

**Our Lady of Victory
Pastoral Council Agenda**

February 26, 2019 – 7:00 PM – Gathering Space Meeting Room

- I. Call to Order and Opening Prayer (2 min)
- II. Roll Call and Introductions (3 min)
- III. Approve Agenda (2 min)
- IV. Review of last Meetings Minutes: November 27, 2018 (5 min)
- V. Reading of the Mission Statement and Vision Statements (1 min)
- VI. Old Business
- VII. New Business
 - A. Stewardship Recommendation of Parish Sharing Dollars
- VIII. Ministry Reports
 - A. Social Action (4 min)
 - i. Christian Services & Social Justice – Reminder to discuss Mission and Goals
 - ii. Ecumenical – Open
 - B. Church Life (8 min)
 - i. Church Life
 - ii. Stewardship
 - iii. Ladies Council
 - iv. Wellness
 - C. Faith Formation (8 min)
 - i. Faith Formation / RCIA
 - ii. JFK / Board of Education
 - iii. Youth Ministry/Young Adults
 - D. Family Life/Knight of Columbus (4 min)
 - E. Finance and Administration (2 min)
 - F. Liturgy (2 min)
- IX. Standing Committee Reports:
 - A. Odd Jobs (2 min)
 - B. Vocations (4 min)
- X. Reminder of Board of Education: Chad – Mar, Jennifer – Apr, Vern – May, Ralph – June
- XI. Parishioners Comments: (5 min)
- XII. Pastor's Comments: (15 min)
- XIII. Next meeting March 26, 2019 at 7:00 pm in the Gathering Space Meeting Room
- XIV. Adjournment and Closing Prayer

Parish Mission Statement: Our Lady of Victory is a Community that lives and shares the Preaching, Teaching and Healing of Christ

Our Vision: To become the most vibrant and welcoming faith community in the Diocese

Our Lady of Victory Pastoral Council
Meeting Minutes
February 26, 2019

1. Chad Lochner opened the meeting at 7:00 with a prayer. Roll call was taken. Those in attendance are noted below.

Status	Name	Ministry/Committee Assignment
X	Fr. Jake Greiner	Pastor
X	Ralph Armstrong	Stewardship
X	Al Boboth	Ex-officio (Deacon)
X	Helen White	Ladies Council
X	Nancy Stone	Christian Services, Stewardship, Social Justice
X	Chuck Gerlach	Odd Jobs, Stewardship
	Matt Henning	Stewardship, Odd Jobs, AHS
X	Judy Johnson	Ex-officio (Lay Director)
X	Bernie Mack	Ex-officio (Lay Director)
X	Chad Lochner	President
X	David Mattke	Ex-officio (Parish Business Manager)
	Marc Mosse	Ex-officio (Deacon)
X	Vern Vondera	Family Life, Knights of Columbus
X	Mike VanSpybrock	Church Life
X	Chad Steimle	Ex-officio (JFK Principal)
X	Stephen Frank	Secretary
	John Wagner	Ex-officio (Deacon)
X	John Wichelmann	Vice-President
X	Suzanne Yackley	Liturgy
X	Jennifer Stratman	Wellness
X	Peter Schuster	Board of Education Representative
	Frank Agnoli	Ex-officio (Deacon)

(X = Present)

2. The agenda was approved with item regarding Parish Council election.
3. The minutes from the previous meeting were approved.
4. The mission and vision statements were read.

5. Old Business – no items

6. New Business

- A. There are currently 5 positions that will be open. Elections are scheduled for the weekend of May 18 and 19, 2019.
- B. The Stewardship committee is recommending that parish sharing dollars from the CareLINK program be allocated as follows: 30% River Bend Foodbank, 30% Humility Homes and Services, and 40% Catholic Relief Services. In addition, the reserve funds shall be allocated to Humility Homes and Services and the River Bend Foodbank (\$1,000 each). These recommendations were approved by the board.

7. Ministry Reports.

- Social Action
 - Nancy Stone presented the revised mission and goals for the Christian Services and Social Action ministry. As a result, “Social Justice” will be renamed “Social Action” going forward.
 - Ecumenical – No report.
- Church Life
 - Church Life. Report attached.
 - Stewardship. Report attached.
 - Ladies Council. There is a Euchre tournament fundraiser scheduled in March.
 - Wellness. Report attached. Jennifer Stratman pointed out the \$500 scholarship for college students (undergrad or graduate) is available for students in the health care professions.
- Faith Formation
 - Faith Formation / RCIA – Report attached.
 - JFK/Board of Education – Reports attached. The “Rosary Garden” sketch was reviewed. It was suggested that the stones could be changed to memorials for a cost with the proceeds to be used to improve the school facilities. More to come.
 - Youth Ministry/Young Adults – Report attached.

- Family Life
 - Report attached. Vern Vondera noted that the Knights of Columbus are discussing a pro-life fund-raiser. The proceeds would be used for car seats.
- Finance & Administration.
 - Ministry/Committee budget requirements are to be submitted to Dave Mattke by mid-April.
 - OLV's Diocesan Appeal goal is \$151,600, and 97% has been pledged.
 - OLV's 2019/20 budget includes \$111,600 to Assumption High \$600,000 to JFK.
 - The parish center repairs have been completed and the parish has received compensation from the insurance company. As a result, the work was completed without further financial burden to the parish. This is great news!
- Liturgy
 - No report this month.

8. Standing Committee Reports

- Knights of Columbus
 - See Family Life for report.
- Odd Jobs
 - No report. No meeting this month. It was noted that the lower-level storage room needs cleaning. More to come.
- Vocations – Report attached. Deacon Al Boboth requested prayers for the seminarians.

9. Parish Council representation at the monthly Board of Education meeting is as follows:

- March – Chad Lochner
- April – Jennifer Stratman
- May – Vern Vondera
- June - Ralph Armstrong

As a reminder, the Board of Education meetings are the first Tuesday of the month at 6:30.

10. Parishioners Comments.

- The Mississippi Valley Student Tuition Organization distributed \$1 million last year. 79 families at OLV received this benefit in the amount of \$227,000.

11. Pastor's Comments

- Lent starts next week. Masses at 7:00, 8:30, and 6:00pm on Ash Wednesday. Stations of the Cross will be held each Friday.
- There are 5 adults and 2 children in RCIA.
- Fr. Jake has been appointed to the Diocesan Board of Education by Bishop Zinkula. This a 3-year term.
- The budget for next year is being compiled. JFK could use some more students. OLV appears to be in good shape.
- The Meitler Report is attached to the minutes. Father Jake recommended that all board members review this. He noted that JFK students come from all over the Quad Cities. He also noted that there are students within walking distance of JFK that have enrolled elsewhere.
- Vision 20/20 is progressing. A regional listening session was held last week. A conference is scheduled for June. The cost and the speaker are TBD.
- Father Jake has received several anonymous letters. He has read them, but not acted on them. He will address this matter in this week's bulletin and will request that the topics be directed to a member of the parish council.
- One parishioner was affected by the recent Breckenridge Apts. fire. Father Jake is working on temporary housing.
- CEW will be hosting a River Bend Food Bank distribution on May 18, July 6, and August 17. More information on how to volunteer to help the hungry in our area will be forthcoming.

12. The next meeting is 3/26/19 at 7:00.

13. The meeting was adjourned with a closing prayer at 8:15.

Respectfully submitted,

Stephen Frank
Secretary

Char started the meeting off with shared prayer from Psalms 25:1-6. We made \$232 in Ethical Trade sales this weekend; which is a little lower than normal, probably due to the weather. Next sales will be March 16-17. I will have a sign up sheet at F,F,F.

Karen K. gave update on Adults with Disabilities; showing us the scarf the participants will be making and got a suggestion from Sandy on how to finish the open ended side. It is Saturday, Feb. 23rd in the Parish Center. Must have Virtus training to volunteer.

We received both boxes full of backpacks, backpacks piled on top and two large bags beside, so we have a good start for our Lenten Project. Honore will touch base with Chad about the JFK students helping collect items and Sandy will talk with Jennifer at Faith Formation about collecting items from those students also. We will try to get together, to put all the bags together the week after Easter and hand them out the following weekend, April 27-28, also handing out after 1st Communion. Char will find some scriptures and put in bulletin articles all through Lent starting Mar. 2-3 for donations. Char asked everyone to keep an eye on the boxes and if they get sloppy to rearrange and neaten them up. Someone suggested laminating the Blessing Bag prayer-we should be able to do that. Karen K. will check to see if she could use the laminating machine at JFK. Char will ask for 1 Gallon zip lock bags to be donated; I checked several sites on line and the biggest zip lock any of them used was 1 gallon size-I will ask for freezer 1 gallon bags because they are sturdier than non-freezer bags if that is ok?

Star and foster parenting: Discussion held. Char will put bulletin announcements in to promote the program but we feel we would not be utilizing our time and talents to organize a meeting. If someone has the foster parent skills, they can call and get the information from bulletin announcements. To foster teens that have been in the juvenile system takes a very special person/family.

F.F.F-CASI theatre group will present Honeymooners written by Larry D'Autremont on Sunday, February 10th at noon to 1215.

Request was made to continue with a daytime meeting but maybe make it in the morning, but not Tuesdays. Probably will be Monday or Thursday, bible study is Wed. am.

Social Action Committee Mission Statement

“Action on behalf of justice and participation in the transformation of the world fully appear to us as a constitutive dimension of the preaching of the Gospel.”

-Justice in the World, World Synod of Bishops, 1971

Identity

We are the Social Action Committee of Our Lady of Victory Parish.

Purpose

We are called together to form, encourage, and engage the parish in works of charity and justice.

Function

Specifically, this committee assists with evaluating the parish’s engagement in the ministries of charity and justice, and in informing the parish of needs in the local and wider community. This committee assists with encouraging, supporting, and advocating for works of charity in the parish, and with connecting parishioners with ministries within the parish and in the community. In addition, the committee is especially charged with engaging the parish in works of justice, including advocacy in accord with Catholic Social Teaching, and in helping to form parishioners in these teachings.

Future

We hope that, through our ministry, parishioners at Our Lady of Victory will grow in their awareness of the Church’s social teaching, be more intentional in putting it into action, and be more willing to risk following Pope Francis’ call to go to the margins, especially the “margins” right in our neighborhood.

GOALS and OBJECTIVES: February 19, 2019

1. **Goal:** Educate the parish about Catholic Social Teaching
 - a. **Objective:** Educate the committee on CST
 - i. Presentation by diocesan Social Action Director
 - ii. Distribution of timely resources as they become available
 - iii. Presentation on insurance/liability on charitable work
 1. Molyxneux
 2. Attorney
 3. Diocese
 - b. **Objective:** Inform parish leadership about work of this committee and about CST
 - i. Retreat day for parish leadership
 - c. **Objective:** Educate parishioners about CST
 - i. Publish information about CST in weekly bulletin and in *Victory Voice*
 - ii. Include social justice issues in preaching and in intercessions
 1. Contact Dc. Boboth
 - d. **Objective:** Assess parish formation programs regarding inclusion of CST
 - i. Adult formation
 - ii. School / religious education / Confirmation
 - iii. RCIA
2. **Goal:** Assess local involvement in charitable outreach
 - a. **Objective:** create list of parish charitable outreach endeavors, including primary contacts
 - i. Invite groups to present to committee each month (prioritize list)
 - b. **Objective:** create list of charitable ministries at other local parishes
 - i. Attend meeting at St. Anthony re: coordinating outreach to the homeless
 - c. **Objective:** create a list of charitable ministries sponsored by other entities (churches and religious institutions, government agencies)
 - d. **Objective:** assess how well the needs of the poor and elderly at and around OLV are being met
 - i. Outreach to neighboring apartment complexes
 1. Invite to parish picnic?
 2. Other?
3. **Goal:** Begin to engage parish in legislative advocacy
 - a. **Objective:** Publish list of state legislators
 - i. Display in gathering space
 - b. **Objective:** Inform parish about ICC legislative priorities
 - i. Display in gathering space
 1. Overview of legislative priorities
 2. More detailed "Fact Sheets" on each proposed law (include legislator contact info)
 - ii. Inform parish how to be alerted by ICC / be put on mailing list
 1. Link on website / Facebook page
 2. Cards with ICC website information
 - c. **Objective:** Offer an adult formation session/workshop on legislative advocacy/letter-writing

Jan.-Feb. 2019 Church Life notes and
summary of ministry for '18 from the Victory Voice

574 Masses were celebrated in the parish church during the last year.

54 Masses were celebrated at Silvercrest, Ridgecrest, and at Assumption High School.

557 students, ages 4-18, participated in faith formation programs offered through John F. Kennedy Catholic School and Our Lady of Victory faith formation programs.

John F. Kennedy Catholic School provided an excellence education to 437 students, PreKindergarten through 8th grade, and the school continues to prove that "there is a difference in education."

The parish welcomed 45 different people into the Catholic Church through baptisms and professions of faith. The infant and child baptisms totaled 37 for the year.

The number of first communions were up this year. Between second-graders and those adults who came into the Catholic Church through RCIA, 64 people received Jesus Christ in the Eucharist for the first time. The Bishop confirmed 57 students here at our parish, and another 11 people received this Sacrament at Easter. Confessions were heard for over 110 hours during the last year, and there are many people who make special appointments to have their confessions heard.

