\$ 37,328	\$ (1,097)	\$ (50,099)	\$ 13,417	\$ 12,340
Miscellaneous Income	\$ 79,069	\$ 115,208	\$ 80,340	\$ 37,780	\$ 41,575
Total Parish Receipts	\$ 1,979,399	\$ 1,845,786	\$ 1,743,813	\$ 1,612,632	\$ 1,807,775
Parish Expenses					
Salaries, Wages & Benefits	\$ 1,010,055	\$ 918,201	\$ 930,325	\$ 918,051	\$ 1,002,005
Faith Formation Books & Supplies	\$ 27,403	\$ 22,678	\$ 15,507	\$ 11,363	\$ 19,040
Administrative	\$ 127,833	\$ 138,150	\$ 148,167	\$ 151,351	\$ 162,176
Utilities	\$ 185,350	\$ 196,116	\$ 197,495	\$ 187,294	\$ 202,445
Buildings & Furnishings	\$ 226,608	\$ 275,739	\$ 257,866	\$ 274,423	\$ 324,750
Liturgical & Ministry	\$ 72,771	\$ 63,406	\$ 48,860	\$ 28,828	\$ 71,010
Archdiocese Assessments	\$ 292,862	\$ 284,766	\$ 330,825	\$ 337,722	\$ 358,433
Total Expenses	\$ 1,942,882	\$ 1,899,055	\$ 1,929,045	\$ 1,909,032	\$ 2,139,859
PPP Loan Forgiveness				\$ 231,800	\$ 217,256
Net Operating Surplus/Deficit	\$ 36,517	\$ (53,269)	\$ (185,232)	\$ (64,600)	\$ (114,829)

*Parish excludes School Operational Income/Expenses

**Net Operating Income is Ordinary Income less Ordinary Expenses. Capital Income/Expenditures are excluded.

Parish Sustainability – Frequently Asked Questions

Parish Financial Status

Q What is the projected future financial status of the Parish with our current structure?

A While we hope our parishioners will rejoice with our Mass schedule and ministries returning, we continue to *forecast extreme income shortfalls*.

Our 10 Year financial analysis reveals an accumulated **\$4.6M Net Income deficit**. This analysis assumes we can grow our stewardship income 3% annually while holding our expenses to a moderate 3% annual increase.

This forecast includes maintenance and capital expenditures that are necessary to *strictly sustain*, not enhance our buildings and properties.

10 Year Facility Non-Annual Maintenance & Capital Costs

Category	STN	OLB	Total
HVAC	\$ 295.5	\$ 285.0	\$ 580.5
Roofing	\$ 327.1	\$ 159.0	\$ 486.1
Interiors	\$ 342.2	\$ 95.0	\$ 437.2
Brick Exterior	\$ 194.6	\$ 211.0	\$ 405.6
Electrical	\$ 109.5	\$ 74.0	\$ 183.5
Grounds	\$ 121.5	\$ 41.0	\$ 162.5
Windows	\$ 94.0	\$ -	\$ 94.0
Structural	\$ 42.5	\$ 4.8	\$ 47.3
Plumbing	\$ 32.6	\$ -	\$ 32.6
Doors	\$ 11.0	\$ -	\$ 11.0
Total Costs	\$ 1,570.5	\$ 869.8	\$ 2,440.3

(dollars 000's)

To cover these costs with our current parish structure, we need a *25% increase* in annual parish stewardship to break even. With the sharp decline in financial support the Church that has already experienced, this is not a realistic expectation.

Parish Sustainability – Frequently Asked Questions

Parish Financial Status

Q How will the sale of the OLB property help our parish financials?

A We anticipate the sale of our OLB property to generate approximately **\$11.3M** in profits. By eliminating the OLB campus operating and capital costs, using investment income from the sale of the property to supplement stewardship, we project an accumulated ***net income gain of \$2.5 million*** over the next 10 years.

This incremental income can be used by the Parish to:

- enhance our properties
- expand our ministries
- improve our community reach

Q How will the proceeds of the sale of the OLB property be handled? Who keeps the money, the Parish or the Archdiocese?

A The Archdiocese has guidelines that we will follow for investing the income from the sale. The Parish income will be set up as a Long-Term Endowment fund. The annual investment income generated from the fund will be used to help the parish defray operating income deficits. Special withdrawals for capital development projects may be undertaken.

The Parish will receive the majority of the money from the sale of the property. There may be some transactional assessments that we are currently investigating.