The parish prepared 17 couples for marriage during this last year, and of these marriages, 15 were celebrated in the parish church.

The parish nurses, the clergy of the parish, and many other volunteers made over 1000 visits to those in the hospital along with parishioners who are homebound, either at their homes or in care facilities, during the last year. These visits will continue to increase as more people volunteer to be extraordinary ministers of Holy Communion.

The parish performed 52 funerals this year, which was down by one funeral from last year.

Additional happenings, retreats, programs and announcements in January and February included: a continuation of a 13 week Wellness Grief Share program; Adult Bible Study nights; Adults with Disabilities and two CEW retreats; a Sweet Heart Dinner fundraiser in support of youth services and a national youth ministry retreat; parishioners from Our Lady of Victory participated in the March for Life in Washington DC on January 18th; Catholic School's Week; the long awaited announcement that work on the Parish Center is complete; OLV Parish Mission/Three Day Parish Mission Faith, Hope and Love Presented by Fr. John Stack March 4-5; Parish Euchre Night, Mar. 9th; an announcement for Confirmation on April 13, 2019.

An important excerpt (below) also published in the Victory Voice newsletter. It's good to remind ourselves of what our various ministries help make possible:

We have a dream for our parish in which it truly becomes the most welcoming and vibrant parish community in our diocese. To be welcoming through hospitality and vibrancy in terms of activities within our own campus and beyond. Additional details regarding hospitality and how we are to become a vibrant parish can be found in the January Victory Voice newsletter.

Proposal for 2019 Stewardship of Treasure Campaign

Overview: 1-letter mail campaign conducted March 17-April 7, supported by bulletin messages, pulpit announcements and social media communications. Parishioners asked to review their annual giving to the parish and indicate their new intention for the year.

- Theme: Joyful Living, Grateful Giving
- Mailing includes response envelope and *Electronic Giving* brochure
- Hearty use of all communication vehicles to seek 100% return.
- Full color bulletin insert in April 7 edition announces results and expresses appreciation to all.

Purpose:

- A means to embrace and promote stewardship as a way of life.
- Increase parish revenue by encouraging intentional and proportionate giving.
- Present an opportunity for those new to the parish or previously unable to participate to engage in financial support of the parish.
- Promote electronic giving options.

Specifics:

1. Launch with message in pastor's column and pulpit announcement—3/17/2019
 2. Mail cover letter, response envelope, E-Giving brochure 3/18.
 3. Progress reports and follow up messages 3/24 and 3/31. Included in pastor column and pulpit announcements both weeks.
 4. Brief supportive message in Principal's Post 3/24 and 3/31.
 5. FaceBook post 3/27 with reminder to return response envelope. Both OLV and JFK FB.
 6. Final Report to the parish—4/7/2019
- Printing and mailing costs funded by Stewardship budget.
 - Parish staff develops an EXEMPT LIST—households that will not receive letters due to personal circumstances (terminally ill, reside in care facility, etc.)
 - Letters are personalized with inside address. Sent bulk mail.
 - Recommend segmented letters with slightly different message to specific groups within the parish.
Suggested groups:
 - **Regular envelope donors**—give sincere thank you for past generosity. Note progress & accomplishments of the past year. Be specific in once again asking for prayerful reflection and return of the intention envelope.
 - **Non-Donors**—zero giving record. You are valued member of our parish family. We welcome your participation and invite you to take a step toward greater involvement and financial support.
 - **Catholic school families**—AHS and JFK. Catholic education is our most important ministry. Perhaps mention the \$700,000 budgeted for FYE 2019. More than any other group you have a vital interest in the well-being of this parish. Please consider how you can give back to keep this ministry strong.
 - Parish staff evaluates and records giving intentions to compile campaign results.

Estimated Cost:

Response envelopes	250
Postage (1,400 letters @ .19)	300
Supplies (paper/#10 mailing envelopes/labels)	400
	<u>950</u>

Wellness Report to Parish Council

Wellness 2.0 was held after masses the weekend of Feb 16th and 17th. The focus was on dental health and over 300 toothbrushes were passed out to parishioners of all ages.

The Wellness committee is still accepting applications for their \$500 Wellness Scholarship. Anyone pursuing a degree in the healthcare field or a “wellness” field is encouraged to apply. Candidates can pick up applications in the Parish office and applications are due back by March 15th.

The Wellness Committee’s used book sale will be held the weekend of June 1st and 2nd.

The Grief share program is going well. Participation is growing and participants are reporting that they are getting a lot out of the program. The group meets after 11:00am mass on Sundays and a light lunch is served at every meeting.

The next Wellness meeting will be held on March 11^h starting at 6:30pm in the gathering space meeting room.

Faith Formation report to the Parish Council

Submitted by Jennifer Wemhoff

I participated in pastoral staff during the month of February.

I attended the February Board of Education meetings.

I continue to write weekly bulletin articles.

I continue to update and track the Faith Formation budget.

I attended the February MORE (Ministers of Religious Education) meeting at St. Anthony's in Davenport.

I participated in the Confirmation Revisioning meetings that Evan has scheduled.

I am working with 2 students this year to help prepare them for full initiation or make a profession of faith.

I assisted with the Chase the Chill project.

The Middle School Bible Study **Encounter** began February 14 (three weeks late due to all the school cancellations). Seven students signed up to participated in this study.

The next adult Bible study will be **Fulfilled: Uncovering the Biblical Foundations of Catholicism**; this study actually began Thursday February from 7:00-8:30pm in the GSMR and run for 7 weeks. This study was original scheduled to begin January 24, but because of the inclement weather, we were postponed by 3 weeks. Currently 18 individuals are signed up to participate.

The First Communion parent and child meeting was Sunday February 24.

Principal's Report to Parish Council: February 2019

Based upon information from the Principal's Posts (also available online)

New JFK Video

Our first draft of a new video highlighting the JFK Difference is available: [JFK Difference](#). The video is available through multiple routes on our website. The easiest ones are under the "JFK Difference" tab or on OLV/JFK TV.

Treat Bags for Community Helpers

JFK students prepared approximately 460 treat bags to thank "community helpers." These bags were distributed to police officers, fire fighters, ordained at St. Ambrose, military personnel, and employees at Genesis West and Ridgecrest.

\$22,260 Donation

Prior to Christmas, JFK received a \$22,260 donation. The anonymous donors designated the funds for the following:

- Art room renovations to include cabinetry and sinks, flooring, storage, and a new kiln. Much of the work for the art room will be done over the summer.
- Portable sound system: Small, wireless unit for gym, PC, outdoors, etc.
- Music for our new middle school choir

With plans in place for some art room renovations, it is likely that we will use the donated funds as "leverage" or our share for a spring Scott County Regional Authority grant application that might allow us to take care of a few more things related to art class.

If you would like to donate for a particular school purpose, please contact me. We have projects ranging from a few hundred dollars to the air conditioning and ventilation project at about \$665,000.

Think Spring and New Plantings

We are thinking spring! A professional-looking drawing for some landscaping out back where the drainage work was done in the fall should be available by the parish council meeting. The preliminary idea was that about \$1,000 would be needed, and the labor would be donated.

Strategic Planning for Scott County Catholic Schools

A number of meetings were held in January and February for strategic planning for Scott County Catholic schools. In a separate document, I am sending the "Key Findings" report that was distributed before Christmas and served as the basis for soliciting more feedback and moving into the draft writing stage. At the end of this report, there is the information that was presented to boards of education and finance councils for discussion and feedback. (It's a lot of copy/paste so the formatting may not be the best here.) Work has begun on a draft plan.

Kindergarten Informational Sessions and Round-Up for 2019-20 Last Week

If you missed the Kindergarten Informational Sessions and Round-Up last week, please contact the school office as soon as possible. You don't want to miss being put on our list for next year! We have preliminary documentation for 47 students already.

Preschool and Childcare Registration for 2019-20

Some of our classes for 3, 4, and 5 year old preschool and/or childcare already have waiting lists forming for next school year. Register now while the classes that meet your family's schedule still have openings.

Calendar Changes for 2018-19

We have spent a considerable amount of time trying to determine what to do about the missed school time due to the weather this winter. The fact that the DCSD controls our busing days and times also makes for a challenging task. Because JFK regularly has more instructional hours than the DCSD, we do have some additional flexibility in our make-up schedule, and this year is proving to be the exceptional year where we exercise that flexibility. Below is a summary of the changes. More details can be found in the [February 20th Principal's Post](#).

- JFK's school day will be 10 minutes longer in the afternoon. Our bell time will be 7:25-2:50. This schedule is DIFFERENT than the DCSD, which is also adding 10 minutes at the front of the day.
- There will be no early release on Wednesdays for the remainder of the school year.
- JFK will not have classes on Good Friday or Easter Monday. This is DIFFERENT than the DCSD, which is going to school on Easter Monday and has a teacher in-service on Good Friday. The Triduum is the most important part of the liturgical year in the Church. It ought to be recognized as such in a Catholic school.
- Thursday, June 6th is the last day of K-8 classes.
- 8th grade graduation is Friday, June 7th.
- Minor time adjustments are also being made for preschool classes.

The calendar on our website will be adjusted to reflect these changes soon. We will need to coordinate things a little differently for the Rummage Sale this year as set up often has begun on a Friday, and the school will be using the gym and cafeteria through Friday evening.

I. ASSUMPTIONS FOR THE STRATEGIC PLAN

As *The Catholic School on the Threshold of the Third Millennium* reminds us, “We must respond to challenging times with faith, vision and the will to succeed because the Catholic school’s mission is vital to the future of our young people, our nation and, most especially, our Church.” (*United States Catholic Conference of Bishops, “Renewing Our Commitment to Catholic Elementary and Secondary Schools in the Third Millennium,”* 2005).

In forming this strategic plan as the Scott County Catholic schools, we envision the strength and vitality of our schools for the future and respond to that vision with faith and determination. Our vision and planning efforts will be interwoven with the *Vision 20/20: From Pentecost to Pentecost* initiative that motivates all in our diocese “to move forward and fill every heart and life with the joy of the Gospel through a fresh encounter with Jesus Christ and His Church.” (*Vision 20/20: From Pentecost to Pentecost Concept Paper*).

Integral to the development of a plan for Scott County Catholic schools plan is the *Strategic Plan for Catholic School Education* for the entire Diocese of Davenport. The diocesan vision states: *The Catholic schools in the Diocese of Davenport will remain relevant, valuable, competitive and effective for the Church, our families and society. Our diocesan schools have a long track record of success, but there is room to reach an even higher level of excellence in all of our schools.*

To that end, the following statements articulate the foundational assumptions from which the plan is derived. These statements articulate the goals we believe will guide the Scott County Catholic schools as a single community to grow stronger and more vibrant now and in the future:

ASSUMPTION 1:

Our Catholic schools will be distinctively Catholic, working together with parishes to be “Spirit-filled evangelizers” to form intentional disciples who belong to communities of faith.

Goals

- 1a. Schools will be recognized as integral to the Church’s evangelizing and educational mission and, as such, will be valued and promoted by clergy and lay leaders.
- 1b. Each school will be an effective vehicle of evangelization and ongoing faith formation for students, their families, faculty and staff.
- 1c. Students will come to know and love Jesus Christ in a personal relationship.
- 1d. Schools will be strong communities of faith that retain close ties and remain an integral part of the parish communities that sponsor them.
- 1e. Parents and guardians will be actively engaged in the faith formation and education of their children. Parents and guardians will be growing in their own faith through the experience.

ASSUMPTION 2:

Our Catholic schools are smartly organized so they function systemically with collaborative leadership that can deliver quality Catholic education efficiently and effectively. Planning will connect Catholic education from early childhood through 12th grade.

Goals

- 2a. The schools will work in a unified manner to effectively steward the gifts and resources they receive.

Draft February 12, 2019

- 2b. Schools will have effective development plans and enrollment management plans in place. These plans will be supported by coordinated efforts among Scott County Catholic schools.
- 2c. The formation and education of students will be coordinated and seamless from prekindergarten all the way through high school graduation. A vision of preK through 12th grade will guide planning at each grade level.

ASSUMPTION 3:

Our Catholic schools will pursue a culture of excellence, educating students holistically to fully develop their God-given potential and prepare them for leadership and service.

Goals

- 3a. An excellent, comprehensive, and well-rounded educational program will focus on the development of the whole child. The educational program will embody a 21st century approach to teaching and learning.
- 3b. Administrators, teachers, and staff will be hired who are dedicated to the ministry of Catholic education, possess appropriate academic credentials, are professionally competent, and engaged in ongoing spiritual formation and professional development.
- 3c. The schools will have an innovative culture that can deliver academics and enrichment opportunities.
- 3d. Schools will have the capability and resources to serve a diverse range of student learning needs.
- 3e. All schools will engage in processes of school improvement where the curriculum and assessment results are reviewed, evaluated, and effectively utilized to enhance student performance.

ASSUMPTION 4:

Our Catholic schools develop and ensure vitality to create a tomorrow in which they are accessible and affordable to all families that desire a Catholic education.

Goals

- 4a. Schools will be available and accessible where families are living and anticipated to be living in the future.
- 4b. Each school will have a strategic plan consistent with the Scott County Catholic schools and diocesan strategic plans. Strategic plans will be comprehensive.
- 4c. Each school will operate with near capacity enrollment as the result of an enrollment management plan.
- 4d. Annual operating budgets will be balanced with surpluses and build upon long-range financial planning. Appropriate oversight policies and procedures will be in place and implemented.
- 4e. Families from diverse income levels will have access to Catholic education, particularly middle and low-income families by means of sufficient and generous financial assistance.
- 4f. Employee compensation will be just and competitive to attract and retain excellent teachers and staff.
- 4g. Schools will have master plans to ensure they are safe, attractive, and current for the educational program.

II. RATIONALE FOR THE PLAN

Catholic schools in Scott County have a long and successful history of providing children with a quality education that is genuinely Catholic and has deep roots within the various parish communities. There are many strengths that have been instrumental in successfully building up and sustaining the schools. Strategically, these will continue to form the foundation for moving change forward and reaching the next level of excellence. A number of challenges also emerged from many discussions, interviews, school and

parish visits. These challenges need to be addressed in order for the schools to improve, grow together and enhance the mission of Catholic education in Scott County. These too provide the focus for a future where Catholic school education in the county is available, accessible and affordable.

A. STRENGTHS UPON WHICH THE PLAN IS BUILT

1. The mission and Catholic identity of the schools are evident in terms of visible signs of the faith, strong religion curriculum, faith formation activities, service to the community, and intentional connections with parishes as much as possible. There is evidence of integrating intentional discipleship into the life and learning of several schools as the focus for student and faculty/staff faith formation.
2. School leaders and pastors acknowledge and engage in the schools' role in evangelization.
3. The one-parish/one-school model of Catholic school education has served Scott County well for many years. In some cases, the partnership between parish and school is integrally linked and connected.
4. The schools are served by highly qualified spiritual and academic leaders in the persons of the school administrators.
5. The dedication and commitment of teachers and school staff to the ministry of education in the Scott County schools is evident and a key element in the success of these communities.
6. The schools provide a solid academic curriculum that prepares students for advancement grade to grade and for success in high school.
7. Each school is engaged in curriculum development which is conducted at the local level.
8. Students with learning differences and special needs are addressed in varying ways at the schools depending on the resources available.
9. Enrollment in Catholic schools is relatively stable.
10. Retention is relatively good.
11. Families travel across a wide area to reach their school of choice. No school is a neighborhood school, and all the schools serve a regional market.
12. Some funding for marketing initiatives was provided by the Assumption Foundation for K-12 Schools for marketing from monies raised in the last campaign conducted for the schools.
13. School facilities are presentable, clean and are marketable.
14. School leaders make full use of their facilities, maximizing at times the very limited spaces they may have for various programs and classes.
15. Parish support is very generous.
16. The Assumption Foundation for K-12 Schools is an important partner with the Scott County schools and their financial future.

B. CHALLENGES THE PLAN RESPONDS TO

1. The one-parish/one-school model is becoming increasingly challenging to preserve as the active participation and giving of the faithful to the parishes is diminishing over time.
2. Elementary enrollment in kindergarten and grades 1 through 5 has been declining in recent years. Enrollment in these grades among the four schools ranges from approximately 130 to 150 students in 2018-19 compared to a range of approximately 150 to 179 students two and three years ago. This trend will have an impact on potential Assumption High School enrollment as well as sustainability of the elementary schools in the near future.
3. Administrators indicate the need for a "similar" curriculum among the schools. Enhancing the vertical and horizontal (collaboratively) alignment of the curriculum from kindergarten through grade 12 would benefit students as they progress toward and through high school.
4. Updating technology on a regular basis is a challenge and a significant cost.
5. The number of students with academic special needs and learning differences is growing, with more

parents desiring a Catholic school experience for their children who have such needs. Greater resources and specialized staff are needed.

6. Additional distinctive academic opportunities such as STEAM, global languages, multi-disciplined, integrated courses, would add to the solid academic foundation the schools currently provide and would serve to attract enrollment from increasingly experienced-focused parents.
7. Schools have additional capacity in many grades. There are 408 open seats in PreK-8th grade, and 140 open seats at Assumption High School.
8. Data suggests a slightly smaller market share in 2018 compared to 2013. Smaller populations of schoolage children in the Davenport School District means a higher market share is needed to maintain full enrollment. Catholic schools have to enhance their brand and value so parents will choose them over other options.
9. Few of the schools have a written and implemented marketing and enrollment management plan, nor is there one in place for action in the county.
10. Marketing efforts have been limited by lack of skilled personnel and funding. Some marketing funds have been provided by the Assumption Foundation for K-12 Schools, but these funds are depleted.
11. Marketing and student recruitment efforts are focused primarily among the Catholic school and parish families. These efforts and initiatives need to reach farther into the communities to sustain enrollment for the future.
12. The facilities of each school are aging, have deferred maintenance that needs to be addressed, and in some cases are inadequate to meet their current needs or provide the full range of quality programs a 21st century educational institution requires.
13. Compensation (salaries and benefits) is not standard among the Catholic elementary schools.
14. Tuition does not reflect the value or cost of a Catholic education. It is subsidized for all families whether financial need exists or not.
15. Relatively little financial assistance is provided from sources beyond the Family Tuition Plan. This limits the ability to raise tuition and makes recruitment and retention of middle income families more difficult.
16. The funding model as it currently functions is not capable of growing revenue to advance certain goals for financial viability. Parish support will be limited by parish offertory income and competes with other parish priorities.
17. The cost of parish support has been difficult to keep in balance with what parishes can afford in supporting the schools.

C. POTENTIAL IMPACT OF CENTRALIZING SERVICES

The following are potential central services and programming that the Scott County Catholic schools could share in a more systemic manner:

Academics and curriculum planning

- Enhancing the vertical and horizontal articulation and alignment of the curriculum from kindergarten through 12th grade would benefit both teaching and learning.
- Sharing personnel in specific curricular areas can provide a cost savings as well as enhance programs among the schools. Sharing can also provide higher quality specialized programs for students.
- Increased professional development opportunities can be achieved in common among the schools in tandem with specific school site curricular goals for teachers and classroom staff.
- Professional development dollars can be pooled for more effective programming.
- Improve middle school programming across all schools.

Co-curricular and enrichment

- Clubs and enrichment activities can be developed with a larger base of student participation; offering a wider range of quality options for all students. Examples are: a county wide fine-arts program offering lessons and orchestra, honor band, clubs, show choirs, Lego leagues, mock trial, and civic oration. Many programs done well in elementary and middle grades and coordinated preK-12 will raise the quality and success of fine arts at the high school level.
- Athletic programs can be coordinated and greater offerings for all students in all schools. More coaching positions can be paid.
- Partnerships can be developed on behalf of all Catholic school students with businesses, Saint Ambrose University, local trades, Knights of Columbus, and other community-based institutions. Examples would be: career fair with St. Ambrose, robotics involving local businesses, art classes with Figge Art Museum and Putnam Museum, theatre productions throughout the year, and expanding the science fair.

Enrollment management: marketing, branding, recruitment, retention

- Developing an enrollment management plan focusing on marketing, recruitment, admissions and retention as a network of schools provides the opportunity to collaborate rather than compete.
- Expertise and funding can be pooled for the benefit of all Scott County Catholic schools. Dedicated staff and consultant expertise can be better utilized. Increasing market share is critical to holding and growing enrollment.
- A higher level of professional marketing of Catholic schools in Scott County needs to be conducted for three reasons: share and enhance the image and brand of the schools, grow enrollment, and increase financial support.

Business functions

- There is redundancy in business functions among all the schools. Matters of human resources are left for each school to figure out. Accounting and bookkeeping can be delivered with greater consistency if brought together.
- Centralized business functions improve management decision making. Making changes to the funding model are much easier with one source for information and unified decision making.

Funding model: development and setting tuition

- The current Assumption High School Foundation could transition to the Scott County Catholic Schools Foundation and expand its role and scope to lead long-term funding for the schools through major gifts, planned giving, and endowment growth. The foundation could move beyond managing an endowment to generating new funds that would increase financial assistance and accomplish significant long-range goals.
- Developing a common approach to funding the schools beyond the current tuition and parish subsidy approach would provide real potential for revenue growth to advance goals for financial viability for all.
- A common development office could initiate and manage an annual fund and major gifts programs, providing each of the schools with the opportunity to benefit from a more inclusive effort to raise greater amounts of funding beyond traditional fundraising efforts at each school. Fundraising activities at individual school sites could still be used for small, school-focused goals as needed.

- Grant opportunities increase when schools make proposals as a system to certain granting agencies.

Salaries and benefits

- Increasing salaries is difficult school by school. An approach that changes the funding model for all schools opens up significantly new possibilities for revenue growth.
- The issue of teacher recruitment and retention is significantly impacted by the capacity of Catholic schools to provide compensation and particularly benefits at competitive levels.
- New compensation systems can be explored if done across all the schools.
- It is beneficial to have a common salary scale and benefits package for personnel to avoid competition among the schools and achieve equity for all teachers.
- By allowing teachers to move within the network of schools, more career paths are provided that will retain quality teachers.

Human resources

- Central payroll can gain efficiency in terms of staffing and cost.
- Personnel matters can be managed with expertise present within the schools.

Ongoing strategic planning

- The Scott County Catholic schools strategic plan provides the foundation for continuing collaboration and moving the schools forward together. It sustains the vision they hold in common.

Key Findings

Developing a Regional Plan for Scott County Catholic Schools

Diocese of Davenport

November 2018



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INTRODUCTION

Catholic schools, which always strive to join their work of education with the explicit proclamation of the Gospel, are a most valuable resource for the evangelization of culture.

Pope Francis-The Gospel of Joy

The Catholic schools of Scott County are working together for the mission of Catholic education. The purpose of this report is to understand the current state of Catholic schools and inform the issues that should be addressed as part of a strategic plan for Catholic school education in the region.

Planning for the future of Catholic schools requires those who will form and use the plan to have an accurate understanding of the current reality based on data and analysis. The data from this study will provide insight into the challenges and possibilities for the future and will serve as the foundation for developing a strategic plan.

The Meitler consulting team brings to the planning process an emphasis on data and accountability, believing that the best plans are based on empirical evidence. In addition to empirical data, the consulting team interviewed many stakeholders including teachers, pastors, school leaders, board members and diocesan representatives. The team also toured each school. Data will be reviewed with the Strategic Planning Committee and others to ensure an accurate and complete picture is presented.

Planning is important so that Catholic schools do not grow complacent in their accomplishments, but proactively strive to be ever more authentic in their Catholic identity and ever more excellent in their academics. As “a most valuable resource for the evangelization,” Catholic schools must exist to form young people to be disciples of Christ and instill Catholic values for future generations.

I. MISSION AND CATHOLIC IDENTITY

Strengths

- a. A vision and direction for Catholic school education is established in “A Strategic Plan for Catholic School Education” which provides goals and action plans for all schools in the Diocese of Davenport.
- b. The *Instrument for Self-study and Reflection* is in place to guide the implementation of the diocesan strategic plan’s Catholic identity goals and action plans.
- c. The one-parish/one-school model of Catholic school education has served Scott County well for many years and is still the mainstay at this time. In some cases, the partnership between parish and school is integrally linked and connected.
- d. The mission and Catholic identity of schools in the county are evident in terms of visible signs of the faith, strong religion curriculum, faith formation activities, service to the community, and intentional connections with parishes as much as possible. There is evidence of integrating intentional discipleship into the life and learning of several schools as the focus for student and faculty/staff faith formation.
- e. School leaders and pastors acknowledge and engage in the schools’ role in evangelization.
- f. The diocese and pastors are committed to Catholic school education and provide support within the limits of time and resources available.
- g. The celebration of Mass, devotions and prayer and participation in the sacraments are available to all students on a regular basis.
- h. The schools are served by highly qualified spiritual and academic leaders in the persons of the school administrators. Their expertise and dedication to collaborative planning and action establishes a culture where change is possible.

Findings

- a. There are expectations for the presence of pastors and other clergy in the schools to know and encourage the students, faculty and staff as time allows. They are also expected to be at board meetings and other functions. Clarity is needed around their role and expectations as they may be changing from the past. Pastor engagement varies widely and schools would benefit from more consistent engagement that is appropriate for the role of pastor.
- b. It is important that the diocesan Vision 20/20 becomes connected with and integrated into this schools’ planning process.
- c. The Scott County schools need to determine how to integrate the diocesan *Strategic Plan for Catholic School Education* into their local plans and decision-making processes.
- d. The schools are a unique opportunity to reach out, engage and evangelize families in their faith. Continuing to discover more ways the schools and parishes can collaborate in providing meaningful adult and family faith formation is a desired goal.
- e. While there are varying approaches and levels of effectiveness in faculty and staff faith formation and professional development, there is potential for a collaborative, county-wide initiative(s). This can be an opportunity to build a broader community of faith among the schools and enhance the mission and Catholic identity of all in a far more visible fashion throughout Scott County. This should be an elementary and high school initiative.

- f. The lack of personnel to lead and organize a collaborative or common faith formation program is a key challenge. Differing school schedules are also an obstacle to shared in-service days.
- g. The challenge in implementing the *Instrument for Self-study and Reflection* in a collaborative fashion among the Scott County Catholic schools lies in organization and logistics, i.e., time to meet and plan.