Q How has COVID impacted the financial status of the Parish?

A While Masses have been limited and many of our parishioners have been faced with extreme challenges, the financial status of the Parish was already in jeopardy prior to COVID. We are however, ***so thankful and proud*** of the level of support our parishioners gave and continue to give to the parish throughout these unprecedented times.

To date, the Parish has incurred expenses of over \$50,000 in cleaning materials and maintenance labor. As restrictions are lifted, these costs will decrease.

The consolidating or closing parishes has occurred across the Archdiocese before and will continue after COVID. This will accelerate as the church finds its path in the COVID aftermath.

We at St. Norbert and Our Lady of the Brook Parish have already experienced the consolidation of our parishes. We have had the luxury of sustaining two worship sites. This luxury is no longer a viable option in the future.

Our remedy for the future is not just liturgical or financial. We need to come together as a parish and a community to find a way to renew and grow our Catholic faith.

Q Why was the OLB property chosen for sale versus the St. Norbert Campus?

A While both properties have substantial financial value, the central location of the St. Norbert Campus and the affiliation to the St. Norbert School building were the significant factors for maintaining this campus.

Parish Sustainability – Frequently Asked Questions

Parish Financial Status

Not only does the St. Norbert Campus provide us with optimal worship, ministry and office facilities for our parish, school and religious education programs, it also enables us to expand our presence to the greater Northbrook community with parking spaces, meeting space rentals, community events, local business support/advertisement and general visibility to the heart of Northbrook.

Q What is the status of the To Teach Who Christ Is (TTWCI) Campaign income?

A The TTWCI Campaign was launched in 2016 to raise capital income for significant parish project needs. The TTWCI Campaign was started prior to the merger of the parishes thus, income and execution methods were maintained separately by each campus, OLB and St. Norbert. OLB chose to use the Archdiocese to manage their campaign while St. Norbert managed their campaign locally. While the two processes were executed differently, the goal objectives were the same as well as the Archdiocese sharing of 40% of the donations.

To date, OLB has collected \$504,660 with 60% retained by the Parish for a net income of \$302,796. We have spent \$72,428 in kitchen improvements, door locks/replacement and masonry work at the OLB facility. \$230,638 remains on our books for future capital improvements. With the pending sale of OLB, we are anticipating reserving these funds for use of improvement projects to enhance parish facilities for specific OLB ministries needs such as; a SPRED Room, Bread Brigade refrigeration/freezers, OLB history dedication and additional ministerial meeting space.

St. Norbert has collected just over \$5M from the campaign to date. The majority of these donations were spent on improvements/remodeling of the St. Norbert church. The remaining St. Norbert TTWCI income, \$205,278 has been reserved for our final archdiocesan payments.

Q What historical rental income was received for use of the OLB facility and why can't additional rentals be pursued to offset costs in the future?

A To help with rising costs and reduction of parishioner stewardship, the OLB campus was successful in renting the facility to various groups. Our consistent contracted renters over the past three years were the Shir Hadash Synagogue during the Jewish High Holy week and St. Thomas Syro Malabar congregation, an eastern rite Catholic Church, for their Sunday Evening Services. Unfortunately, COVID has precluded their gathering for the last year and a half. Neither facility has future plans for resuming these rental agreements.

We also secured other, smaller rentals such as; the Northbrook Symphony performance, local group meetings, school summer parking arrangements and voting facility use.

While rentals are beneficial, they only contribute a small portion to our overall income. Certainly not enough to sustain the everyday operating expenses of the OLB worship site.

OLB Rental Income	Actual 17-18	Actual 18-19	Actual 19-20	Projected 20-21	Budgeted 21-22
Facility Lease	\$ 19,840	\$ 29,915	\$ 25,720	\$ 4,110	\$ -
Building/Garage Use	\$ 10,084	\$ 13,030	\$ 7,100	\$ 4,555	\$ 5,500
Total Facility Income	\$ 29,924	\$ 42,945	\$ 32,820	\$ 8,665	\$ 5,500

Parish Sustainability – Frequently Asked Questions

Parish Liturgical and Structural Concerns

Q How will the ministries of both campuses be impacted by the merging of the two facilities?

A We anticipate accommodating all ministries of the parish. We have established a transition team to help the previously OLB-based ministries establish themselves at the St. Norbert campus. Our goal is to ensure everyone is welcomed, comfortable with their new environment and able to serve their community from day one from their new meeting location.