II. ACADEMICS AND EDUCATIONAL PROGRAM

Strengths

- a. The schools are accredited by the State of Iowa.
- b. The schools provide a solid academic curriculum that prepares students for advancement grade to grade and for success in high school. Curriculum is based on the State of Iowa Core Standards.
- c. Efforts to bring about curricular alignment are happening among the elementary schools in the areas of math, science and reading. Other areas of the curriculum can also benefit from improved alignment.
- d. Technology is present in the schools and is used in a variety of ways depending on the approach a particular school takes in how it is used.
- e. Each school is engaged in curriculum development which is conducted at the local level.
- f. Some of the schools have created programs that distinguish them among other educational options, Catholic, public or private. Creative programming delivered in a uniquely Catholic context offers an attractive marketing opportunity.
- g. Students with learning differences and special needs are addressed in varying ways at the schools depending on the resources available.
- h. Relationships with the local public school districts are good and allow for access to federal program title funding and programs.
- i. Professional development is an essential element for teacher growth at each school with some opportunities conducted in common. Some of the schools have formed Professional Learning Communities that are engaged not only in improving teaching and learning but incorporate spiritual growth/faith formation as well.
- j. Assumption High School builds on the strengths and preparation of the elementary school students and provides a strong foundation that allows its students entry into the colleges or other higher learning opportunities that best suit them.

Findings

- a. Administrators indicate the need for a “similar” curriculum among the schools. Enhancing the vertical and horizontal (collaboratively) alignment of the curriculum from kindergarten through grade 12 would benefit students as they progress toward and through high school.
- b. Updating technology on a regular basis is a challenge and a significant cost.
- c. The number of students with academic special needs and learning differences is growing, with more parents desiring a Catholic school experience for their children who have such needs. Greater resources and specialized staff are needed with support from the public school districts to effectively serve more of these students and their families.
- d. Additional distinctive academic opportunities such as STEAM, global languages, multi-disciplined, integrated courses, would add to the solid academic foundation the schools currently provide and would serve to attract enrollment from increasingly experienced-focused parents.

III. COMMUNITY DEMOGRAPHICS

Demographics tell a story of who schools serve now, and who could be served in the future. Data was collected from many sources including: Bettendorf Planning Office, Davenport City Planning Office, US Census, State of Iowa Data Center, Iowa Department of Education, Environics Analytics by Claritas, and other sources. Interviews were conducted with some of these agencies. The following highlights basic facts. A presentation will extend these facts with visuals and conclusions.

A. SCOTT COUNTY

Figure 1
Scott County Population Trends

	Census 2000	Census 2010	Estimate 2018	Projection 2023
Total population	158,668	165,224	173,603	178,644
Years of change		10 years	8 years	5 years
Number change		6,556	8,379	5,041
Percent change		4.1%	5.1%	2.9%
Population 5-14	23,685	22,530	22,945	22,996
Years of change		10 years	8 years	5 years
Number change		-1,155	415	51
Percent change		-4.9%	1.8%	0.2%

Source: US Census 2000 and Environics Analytics by Claritas 2018

Figure 2
Scott County Population Forecast

	Census 1970	Census 1980	Census 1990	Census 2000	Census 2010	Estimate 2014	Forecast 2020	Forecast 2030	Forecast 2035
Total population	142,687	160,022	150,973	158,668	165,224	171,387	175,367	182,650	185,584
Years of change		10 years	10 years	10 years	10 years	4 Year	6 years	10 years	5 years
Number change		17,335	-9,049	7,695	6,556	6,163	3,980	7,283	2,934
Percent change		12.1%	-5.7%	5.1%	4.1%	3.7%	2.3%	4.2%	1.6%

Source: Davenport + 2035 Land Use Plan Update August 2016

Figure 3
Scott County Hispanic/Latino Population

	Census 2010	Estimate 2018	Projection 2023
Hispanic/Latino population	9,197	11,920	13,764
Years of change		8 years	5 years
Number change		2,723	1,844
Percent change		29.6%	15.5%
Percent of total population that is Hispanic/Latino	5.6%	6.9%	7.7%

Source: Environics Analytics by Claritas 2018

Figure 4
Statistics for parishes in Scott County

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Change 2008-2017	
											Number	Percent
Practicing Catholic families	8,086	8,189	8,174	8,347	8,331	8,271	8,357	7,869	8,049	8,132	46	1%
Baptisms through age 6	415	388	378	384	380	366	355	331	382	362	-53	-13%
First Eucharists < age 14	404	382	375	391	428	402	407	401	362	342	-62	-15%
Confirmations	411	411	452	467	427	448	366	472	395	380	-31	-8%

Source: Diocese of Davenport

Strengths

- Population in the county is projected to increase both in the short-term from 2010 to 2023 by 8% overall and in the long-term (2010 to 2035) by 12% with an additional 20,360 persons. (*Davenport +2035 city plan*)
- Economic strength, residents of the Illinois Quad Cities moving to the Iowa side of the river, and a leveling-off of a declining birth rate are key contributors to county and City of Davenport growth. (Note: data on the number of residents moving from Rock Island/Moline to the Iowa side will be available in 2020)
- The Hispanic/Latino population has been increasing modestly in the county and is projected to continue that growth through 2023.

Findings

- While there is anecdotal evidence that a number of residents from Rock Island and Moline are moving to the Iowa side of the river which is impacting growth in the county and the Iowa Quad Cities, actual data will not be available until 2020.
- A significant reason for more Illinois residents relocating west of the river is a lower tax burden in Scott County, particularly in property taxes. (“@Illinois Policy” – New Census Data Tell the Tale of Quad Cities; May 2018)
- Scott County has abundant land ready for development. Land use potential is outlined in the “Davenport 2035” and “Premiering Bettendorf: A Comprehensive Plan for Bettendorf” planning documents.

- d. The number of Catholic children in the county engaged in the sacramental life of parishes is declining. There is a shrinking child-age population who are traditionally Catholic, with the possibility of some growth among Hispanic Catholic children. The number of child-age Catholics could be declining even with some population growth.

B. CITY OF DAVENPORT

Figure 5
Davenport Population Trends

	Census 2000	Census 2010	Estimate 2018	Projection 2023
Total population	98,359	99,685	102,801	105,067
Years of change		10 years	8 years	5 years
Number change		1,326	3,116	2,266
Percent change		1.3%	3.1%	2.2%
Population 5-14	14,231	12,838	13,846	14,035
Years of change		10 years	8 years	5 years
Number change		-1,393	1,008	189
Percent change		-9.8%	7.9%	1.4%

Source: US Census 2000 and Environics Analytics by Claritas 2018

Figure 6
Davenport Population Forecast

	Census 1970	Census 1980	Census 1990	Census 2000	Census 2010	Estimate 2014	Forecast 2020	Forecast 2030	Forecast 2035
Total population	98,469	103,264	95,333	98,359	99,685	102,448	104,898	108,360	109,769
Years of change		10 years	10 years	10 years	10 years	4 Year	6 years	10 years	5 years
Number change		4,795	-7,931	3,026	1,326	2,763	2,450	3,462	1,409
Percent change		4.9%	-7.7%	3.2%	1.3%	2.8%	2.4%	3.3%	1.3%

Source: Davenport + 2035 Land Use Plan Update August 2016

Figure 7
Davenport Hispanic/Latino Population

	Census 2010	Estimate 2018	Projection 2023
Hispanic/Latino population	7,252	9,274	10,649
Years of change		8 years	5 years
Number change		2,022	1,375
Percent change		27.9%	14.8%
Percent of total population that is Hispanic/Latino	7.3%	9.0%	10.1%

Source: Environics Analytics by Claritas 2018

Strengths

- a. The general population of Davenport continues to grow as well as the school-age population which had been declining since the 2000 census.
- b. Population in the City of Davenport is projected to increase both in the short-term from 2010 to 2023 by approximately 5% and in the long-term (2010 to 2035) by 10% with an additional 10,084 persons. (*Davenport +2035 city plan*)
- c. The Hispanic/Latino population has been growing significantly and is expected to continue its growth through 2023.

Findings

- a. Birth rate has an impact on growth in the City of Davenport. Davenport averages approximately 607 more births than deaths annually. While the birth rate has declined the past ten years, there are indications that it is stabilizing due to a stronger economy.
- b. City of Davenport planners indicate that migration in-or-out of Davenport will be net zero with little impact on population growth.
- c. Davenport has abundant land that is ready for development. Land availability is identified in the “Davenport 2035” plan.
- d. Compared to the county growth in the Hispanic/Latino population, the majority of this population is living in the Davenport area.
- e. A potential impact on population growth in the city could be older housing in Davenport which is difficult to rehabilitate or replace with affordable housing. The city will have to address how to “accommodate approximately 7,351 new residents over the next twenty years.” (*Davenport +2035 city plan*)
- f. The public school district is estimating a loss of approximately 600 students over the next five years. Families moving to areas served by the Bettendorf and Pleasant Valley school districts is a reason given for the decline. These districts are perceived to be of higher academic quality.
- g. According to city planners, “Davenport is experiencing slow, steady growth, and there are no reasons to assume that condition will change.” (*Davenport +2035 city plan*)

C. CITY OF BETTENDORF

Figure 8
Bettendorf Population Trends

	Census 2000	Census 2010	Estimate 2018	Projection 2023
Total population	31,409	33,217	35,823	37,076
Years of change		10 years	8 years	5 years
Number change		1,808	2,606	1,253
Percent change		5.8%	7.8%	3.5%
Population 5-14	4,717	4,947	4,637	4,549
Years of change		10 years	8 years	5 years
Number change		230	-310	-88
Percent change		4.9%	-6.3%	-1.9%

Source: US Census 2000 and Environics Analytics by Claritas 2018

Figure 9
Bettendorf Hispanic/Latino Population

	Census 2010	Estimate 2018	Projection 2023
Hispanic/Latino population	1,204	1,590	1,852
Years of change		8 years	5 years
Number change		386	262
Percent change		32.1%	16.5%
Percent of total population that is Hispanic/Latino	3.6%	4.4%	5.0%

Source: Environics Analytics by Claritas 2018

Strengths

- a. Bettendorf has grown approximately 8% since 2010 with an increase in population each year since then. According to the projections, this growth will continue through 2035 and beyond.
- b. International migration, while impacting Scott County growth, is particularly strong in Bettendorf. The new immigrants are primarily Asian. (Bettendorf City Planning Department)
- c. The Bettendorf School District is perceived as high quality, and the city's proximity to the highly-valued and growing Pleasant Valley School District also makes it appealing for families.

Findings

- a. Bettendorf is currently the city of choice by people moving within Scott County and from without due to newer housing, community infrastructure, quality schools, and availability of land.
- b. A significant reason for more Illinois residents relocating west of the river to Bettendorf in particular is a lower tax burden. Even though the median house value in Bettendorf is 31% higher than Rock Island, Illinois, the median tax bill for a home is 39% higher in Rock County compared to Scott County.
- c. By 2022 Bettendorf could become the 3rd largest of the Quad Cities passing Rock Island based on the current growth trends.
- d. The Hispanic/Latino population, while increasing significantly, is still small in numbers due in part to the increasing cost of homes.
- e. Bettendorf is expected to continue growing primarily north and northeast up to and beyond the I-80 interstate. Annexation of property is possible as growth continues north.
- f. The projected housing mix for the city is 65% low density (single-family homes), 15% medium density (townhomes, condominiums, etc.), and 20% high density (apartments) which will impact the amount of land needed to expand in the future. More multi-family housing is being planned in order to provide what will become the most available and affordable housing.
- g. At the present time, Bettendorf needs only 1,520 acres of land to accommodate population growth through 2035. The city has about 5,000 acres of undeveloped land available in the city limits. Expanding beyond I-80 will be years away. Also, infrastructure (water, sewer, power) north of I-80 is “sketchy” per city planners and is not due for a long time. Water and sewer lines are currently up to I-80.
- h. There is no master plan for schools in the Bettendorf School District and it is trying to keep up with the growing number of students.
- i. It is anticipated that at some point Bettendorf and Le Claire will connect with one another if the growth trends continue.

IV. ENROLLMENT

Figure 10
PreK to 12 Enrollment

School	City	Grades	13-14	14-15	15-16	16-17	17-18	18-19	Change 13-14 to 18-19	
									Number	Percent
Lourdes	Bettendorf	PreK-8	344	354	341	317	344	333	-11	-3%
All Saints	Davenport	PreK-8	405	447	468	471	470	442	37	9%
John F. Kennedy	Davenport	PreK-8	464	494	518	507	497	449	-15	-3%
St. Paul the Apostle	Davenport	PreK-8	512	508	494	478	472	471	-41	-8%
Total PreK-8			1,725	1,803	1,821	1,773	1,783	1,695	-30	-2%
Assumption High School	Davenport	9-12	481	458	452	448	444	460	-21	-4%
Total PreK-12			2,206	2,261	2,273	2,221	2,227	2,155	-51	-2%

Source: School data forms

Figure 11
2018-19 K to 8 enrollment capacity

School	City	Reported K-8 Enr.	Level of Capacity	Level of Capacity	# Empty		Average Class Size
					Seats	# Classes	
Lourdes	Bettendorf	220	303	73%	83	12	18.3
All Saints	Davenport	382	450	85%	68	18	21.2
John F. Kennedy	Davenport	355	502	71%	147	18	19.7
St. Paul the Apostle	Davenport	390	468	83%	78	18	21.7
Total		1,347	1,723	78%	376	66	20.4

Source: School data forms

Figure 12a
First Eucharist recipients enrolled in 2nd grade in Catholic schools
Includes only parishes sponsoring elementary school

	2013-14	2014-15	2015-16	2016-17	2017-18	Total
First Eucharists ¹	349	367	355	309	307	1,687
2nd grade Catholic schools ²	143	143	113	125	124	648
% of First Eucharist participants enrolled in Catholic school 2nd grade	41.0%	39.0%	31.8%	40.5%	40.4%	38.4%

¹ Includes only parishes sponsoring elementary school.

² Includes only Catholic students.

Source: Diocese of Davenport

Figure 12b

**First Eucharist recipients enrolled in 2nd grade in Catholic schools
Includes all Scott County parishes**

	2013-14	2014-15	2015-16	2016-17	2017-18	Total
First Eucharists ¹	402	407	401	362	342	1,914
2nd grade Catholic schools ²	143	143	113	125	124	648
% of First Eucharist participants enrolled in Catholic school 2nd grade	35.6%	35.1%	28.2%	34.5%	36.3%	33.9%

¹ Includes all Scott County parishes.

² Includes only Catholic students.

Source: Diocese of Davenport

Figure 13a

**Attraction rate for baptisms compared to Kindergarten in Catholic schools 5 years later
Includes only parishes sponsoring elementary schools**

2013 baptisms ¹	317	2017-18 Catholic K students ²	134	Attraction rate:	42.3%
2014 baptisms ¹	319	2018-19 Catholic K students ²	119	Attraction rate:	37.3%

¹ Includes only parishes sponsoring elementary school.

² Includes only Catholic students.

Source: Diocese of Davenport

Figure 13b

**Attraction rate for baptisms compared to Kindergarten in Catholic schools 5 years later
Includes all Scott County parishes**

2013 baptisms ¹	366	2017-18 Catholic K students ²	134	Attraction rate:	36.6%
2014 baptisms ¹	355	2018-19 Catholic K students ²	119	Attraction rate:	33.5%

¹ Includes all Scott County parishes.

² Includes only Catholic students.

Source: Diocese of Davenport

Figure 14

Scott County public school district elementary enrollment trends

District	K to 8						Change 12-13 to 17-18	
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	Number	Percent
Bettendorf	2,974	2,902	2,925	3,011	3,066	3,030	56	2%
Davenport	10,883	10,929	10,731	10,512	10,292	10,092	-791	-7%
North Scott	2,053	2,041	2,134	2,170	2,176	2,148	95	5%
Pleasant Valley	2,915	2,970	3,025	3,105	3,248	3,350	435	15%
Total	18,825	18,842	18,815	18,798	18,782	18,620	-205	-1%

Source: Iowa Department of Education

Figure 15

Scott County public school high school enrollment trends

District	9 to 12						Change 12-13 to 17-18	
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	Number	Percent
Bettendorf	1,444	1,477	1,467	1,533	1,530	1,509	65	5%
Davenport	4,537	4,580	4,538	4,672	4,620	4,594	57	1%
North Scott	961	935	962	955	951	978	17	2%
Pleasant Valley	1,251	1,262	1,307	1,336	1,381	1,442	191	15%
Total	8,193	8,254	8,274	8,496	8,482	8,523	330	4%

Source: Iowa Department of Education

Figure 16

Scott County 2017-18 non-public enrollment

School	District	Enrollment
K to 8		
Morning Star Academy	Bettendorf	127
Rivemont Collegiate	Bettendorf	136
Trinity Lutheran	Davenport	309
Total K to 8		572
9 to 12		
Morning Star Academy	Bettendorf	36
Rivemont Collegiate	Bettendorf	39
Total 9 to 12		75
Total K to 12		647

Source: Iowa Department of Education

Figure 17

Market Share – Scott County

	2013	2018
5-14 population Scott County	23,285	22,945
K-7 total enrollment Scott County Catholic schools (school years 2013-14 and 2018-19)	1,272	1,187
Market share	5.5%	5.2%

Note: Market share for Assumption High School is about 5%.

Source: US Census, Environics Analytics by Claritas 2018 and school data forms

Strengths

- a. Enrollment in Catholic schools is relatively stable.
- b. Families travel across a wide area to reach their school of choice. No school is a neighborhood school, and all the schools serve a regional market.
- c. Some funding for marketing initiatives was provided by the Assumption Foundation for K-12 Schools for marketing from monies raised in the last campaign conducted for the schools.
- d. Retention is relatively good.

Findings

- a. Schools have additional capacity in many grades. A total of 376 empty seats exist for Catholic elementary schools. Filling empty seats does not require more mainstream teachers, but could require more support services.
- b. Assumption High School has capacity for 600 students and is currently enrolled well below this capacity. Some students can be added without additional staff. Higher enrollments generally improve possibilities for programming.
- c. Class sizes in the elementary schools range from 18.3 to 21.7.
- d. Data suggests a slightly smaller market share in 2018 compared to 2013. Smaller populations of school-age children in the Davenport School District means a higher market share is needed to maintain full enrollment. If in fact this is the trend, Catholic schools have to enhance their brand and value so parents will choose them over other options.
- e. Few of the schools have a written and implemented marketing and enrollment management plan, nor is there one in place for action in the county.
- f. Marketing efforts have been limited by lack of skilled personnel and funding. Some marketing funds have been provided by the Assumption Foundation for K-12 Schools, but these funds are depleted. Funding would be needed for a county-wide marketing and recruitment director and the resources necessary to develop a strong marketing, public relations and student recruitment program.
- g. Marketing and student recruitment efforts are focused primarily among the Catholic school and parish families. These efforts and initiatives need to reach farther into the communities to sustain enrollment for the future.
- h. Anecdotally, some enrollment is impacted by the perception by some families that “Davenport is not a safe place.”
- i. There is opportunity to increase retention from preK to K. Early childhood programs are important for building enrollment in elementary grades. However, the challenge is there are more preK options in the area than before and a higher number of non-Catholic children come to preK but do not stay. The Catholic schools also lack opportunities and strategies to market directly to other preK programs for kindergarten (e.g., public schools).
- j. There may be an unmet need in the county for daycare and 3-year-old preschool, and this could be an opportunity for serving families and attracting more enrollment.

V. FACILITIES

Strengths

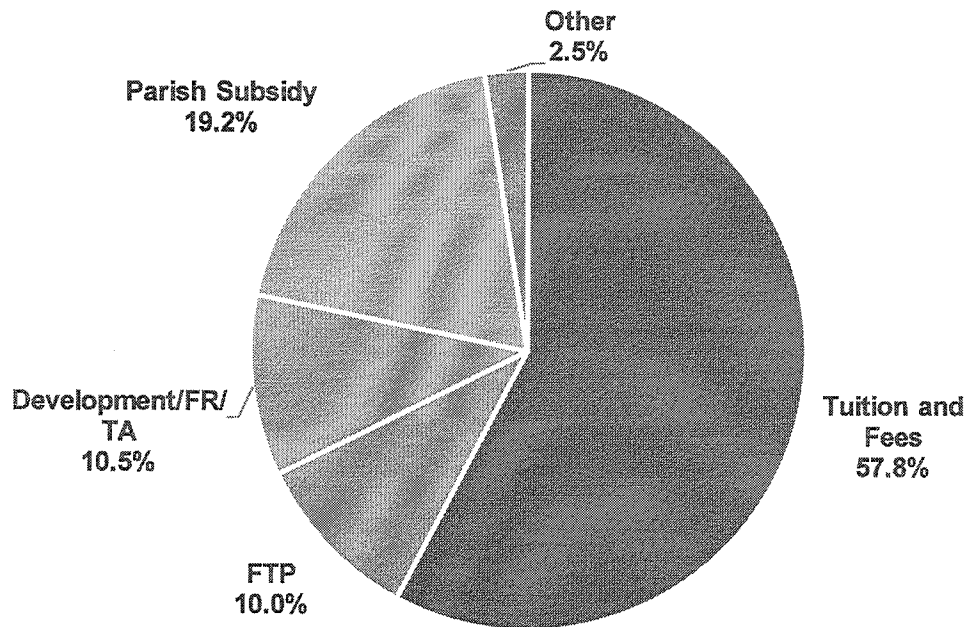
- a. School facilities are presentable, clean and are marketable.
- b. School leaders make full use of their facilities, maximizing at times the very limited spaces they may have for various programs and classes.

Findings

- a. The facilities of each school are aging, have deferred maintenance that needs to be addressed, and in some cases are inadequate to meet their current needs or provide the full range of quality programs a 21st century educational institution requires.
- b. Our Lady of Lourdes Catholic School and All Saints Catholic School are landlocked and short on space to meet current needs as well as providing or expanding their academic and co-curricular programs.
- c. Assumption High School, in order to provide an enhanced 21st century curriculum and programs, is in need of a master plan to upgrade the campus or new facilities. Additionally, given the shift in demographics and growth areas in the county for the next 20 to 30 years, the question of the efficacy at its current location for the future needs to be addressed.
- d. The topic of a Catholic middle school in Scott County emerges once again. This has been a somewhat polarizing topic among the Catholic school community over the years.

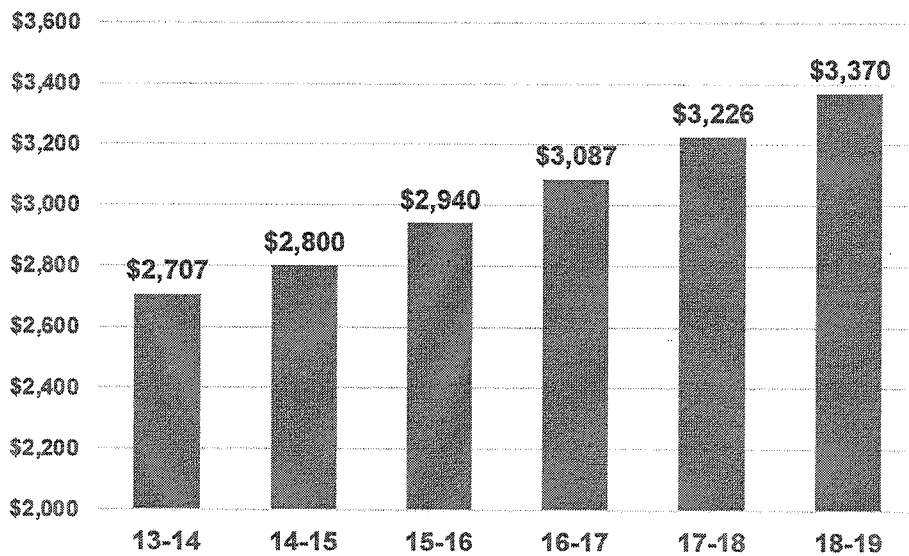
VI. SCHOOL FINANCES

Figure 18
2017-18 Elementary source of revenue



Source: School/parish profit and loss previous year comparisons.

Figure 19
Scott County elementary school tuition trend
First child parishioner



Source: School data forms

Figure 20
Tuition as percent of median family income 2016

County/Town	Median Family Income w/child <18 2016 5-yr estimate	Tuition as percent of median family income	
		5%	10%
Scott County	\$74,158	\$3,708	\$7,416
Bettendorf	102,284	5,114	10,228
Davenport	56,362	2,818	5,636

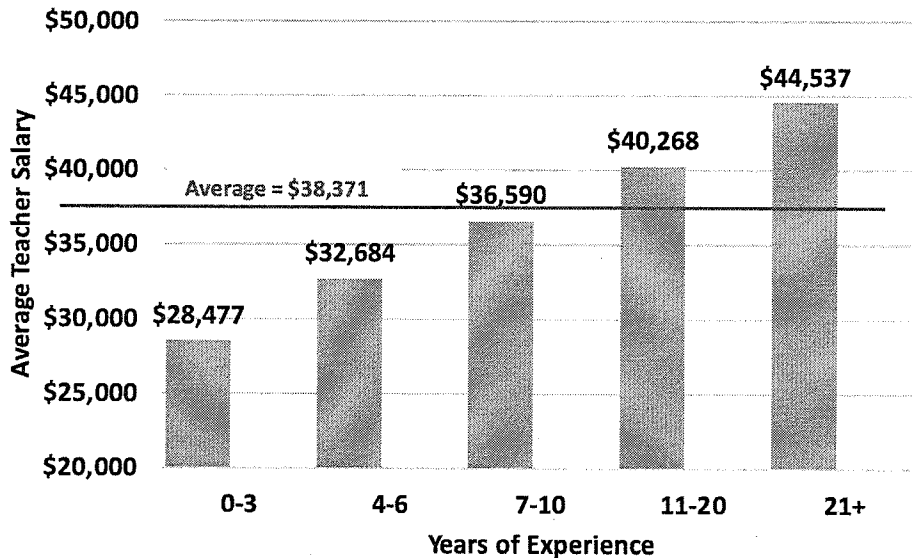
Source: U.S. Census Bureau 2012-2016 ACS 5-Year Estimates. "Median family income in the past 12 months in 2016 inflation-adjusted dollars by presence of own children under 18 years of age"

Figure 21
2017-18 Cost Per Pupil

School	Town	K-8 or 9-12 Enr.	Cost per Pupil
All Saints	Davenport	410	\$4,793
St. Paul the Apostle	Davenport	403	5,022
John F. Kennedy	Davenport	395	5,207
Lourdes	Bettendorf	229	6,822
Average Elementary		1,437	\$5,294
Assumption HS	Davenport	444	8,984

Note: Does not include preschool, lunch room or before/after/extended school care.
 Source: School/parish profit & loss previous year comparisons.