We recognize surroundings may not be “end state” vision at the start. We hope everyone will work together to prioritize needs, funds and timelines in order to obtain our visions down the road. Parish financials will be a very important part of this prioritization process.

Q What are the plans to ensure the church is “Welcoming to All” in the name of Jesus? The St. Norbert church has been characterized by some as less friendly or warm than the OLB Worship Center.

A We have had parish Greeters at both locations in the past. During COVID, the St. Norbert Greeter Ministry became “Mass Captains”, helping all attendees navigate the COVID Mass attendance requirements: hand spraying, social distancing and other protocols. While this was an extremely necessary process, we think Mass participants felt welcomed to the church and comforted by the efforts of this group to ensure the safety of all.

Going forward, our Greeter Ministers will be at all Masses, welcoming you, assisting you with any need to help you grow closer to God and our Church community. We hope the Greeters will recognize you by name and for you to recognize them by name, working together to enhance and build stronger relationships among our community.

Sunday Hospitality, also known by many as “Donut Sundays” will definitely be resumed after our COVID restrictions are lifted. The Narthex in St. Norbert church is a wonderful gathering space and easily accommodates refreshments to be served. Additionally, the elevator that was installed with our TTWCI funds enables greater access to the Church Hall.

Parish Sustainability – Frequently Asked Questions

Parish Liturgical and Structural Concerns

Q OLB has a strong ecumenical and interfaith history. How will this be maintained at St. Norbert church?

A The Catholic Faith and our Parish always welcomes people of all religious beliefs to attend Masses, parish functions and to pray with us. The Church holds all that is good in esteem, even understanding those elements of other religious traditions to be reflections of rays of Truth. Based on this and the recognition of the unity of God's creation, Catholics are encouraged to dialogue and collaborate with members of other religions. It is the Church's hope and goal to foster bonds of friendship, mutual understanding, and constructive collaboration among the world's religions in the genuine service of humanity.

Q How is the St. Norbert church set up for accessibility?

A Accessibility enhancements were made to the St. Norbert church with the TTWCI remodel. An additional handicap ramp was installed at the left front side of the church with curb side passenger unloading areas. The 2 side door ramp entrances to the Church remain in place, allowing easy passenger drop off from these locations as well.

The new elevator provides ready access to the church hall and the Church is equipped with a new Hearing Loop for those who use hearing aids. There are pew areas to accommodate those in wheel chairs who want to sit and worship alongside their family members. If requested, additional portable chairs can readily be provided by a Greeter.

Communion is always brought to pews for parishioners who are accessibility challenged. The Greeter will seat you in the front on the left side of the Church facing the altar. A Presider or Eucharistic minister will bring you communion.

Q OLB has great kitchen facilities. How can St. Norbert accommodate kitchen functions and after Mass gatherings like Donut/Coffee after Mass, Chili Supper, etc.?

A There are multiple kitchen facilities at the St Norbert campus. The Gym kitchen works great for large gatherings; cooking, refrigerating/freezing, storing, heating and serving can all be performed from this kitchen. Grace Hall is also a great room that can accommodate almost every kitchen requirement except cooking. There is also a functioning kitchen at the Parish Office and a smaller kitchen in the parish hall. We are hoping that some of these kitchen areas can be enhanced in the future. It may be possible to utilize many of the appliances from the OLB campus in these rooms.

As we emerge from COVID and we work together to become a stronger parish, we hope to see renewed energy in our ministry events; Chili Supper, International Potluck, Craft Fairs, Soup & Stations, Pancake Breakfast, Children's after Mass events, the Bash, Block Party, to name just a few! These are all great opportunities to get involved in the Parish, to meet your new and old friends and to establish your own feeling of belonging to a great community.

Parish Sustainability – Frequently Asked Questions

Parish Liturgical and Structural Concerns

Q The church acoustics are better at OLB.

A St. Norbert's installed a Hearing Loop with the TTWCI Church improvements. Instructions to use the loop are available on cards in the narthex of St. Norbert. If you need help using the loop, please check with a Greeter before Mass.

We have also updated our live streaming equipment through the graces of some very giving parishioners. We are working with our priest's microphones to ensure they being used and operating correctly.

If our parishioners feel there is a need to further enhance our worship space sound, we will be glad to have a professional study conducted to determine the issues and possible solutions. Of course, this is will be contingent on our financial resources.

Parish Sustainability – Frequently Asked Questions

St. Norbert School

Q What is the historical and current financial status of the School?