Figure 22
2018-19 average salary of full-time Scott County Catholic elementary school teachers



Source: School data forms

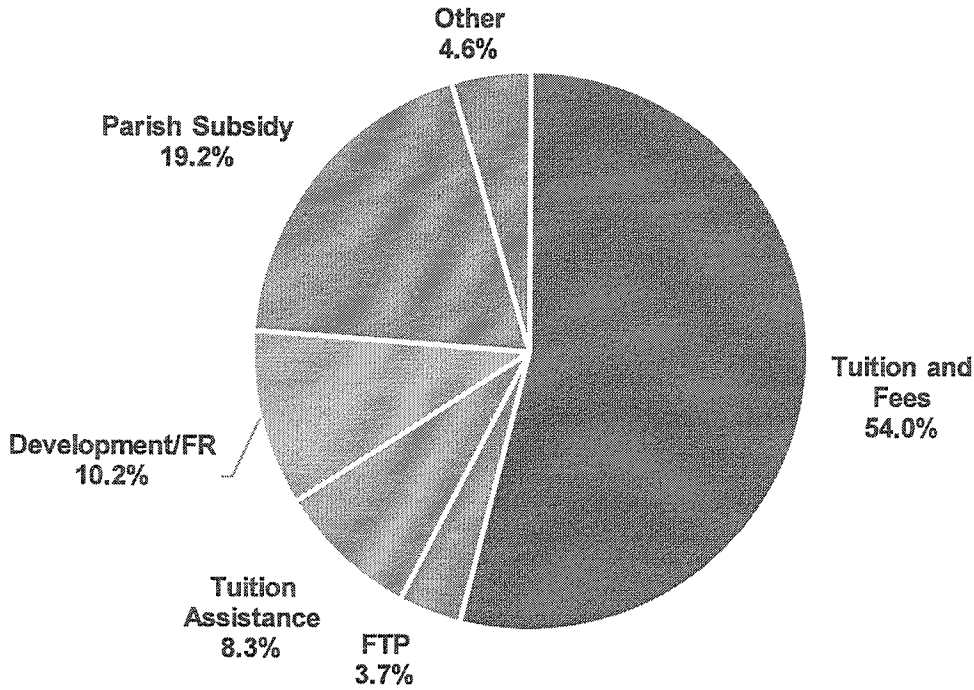
Elementary Strengths

- a. Parish support is very generous. All parents benefit from lower tuitions. However, the cost of parish support has to be kept in balance with what parishes can afford.
- b. In 2017-18, the first child parishioner tuition rate was \$3,226 compared to the NCEA mean of \$4,841. Tuition has been increasing on average 4.4% per year compared to NCEA national average of 5.5%.
- c. The Family Tuition Plan uses proceeds from Embracing our Future campaign and Student Tuition Organization. In 2017-18, \$787,300 was given to the elementary schools and Assumption High School.
- d. The Assumption Foundation for K-12 Schools is an important partner with the Scott County schools and their financial future.

Elementary Findings

- a. Compensation (salaries and benefits) for teachers and administrators is less than professional educators are paid in the public sector. Public school teachers have “teacher quality” compensation. Attracting and retaining teachers will be a challenge among certain age cohorts and within certain teaching specialties.
- b. Compensation (salaries and benefits) is not standard among the Catholic elementary schools.
- c. Tuition does not reflect the value or cost of a Catholic education. It is subsidized for all families whether financial need exists or not.
- d. The funding model as it currently functions is not capable of growing revenue to advance certain goals for financial viability. For example, the family tuition plan helps households with lower income, but does not have the capacity to help middle income families. In order for tuition to increase, middle income families will need more assistance, or they may be squeezed out of a Catholic education. The second largest funding source, parish support, will be limited by parish offertory income and competes with other parish priorities.
- e. Relatively little financial assistance is provided from sources beyond the Family Tuition Plan. This limits the ability to raise tuition and makes recruitment and retention of middle income families more difficult.
- f. The Assumption Foundation for K-12 Schools, though fully committed to Scott County Catholic school education, is limited in its capacity to provide greater financial support as it does not conduct any regular development or fundraising activities. Its last funding initiative was the 2004 Embracing Our Future campaign. Some funds raised or acquired (bequests, major gifts) by Assumption High School are current means of increasing the foundation funds for use by the high school.

Figure 23
2017-18 Assumption High School Source of Revenue



Source: Assumption High School statement of revenues and expenses.

High School Strengths

- a. Assumption High School has been able to operate with break-even or surplus budgets in recent years.
- b. Parish support is very generous. All parents benefit from lower tuitions. Parish support has been planned to decrease 1% annually.
- c. Tuition has been increased on average 3.3% per year. For the 2018-19 school year, 30% of Assumption students are receiving tuition assistance for a total of over \$375,000. Family Tuition Plan funds are a significant source of revenue.
- d. Assumption High School has a development office. It needs to expand its staff and efforts to increase its funding impact.
- e. The high school’s development program provides vital funding to meet annual budgetary needs as well as provide some savings in the Assumption Foundation for K-12 Schools for its future.

VII. ORGANIZATION AND LEADERSHIP

Strengths

- a. The school administrators are highly qualified, skilled and fully dedicated in their leadership. They provide spiritual, academic and formational leadership that sustains the positive image and enrollment at their respective schools.
- b. At the present time there is a high level of cooperation, camaraderie, and mutual support among the school administrators allowing for greater planning and action in common.

Findings

- a. The responsibilities and expectations placed on the school administrators has grown exponentially in recent years. Their capacity to meet and fully address the increasing number of responsibilities within the time they have available is diminishing. Support in leadership will be needed.
- b. Key non-academic areas that require a significant amount of the Scott County school administrators' time and focus include development, finances, enrollment management (marketing, recruitment, admissions and retention), state reporting, diocesan reporting, human resources, food service coordination, among others. Attention to these essential areas of school life significantly impact the administrator's capacity to do all things fully. Support from the diocesan Catholic Schools Office is limited due to shortage of staff and resources as well.
- c. Some of the schools have a multi-year comprehensive strategic plan in place. Some are older and in need of updating, renewal, or a new planning process.
- d. Historically, the Scott County Schools Advisory Board was established as a mechanism to have a dialogue among the schools and collaboratively put some initiatives into action, e.g., a marketing committee, elementary school tuition standardization. It has lost the original intent and funding for the shared marketing initiative is depleted.
- e. The principals of the schools meet regularly and have strong collaborative relationships. Many things are getting done as a result of their efforts.

Catholic School Education in Scott County, Iowa

THE BIG ISSUES

1. Re-energize Catholic faith
2. Enrollment management: marketing/recruitment
3. Academic excellence: common curriculum, equitable resources
4. Benefits of working together
5. Facilities: 21st century learning, new/upgraded
6. Revenue model: tuition, financial assistance, parish investment, development
7. Assumption Foundation role for K-12
8. Schools in the right place; Bettendorf growth
9. Grade structure
10. Anything to add?

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
2/26/2019 – 7:00PM

We are disciples of Jesus making faith matter and sharing God's love to make more disciples.

The three goals for youth ministry as described by Renewing the Vision are:

- Goal 1: To empower young people to live as disciples of Jesus Christ in our world today.
- Goal 2: To draw young people to responsible participation in the life, mission, and work of the Catholic faith community.
- Goal 3: To foster the total personal and spiritual growth of each young person.

We continue to focus on discipleship which involves (communally and individually):

1. Introduction to Jesus through and in a personal relationship with Him
2. The deepening of total prayer life
3. Discernment of God's will and our spiritual gifts
4. The living out of that discernment through service as the mission of the Church
5. Gaining the ability to clearly explain and defend one's beliefs
6. Developing spiritual defenses

What are we doing to accomplish these goals?

The Diocese has begun re-visioning its Catholics in Action service retreat, and I am part of the team participating in the process. We did not meet in December or January, and the Diocesan Youth Minister's gathering was minimally attended and cut short due to the weather.

Generations of Faith: We have finished developing focus group questions and permission forms. We conducted our first two focus group studies in December and January, with high school and college aged cohorts. We are now in the process of transcribing those sessions, and will arrange for a third focus group session with young adults in the near future.

Luke Ebener, Tommy Fallon, and I are working on a common system for developing individualized spiritual plans. That system has now been incorporated into our small group guides for small group leaders, and training for how to use it has begun. We have 11 small group leaders signed up at this time, with possibly more to come, and have completed training for 8 of them. Our main focus this year for youth ministry will be using Formed.org's YDisciple platform to build small group ministry to teens to better meet their pastoral needs and connect with their parents. We have one group starting up in the next couple weeks, and a couple more forming.

Our middle school youth night for February 1st was smaller than usual – with only a few participating adults we had to do signups for the event for teens to make sure we didn't have unsafe ratios. Combined with women's CEW, that resulted in a lower turnout, which is relatively normal for the February MSYN. We did a combined movie/bible study event focusing on the events of Exodus and God's call along with our identity. Our next middle school youth night was on the calendar for March 1st, but with my wedding the following day, we're going to move that to March 8th. Planning for that scheduled for February 22nd.

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
2/26/2019 – 7:00PM

High school youth nights in January were focused on formation – including understanding and living the Creed, Catholic apologetics, and Scripture study and reading. However due to the weather conditions throughout the last couple weeks, we missed two of those sessions. We will go into those materials in February instead.

Fr. Jake has successfully joined our small group in place of Fr. Ross Epping. We met once in January and talked about vocation and relationships. We weren't able to meet a second time due to the weather, but we did meet in February, and have a date set for March as well.

Sweetheart Dinner is finished! We raised about \$2,500 for youth ministry trips like NCYC, and also had a higher rate of teen and adult participation this year, with 60 people involved – including teens leading as head servers at the dinner. The goal will be to bring teens into leadership roles at every level of this event in the future, and ultimately into more leadership in general.

NCYC deposits are past due, right now we have over 30 teens and adults who've expressed interest in attending. Our initial estimates were for 50 people, so I expect a few more to come in over the next couple weeks as schedules get back to normal.

Rebuilding Together Quad Cities (RTQC) no longer exists as of the end of January. Beginning February 4th, RTQC has combined with Habitat for Humanity. Together they will still offer the same sorts of home repair projects, but with increased levels of efficiency and training for volunteers. I met with Deacon Steve Barton on Friday, February 22nd to look at planning this year's summer mission.

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
2/26/2019 – 7:00PM

Confirmation Coordinator's Report:

The visioning process for Confirmation is used by the Center for Ministry Development (CMD), and training in it was part of my certification process for youth ministry. Our first re-visioning meeting was October 18th, from 4-6pm. We meet November 27th from 5-7pm as well. Catechists, teachers, members of pastoral staff, and some parents and teens were invited to be part of this process. Our meeting January 29th was cancelled, so our next meeting will be February 11th, and potentially February 21st to make up our missed gathering. We had can cancel the February 11th meeting as well, so we met February 21st. Following this visioning process, we will then utilize vision to action tools from the CMD to begin planning for upcoming years, and looking at adjustments to the program over time to reach our identified goals.

The biggest change in how we will approach Confirmation preparation this year was with the replacement of the 7th grade NET retreat with the Holy Fire Chicago conference.

We're also looking at expanding the utilization of the Gifts and Talents inventory which was implemented last year with JFK 8th graders as part of the school's strategic plan to 8th graders in FF as well as potentially 7th graders as well as part of Confirmation preparation. We discussed this option and several others at our last Confirmation revisioning session.

Other upcoming events and opportunities for Confirmation prep include Chase the Chill which is now accepting donations of scarves and fleece. Every 8th grader had the opportunity to make scarves, and some helped us with tagging them as well. Unfortunately on the date of Chase the Chill, we had only one family participate – and due to a train situation we didn't put all the scarves out. Instead, we put out about 1/3 of them, and brought the rest to King's Harvest and Humility of Mary. I was then invited to Living Local on Channel 4 to talk about the project and other service projects we're doing at OLV/JFK. Most of those remaining were brought back in on Thursday, 2/14, though a few are still out in LeClaire park due to being frozen to the ground, etc.

Our Confirmation Sponsor Service day went well with approximately 70 teens and sponsors/parents present. We made dog treats and cat toys for King's Harvest Pet Shelter, scarves for Chase the Chill, blankets for Humility of Mary, and cards for first responders. The blankets and pet supplies have already been delivered to their locations.

I met with Deacon Agnoli on Tuesday, February 19th, to plan the Confirmation liturgy for this year.

Photo packets for TSS photography went home this past month for Confirmation group and individual photos.

Major dates at this time:

April 11, 2019: Confirmation practice at 6pm

April 13, 2019: Confirmation mass at 1:30pm

PC Kitchen Renovations

Renovation Expenses:

Construction	127,437
Electrical	8,496
Cabinets/Countertops	11,389
Equipment	8,806
Mechanical	6,023
	<u>162,151</u>

PC water mitigation 45,072

Total @ Parish Center 207,223

Renovation Income:

OLV investment fund	16,134
Guide One ins. payment	106,866
Diocese ins. payment	24,000
Ladies' Council donations	34,100
Parishioner donations/memorials	26,123
	<u>207,223</u>

Re: February Parish Council Meeting Call for Reports

Deacon Albert Boboth <bobotha@diodav.org>

Thu 2/21/2019 9:09 AM

To: Steve Frank <cyclonesteve@hotmail.com>

Vocation Report.

"Adopt a Seminarian" Bio Cards for 2018-2019 are available at the Vocation Table in the Gathering Space.

On Tue, Feb 19, 2019 at 10:42 AM Steve Frank <cyclonesteve@hotmail.com> wrote:

Ladies & Gentlemen:

It's that time of the month again. Please provide your committee/ministry reports by Friday, 1/22. The next board meeting is Tuesday, 1/26 at 7:00 pm.

Thanks, and god bless.

Steve Frank
Secretary

Our Lady of Victory
Pastoral Council Agenda
January 22, 2019 – 7:00 PM – Gathering Space Meeting Room

NO MEETING
(CANCELED FOR
WEATHER)

- I. Call to Order and Opening Prayer (2 min)
- II. Roll Call and Introductions (3 min)
- III. Approve Agenda (2 min)
- IV. Review of last Meetings Minutes: November 27, 2018 (5 min)
- V. Reading of the Mission Statement and Vision Statements (1 min)
- VI. Old Business
- VII. New Business
 - A. Stewardship Recommendation of Parish Sharing Dollars
 - B. CEW
- VIII. Ministry Reports
 - A. Social Action (4 min)
 - i. Christian Services & Social Justice – report attached
 - ii. Ecumenical – Open
 - B. Church Life (8 min)
 - i. Church Life – report attached
 - ii. Stewardship – report attached
 - iii. Ladies Council – report attached
 - iv. Wellness – report attached
 - C. Faith Formation (8 min)
 - i. Faith Formation / RCIA – report attached
 - ii. JFK / Board of Education
 - iii. Youth Ministry/Young Adults – report attached
 - D. Family Life/Knight of Columbus (4 min)
 - E. Finance and Administration (2 min)
 - F. Liturgy (2 min)
- IX. Standing Committee Reports:
 - A. Odd Jobs (2 min) – report attached
 - B. Vocations (4 min) – no report this month
- X. Reminder of Board of Education: Chuck – Feb, Chad – Mar, Jennifer – Apr, Vern – May, Ralph – June
- XI. Parishioners Comments: (5 min)
- XII. Pastor's Comments: (5 min)
- XIII. Next meeting February 26, 2019 at 7:00 pm in the Gathering Space Meeting Room
- XIV. Adjournment and Closing Prayer

Parish Mission Statement: Our Lady of Victory is a Community that lives and shares the Preaching, Teaching and Healing of Christ

Social Action Minutes

1-15-19

A lot of discussion centered around establishing who we are as a commission. Our focus is the Two Feet of Social Justice established by Monsignor Mottet, which are charitable works, meet the basic needs of individuals, and social justice, which is to work to remove root causes and improve structures.

OLV has a tremendous amount of charitable works, and we need to fill the gaps between charitable works and justice and advocacy. We discussed us being an umbrella of oversight looking at what ministries are specifically involved in charitable works, we need to identify the needs of parishioners and community that have not been met.

We are going back to the name of Social Action rather than Social Justice. The reasoning behind this through coordination of charitable acts and advocacy = Social Action. The term "social justice" is too limiting. Social action will address teaching the parishioners about Catholic Social Teaching, help with justice and help with charity.

We need to encourage more charitable works on a regular basis, through all ministries, not just specific times of the year.

We want to develop a specific list of direct services that are available outside the parish; where are the gaps?

We're looking at what we can do to inspire parishioners to become more involved; how to get more people into the parish. There was discussion about creating a welcome committee that personally welcomes new parishioners.

There was discussion on how the "No Trespassing" signs are exclusionary and not welcoming, and we're trying to be a welcoming parish, but the signs do not welcome.

Other parishes throughout the city will be contacted to learn about what they are doing on their Social Action committees.

We plan to invite the different ministries to the meetings to learn what we are doing, and learn what they are doing.

Dec. 2018 through Jan. 2019 Church Life notes

An appeal appeared in Fr. Jake's messages throughout December requesting parishioners to let Advent be Advent. In short, Fr. Jake encouraged everyone to let the hustle and bustle of the holiday season take a back seat to an Advent season of prayer and reflection. Some parish activities and programs throughout Advent included: College Care Packages; sponsor/confirmation candidate service projects, area Communal Penance Services, giving tree appeals, Christian Service Ministry Giving Bags and a Youth Service Scarf project for the homeless; a blood drive; and prayer guides that included prayer books and a Best Ever Advent E-mail Program.

In December the Ladies' Council celebrated countless hours of planning and hard work with a \$15,000 check presentation to Fr. Jake, proceeds from the Ladies' Council Parish Rummage Sale and Holiday Bazaar. Special thanks were extended in bulletins and at Masses to the Ladies' Council for their tremendous support to the parish.

Notice of upcoming programs and retreats appearing in Advent bulletins included: an upcoming 13 week Wellness Grief Share program; Adult Bible Study nights; Adults with Disabilities and CEW retreats; a Sweet Heart Dinner fundraiser in support of youth services and a national youth ministry retreat; several Knight's of Columbus friend/fundraisers and a special Consecration to the Holy Family event; hunger ministry appeals; and an opportunity to sign up for 9 Days For Life, additional information and sign-up sheet at www.9daysforlife.com.

Other appeals/updates included: stewardship updates; requests for donations for the ADA (OLOV is at 90% of our parish goal as of 1/6/2019).

The information below was published in a past newsletter. It's good to remind ourselves of what our various ministries help make possible:

We Have Been Blessed

July 2017 through June 2018

62 Baptisms
63 First Communions
65 Confirmations
17 Marriages
45 Funerals
60 New households registered
147 New members registered
1398 Registered households
3995 Individual parishioners

And, last but not least, a grand parish appreciation night was held in January to give a special thanks to everybody that makes up Church Life at OLOV. The night was a huge success with fantastic food, top notch

entertainment and, as with every parish appreciation night since the event was introduced, fun was had by all

College Care Package Income and Expense Report - Fall 2018

Cash	\$115.00
Checks made out to OLV	\$568.00
Total Income	\$683.00
Mailing Expenses for 53 boxes	\$501.10
Sam's Club - food items for boxes	\$269.76
Oriental Trading - punch balloons	\$36.32
Party City - punch balloons	\$6.42
Staples - school supplies	\$159.18
Walmart - tape/storage bags	\$18.62
Fareway - tape	\$3.83
Total Expenses	\$995.23
Cost to Parish	(\$312.23)

Report to Parish Council

January 2019

- **College Care Packages**

- 57 care packages were sent out to college students on November 26, 2018. Total Income from parishioner donations was \$683. This included a \$250 donation from a relative of a parishioner who was visiting and read about the College Care Packages in the bulletin and wanted to contribute. Total Cost was \$995.23. Cost to Parish was \$312.23.
- Thank you to parishioners for their support of this ministry was placed in the bulletin.

Minutes of Stewardship Committee Meeting
Our Lady of Victory Church, Davenport, IA
January 14, 2019

Members present: Deacon Al Boboth, Peg Macek, Nancy Stone, Matt Henning, Judy Johnson, Chuck Gerlach. Meeting opened with prayer led by Deacon Al.

1. 2019 Treasure Renewal

Discussion began with a review of prior year's experience. 2018 yielded the lowest response rate in 8 years—23.4% returned. Indicated envelope increase of \$46,000+ was about average. We'd like to improve response rate.

Campaign Overview: 1-letter campaign mailed week of March 18. (Ash Wednesday is March 6. Davenport schools spring break is March 11-15.) Letters are general appeal requesting prayerful consideration of one's level of financial support to OLV. Letters are personalized with inside address and sent bulk mail.

Campaign to be supported by bulletin messages, pulpit announcements and full use of social media. Mailing includes cover letter, response envelope and electronic giving brochure. E-Giving to be emphasized in the hopes of increasing number of electronic donors. Campaign to be concluded before Palm Sunday. Report results to the parish on April 7. Printing and mailing costs to be funded by Stewardship budget. Further discussion at our February meeting.

2. CareLINK Alternative.

Sharing of parish dollars is set at $\frac{3}{4}$ of 1% (.0075) of regular income. Formula allocated funds to CareLINK, Humility of Mary Shelter, and Catholic Relief Services. The CareLINK portion after quarters ending 9/30/2018 and 12/31/2018 has been held in reserve pending further recommendation. Total amount held is \$2,000.

After thorough review and careful consideration the Stewardship Committee recommends to the Parish Council that the formula be revised, beginning January 1, 2019, as such:

30% to Humility Homes & Services, Inc.

30% to River Bend Foodbank

40% to Catholic Relief Services (CRS)

Remittance to be made at the end of each quarter, based upon that quarter's income.

It is further recommended that the reserve funds are remitted as soon as possible, as follows:

\$1,000 to Humility Homes & Services, Inc.

\$1,000 to River Bend Foodbank

Humility Homes & Services reflects the merger and name change for two CHM activities—housing and shelter. HHS provides an emergency overnight shelter for those who are homeless, plus transitional and support services for people in a housing crisis. New this year is management of the winter emergency shelter housed at Kings Harvest Ministries.

River Bend Food bank collects and distributes food to hunger relief agencies in 23 Iowa and Illinois counties. They also coordinate school pantries, mobile food pantries, a senior hunger initiative, and backpack program to send food home with children over a weekend. 97% of donations received are expended as program services.

Catholic Relief Services has a 65 year history of providing relief and development services in over 100 countries. Administrative costs are low so that 94% of funds received are spent on programs and services.

Resource materials from United Way and Diocese of Davenport Social Action Office are being collected so that parish staff can make referrals to appropriate agencies and services when requests for emergency assistance are received at the office.

3. Speaker's Bureau

Discussion about establishing a roster of witness speakers to address the congregation at Mass during future stewardship renewals. Speakers would talk on as-needed, as available basis per their preferred Mass time about time/talent, treasure, or Annual Diocesan Appeal. Training will be provided. More discussion deferred until March meeting. CEW participants might be interested.

4. Annual Stewardship Calendar—remains as devised last year. Members will bring forth additions/corrections as needed.

Next meeting will be Monday, February 11, at 7 PM in the Gathering Space Meeting Room.
Agenda: 2019 Treasure Renewal.

Submitted by
Judy Johnson, Secretary

P.C. Meeting 1-22-19

Helen White <hwhite1959@netins.net>

Sat 1/19/2019, 1:17 PM

To: Steve Frank <cyclonesteve@hotmail.com>

Steve,

Please count me as absent for Tuesday's meeting. I have another obligation and not sure what time it will reach completion. If I can make it within a few minutes of the start of the meeting, I will be there. Otherwise, count me out. As for Ladies Council report:

No circles have contacted me with their pending activities. Flyers for the March 9th Euchre night will be inserted in the bulletins, weekend of Feb. 2/Feb. 3 with announcements in the bulletins January-February.

Thank you,
Helen White

Wellness Report to Parish Council

From November – January 7th, The Parish Nurses saw 122 parishioners. All 31 parishioners that are currently in nursing homes were seen and given Advent booklets.

Parish Nurse Office hours have been discontinued due to lack of activity.

Grief Share meetings started on January 13th. This will be a 13 week program that will start at approximately 12:30pm on Sunday afternoons (after 11:00am mass) in the Gathering space meeting room. A light lunch will be served at each meeting. If you know of someone in the parish that could benefit from these meetings, please encourage them to attend.

The Wellness committee is starting to accept applications for their \$500 Wellness Scholarship. Anyone pursuing a degree in the healthcare field or a “wellness” field is encouraged to apply. Candidates can pick up applications in the Parish office and applications are due back by March 15th.

The Wellness committee is looking at bringing a program called “Nourish” to the Parish. The program is designed specifically to support and bring resources to those in our parish who are Caregivers to loved ones. The committee is working with several other churches in the area to combine resources and serve a larger group.

The next Wellness 2.0 will be held the weekend of Feb 16th and 17th and will focus on Dental Health. Make sure to stop by our table after one of the masses that weekend.

The next Wellness meeting will be held on March 4th starting at 6:30pm in the gathering space meeting room.

Faith Formation report to the Parish Council

Submitted by Jennifer Wemhoff

I participated in pastoral staff during the month of December and January.

I attended the December and January Board of Education meeting.

I continue to write weekly bulletin articles.

I continue to update and track the Faith Formation budget.

I am working with 2 students this year to help prepare them for full initiation or make a profession of faith.

First Reconciliation was held Tuesday December 4 at 6:15pm. 41 students received the sacrament.

The Faith Formation family Advent event was held Wednesday December 5. We made Jesse Trees and discussed the history of the Jesse Tree with the families.