A We are very proud of our school, the dedication of our principal, the teachers, the parents, the staff and the school board for the sacrifices they make every day to ensure our students receive an incredible religious based education.

Our school has also done a wonderful job in meeting their financial obligations. The school is generally at breakeven, year over year. Our tuition, scholarship grants, and our fundraising are covering teacher, staff and supply costs for all of our students.

COVID however did impact the school. We experienced a tuition decline this year with our Pre-3 School enrollment. This decline was felt across both private and public schools.

Parents were reluctant to enroll young children in school fearing that the schools would need to resort to only online learning. Virtual learning can be difficult for this age group. Our Government PPP loan enabled us to cover these costs and keep our teachers employed.

Saint Norbert School Financial Report 3 Years Actual, Current Fiscal Year Projected and Budgeted FY 21-22					
	Actual 17-18	Actual 18-19	Actual 19-20	Projected 20-21	Budgeted 21-22
School Receipts					
Tuition, Fees, School Support	\$ 893,967	\$ 1,143,171	\$ 1,174,453	\$ 1,071,019	\$ 1,363,195
Auxiliary & Fundraising Events	\$ 210,104	\$ 74,111	\$ 155,961	\$ 105,716	\$ 210,000
Interest & Investment Income	\$ 65,003	\$ 54,300	\$ 56,637	\$ 103,333	\$ 50,000
Miscellaneous Income	\$ 28,505	\$ 244,655	\$ 161,115	\$ 120,787	\$ 98,000
Total School Receipts	\$ 1,197,579	\$ 1,516,237	\$ 1,548,167	\$ 1,400,855	\$ 1,721,195
School Expenses					
Salaries, Wages & Benefits	\$ 1,143,711	\$ 1,359,266	\$ 1,439,720	\$ 1,498,623	\$ 1,700,080
School Books, Transportation & Supplies	\$ 26,044	\$ 76,259	\$ 51,875	\$ 66,991	\$ 75,500
Administrative	\$ 29,471	\$ 35,208	\$ 45,759	\$ 52,960	\$ 50,700
Utilities	\$ 1,425	\$ 1,842	\$ 1,739	\$ 2,569	\$ 2,725
Buildings & Furnishings	\$ 2,926	\$ 1,064	\$ 2,306	\$ 536	\$ 560
Liturgical & Ministry	\$ 20,867	\$ 10,610	\$ 5,372	\$ 4,136	\$ 8,400
Archdiocese Assessments	\$ 4,923	\$ 6,033	\$ 6,265	\$ 4,929	\$ 5,500
Total Expenses	\$ 1,229,366	\$ 1,490,283	\$ 1,553,037	\$ 1,630,744	\$ 1,843,465
PPP Loan Forgiveness				\$ 231,800	\$ 217,256
Net Operating Surplus/Deficit	\$ (31,787)	\$ 25,954	\$ (4,870)	\$ 1,911	\$ 94,986

We are anticipating excellent enrollment next year across all classes, elementary and preschool. Our elementary classes have already met our projected student count with a growth rate of 16%. We are presently 70% to our goal for preschool students, with an anticipated growth rate of 60% versus prior year. We will have many changes next year but we are looking forward to a very exciting year and hopefully, “unmasked” year.

Parish Sustainability – Frequently Asked Questions

St. Norbert School

Q Why do we keep the School open? Isn't it a drain on our resources?

A Our school is self-sustaining. Our school is the optimal comprehensive setting for religious education. Sustaining and growing high-quality schools is a priority for the Archdiocese of Chicago and our parish.

Parishes benefit from strong Catholic schools. A Catholic education:

- instills the importance of community service
- helps children form a personal and living encounter with Jesus
- shapes civically engaged adults

Catholic schools are vital in forming the next generation in faith and knowledge. Catholic Schools provide children with the invaluable opportunity to expand their knowledge, explore their passions, create community, strengthen their sense of self and come to know God all in one place. Catholic Schools educate to develop the *whole child*. Our educational process cultivates the child by engaging the human need for physical, mental, social, and spiritual nourishment.

A parish with a school creates a community environment for all parishioners. Families who have children in a parish school have an easier time of developing a community with their fellow parishioners. Opportunities for fellowship, friendship, and service are available for families and create a warm and welcoming community. Parishioners without school age children also get to enjoy and see the growth of these children and their families as they expand and strengthen their Catholic Faith.