On December 12 we offered the sacrament of reconciliation for students in grades 3-8 during Faith Formation class time.

I provided catechists and support helpers with a night of refreshments after classes on December 12 as an appreciation for their service to our programming.

I have begun assisting with the Chase the Chill project. One 8th grade class at JFK has made scarves for this project and the 8th grade Faith Formation class has also begun making scarves.

I assisted with the Confirmation Sponsor service day help on Sunday January 13.

Our 3rd family meal of the year was held for kindergarten through 3rd grade faith formation students and their families on Wednesday January 16. Students and families watched a Brother Francis film (from Formed.org) about Saints. Students then had the opportunity to take home various Saints and information about them.

For Advent ***Rejoice! Advent Meditations with Mary*** was offered. In all 59 people purchased books to either participate in the large group study or to use individually.

Beginning January 24, I will be hosting a Bible study for JFK 6th -8th graders as an extra-curricular activity after school from 2:45-3:45. We will be using the program ***Encounter*** from Ascension Press. This is an eight week study that will include a 25-30 minute DVD presentation with Mark Hart followed by discussion. There will be a cost of \$13 to participate in the study for the workbook however no student will be turned away because of inability to pay. For a preview of the study visit: <https://shop.ascensionpress.com/collections/encounter-a-middle-school-bible-study>

The next adult Bible study will be ***Fulfilled: Uncovering the Biblical Foundations of Catholicism***; this study will begin Thursday January 24 from 7:00-8:30pm in the GSMR and run for 7 weeks. Cost of the books is \$25. Currently 14 individuals are signed up to participate.

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
1/22/2019 – 7:00PM

We are disciples of Jesus making faith matter and sharing God's love to make more disciples.

The three goals for youth ministry as described by Renewing the Vision are:

Goal 1: To empower young people to live as disciples of Jesus Christ in our world today.

Goal 2: To draw young people to responsible participation in the life, mission, and work of the Catholic faith community.

Goal 3: To foster the total personal and spiritual growth of each young person.

We continue to focus on discipleship which involves (communally and individually):

1. Introduction to Jesus through and in a personal relationship with Him
2. The deepening of total prayer life
3. Discernment of God's will and our spiritual gifts
4. The living out of that discernment through service as the mission of the Church
5. Gaining the ability to clearly explain and defend one's beliefs
6. Developing spiritual defenses

What are we doing to accomplish these goals?

The Diocese has begun re-visioning its Catholics in Action service retreat, and I am part of the team participating in the process. We did not meet in December.

I attended the National Conference on Catholic Youth Ministry this December 6th-9th in Tampa Bay, FL. Main focus this year was on self-care and combating burn out.

Generations of Faith: We have finished developing focus group questions and permission forms. We conducted our first two focus group studies in December and January, with high school and college aged cohorts.

Luke Ebener, Tommy Fallon, and I are working on a common system for developing individualized spiritual plans. That system has now been incorporated into our small group guides for small group leaders, and training for how to use it has begun. We have 11 small group leaders signed up at this time, with possibly more to come, and have completed training for 8 of them. Our main focus this year for youth ministry will be using Formed.org's YDisciple platform to build small group ministry to teens to better meet their pastoral needs and connect with their parents. We have one group starting up in the next couple weeks, and a couple more forming.

Our middle school night set for December 14th, was successful due to great adult commitment. Our middle school youth event for January 11th, at the QC Storm Faith and Family night was also a success with 5 families participating. Our next middle school youth night will be February 1st. We have signups active for this night currently.

High school youth nights in December were focused on Advent and a consumptive audit – an examination of what we consume and how we are consumed by it. We also focused on

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
1/22/2019 – 7:00PM

fasting and almsgiving for the season, raising toys, and some donations for homeless care packages. In January, we are focusing on Formation as disciples – with youth nights focused on the Creed, apologetics, and further work on developing individualized spiritual plans.

Our Winter Escape retreat was supposed to be Dec 31st – Jan 2nd, Monday-Wednesday, 8am-8am, but was cancelled due to the weather conditions becoming too icy. We were not able to access the camp site on the day of the retreat. We will try to get our money back or a new date for a future event.

No small groups met in December, things were too busy with the holidays. Our senior guys small group met January 15th with Fr. Jake replaced Fr. Ross Epping as a mentor.

Sweetheart Dinner preparations are underway, with the date fast approaching! We're encouraging teen leadership development this year by inviting teens to be set up captains and the head servers and M.C. Rick Willows will once again be cooking up dinner for us, and we're excited to have the parish center back in time.

NCYC deposits are due this month, right now we have between 20-40 teens and adults who've expressed interest in attending. Our initial estimates were for 50 people, so we may have to revise that number this week for the diocese deposits.

We are waiting to hear back from Deacon Steve Barton about continuing our partnership with Rebuilding Together for a summer mission project. More on that to come after Sweetheart dinner!

Coordinator of Confirmation and Youth Ministry
Report to the Parish Council
1/22/2019 – 7:00PM

Confirmation Coordinator's Report:

The visioning process for Confirmation is used by the Center for Ministry Development (CMD), and training in it was part of my certification process for youth ministry. Our first re-visioning meeting was October 18th, from 4-6pm. We meet November 27th from 5-7pm as well. Catechists, teachers, members of pastoral staff, and some parents and teens were invited to be part of this process. Our next meeting will be January 29th. Following this visioning process, we will then utilize vision to action tools from the CMD to begin planning for upcoming years, and looking at adjustments to the program over time to reach our identified goals.

The biggest change in how we will approach Confirmation preparation this year was with the replacement of the 7th grade NET retreat with the Holy Fire Chicago conference.

We're also looking at expanding the utilization of the Gifts and Talents inventory which was implemented last year with JFK 8th graders as part of the school's strategic plan to 8th graders in FF as well as potentially 7th graders as well as part of Confirmation preparation. We discussed this option and several others at our last Confirmation revisioning session.

Other upcoming events and opportunities for Confirmation prep include Chase the Chill which is now accepting donations of scarves and fleece. Mr. and Mrs. Wemhoff, and Mrs. Bauer all plan on having their kids make scarves again, and we are looking to put out the scarves, city and weather permitting, on January 26th, in the morning.

Our Confirmation Sponsor Service day went well with approximately 70 teens and sponsors/parents present. We made dog treats and cat toys for King's Harvest Pet Shelter, scarves for Chase the Chill, blankets for Humility of Mary, and cards for first responders. The blankets and pet supplies have already been delivered to their locations.

We are still waiting to hear back from TSS photography about photography information for Confirmation this year.

Major dates at this time:

April 11, 2019: Confirmation practice at 6pm

April 13, 2019: Confirmation at 1:30pm

Principal's Report to Parish Council: January 2019

Based upon information from the Principal's Posts (also available online)

\$22,260 Donation

Prior to Christmas, JFK received a \$22,260 donation. The anonymous donors designated the funds for the following:

- Art room renovations to include cabinetry and sinks, flooring, storage, and a new kiln. Much of the work for the art room will be done over the summer.
- Portable sound system: Small, wireless unit for gym, PC, outdoors, etc.
- Music for our new middle school choir

If you would like to donate for a particular school purpose, please contact me. We have projects ranging from a few hundred dollars to the air conditioning and ventilation project at about \$665,000.

Catholic Schools Week Summary

Below is a summary of events for Catholic Schools Week. For more details, please see [January 13th Principal's Post](#).

Saturday, Jan 26:

- All school Mass, 4:30.
- Spaghetti Supper and Open House, 5:30 – 7:30. Book fair is open as well.

Monday, Jan 28: Dodgeball for Diapers Day.

Tuesday, Jan 29:

- Talent Show
 - 7:45 Grades 4, 1, 2, 3 in this order.
 - 12:25 Grades K, 5, 6, 7, 8 in this order.

Wednesday, Jan 30:

- All School Mass with individual blessings of throats, 7:40
- Bring a Guest to Lunch Day
 - Visit the book fair after lunch
 - 10:40 – 11:10 K and 1Y
 - 11:10 – 11:40 1E and 4th grade
 - 11:40 – 12:10 2nd and 3rd grades
 - 12:10 – 12:40 5th and 6th grades
 - 12:40 – 1:10 7th and 8th grades

Thursday, Jan 31:

- All Catholic schools Mass at AHS for grades 2-8.

Friday, Feb 1:

- Adoration
- 8th grade vs. Staff Volleyball Game, 1:30
- Special activities in grades K-2
- 4 year old preschool
 - AM classes: Snack, puppet show, book fair. Adults welcome. 7:25 – 8:15ish for special activities.
 - PM classes: Snack, puppet show, book fair. Adults welcome. 11:40 – 12:30ish for special activities
 - After attending the puppet show and book fair, parents (and preschoolers) are also invited to drop by one of our kindergarten class rooms.
 - Kindergarten Informational Sessions and Round-up are right around the corner. Parents will have an informational session, and students will get to be kindergartners for the “day.” Find out how the difference in us will make a difference in your child's education.
 - Feb 19: 8 – 9:30 a.m. in the parish center, or

- Feb 19: 6-7:30 p.m. in the cafeteria

Marketing for Next School Year

Preparations are underway for marketing for next school year. With a smaller pool of students available now and probably in the future, we need to capture a higher percentage. It is likely that we will spend more on marketing than we have in several years. Some of the new things included in our efforts are the following:

- Two mailings to all of our families in our preschool classes.
- A mailing to all parish families with kindergarten eligible children.
- Advertising with Locals Love Us, where JFK was rated high in the preschool category.
- A new marketing video is being assembled that can be used on our website

Vision 2020 and Evangelization

I have used the following as a basis for sharing our faith:

Parents Make a Difference: Notre Dame Report on Catholic Religious Parenting

If we want the next generation to experience the joy of the Catholic faith, then it is up to us to show and share that being Catholic has made a difference in our lives and in how we have lived as family and faith community.

“...[Y]oung adults arrive at a sense of their fundamental identity and worldview not by weighting all possible intellectual arguments for and against a proposed way of life, but rather by roughly adopting the worldview of those mentors who left the deepest impression upon them—and who loved them. It should come as no surprise, then, that the emergence of the new generation of dedicated young Catholics will rise and fall with the choices of their parents” (p. 70). These remarks are the concluding statement from a 2018 report by Justin Bartkus and Christian Smith out of Notre Dame: ‘Ask Your father and he will tell you.’ A Report on American Catholic Religious Parenting.”

The report begins with a sad reality, “Most committed Catholics have become aware of the drift of American Catholic youth from the Church and from the practice of their faith as they pass into adulthood” (p. 5) It is now widely known that the drift seems to even occur as young as thirteen years old. It’s probably not so much that youth are making a conscious choice to be in or out; it’s that it just doesn’t seem to matter or it’s just not that big of a deal. What message are we sending when we “move heaven and earth” to make it to the sports’ tournament on the weekend but not to Mass? When the “three things we shouldn’t talk about are money, religion, and politics” and yet we still talk about money and politics, but not our faith?

The good news from the report is that parents, who are their children’s mentors and who love them, are key: “Of all actors, it is parents who exert overwhelmingly the greatest influence upon the eventual religious views and commitments of American children” (p. 6).

How will you show to your children that your faith matters?

“Be Careful Out There”

I remember that line from the TV show “Hill Street Blues.” After the shift briefing and the police officers were all leaving to go on duty, the sergeant would always say, “Hey! Hey! Be careful out there.” Being careful out there applies to our families as well, particularly as everyone moves about the parking lot. At pickup time in the afternoon, the lot is empty in about seven minutes after the dismissal bell rings. That’s fantastic for moving 400 students around campus! Speed, however, isn’t the important measurement; safety is. Please be careful as you move about the campus as a pedestrian and as a driver. Lately, it seems it’s even more important advice to which we need to adhere in the morning when people are stressed and trying to get somewhere in a hurry. I was talking to a parent the other day who was almost hit FIVE times in our parking lot and within a one block radius of our

school. A bit more attention and even being a few seconds or minutes later to where we need to be is more than worth the life of a child. Please be careful out there.

Family Life Report

Pro-Life Activities:

Our parish had 3 individuals participate in the Pro-Life March in Washington DC on January 18th.

In conjunction with the Knights of Columbus, the 9 Days for Life Novena was advertised in the bulletin and is being prayed by many parishioners.

Consecration to the Holy Family

The Knights of Columbus lead a consecration to the Holy Family was conducted on the feast of the Holy Family, December 30th after the 11:00 mass. The numbers at the consecration were not large, but many more people took prayer cards and mentioned that they planned to do the consecration themselves at home.

Odd Jobs Committee Notes – January 2019

Work continues on the Parish Center. Earlier this month, several parish members got together to put a fresh coat of paint on the walls in the carpeted area and coat storage space. A special thanks to Rich Toohill for doing the prep work of hole patching and taping. Bob Briggs also brought in some new shelving for the remodeled chair storage room and those were assembled and installed as well. When the contractors finish, we can reinstall the closet rods and shelving in the coat room. Hopefully this can be done in the next week. Parish center updates and repairs are nearing their completion!

Spring projects are beginning to present themselves. Tree trimming on the newly gifted lots to the south of the school, mulching the play areas, and general clean up of bushes and planted areas around the school and church are among the items we have identified.