

Building for the Future
Open Forum
Questions & Answers
Sunday, August 23

- i. Welcome & Committee Introductions
- ii. REQUEST: How do we recognize those who donate \$4800+? Place suggestions in suggestion box.
- iii. Project History
- iv. Bishops Appeal met

1. Why would we only do two windows?

We will do one window to have a before/after of what the restoration will look like.

2. What kind of schedule are we on for this project?

Fast track timeline. So far we have met every deadline with each task. Going forward it will depend on when the money comes in. Our timeline has all money pledged or received by July 2016.

3. Do you plan on raising any money outside of pledges?

1st Phase: Lead Gift phase

2nd Phase: Noisy/Public Phase, which could include businesses

3rd Phase: Foundations & Grants

4th Phase: Clean-Up Phase: brat fries, car washes

4. Will the estimates you have received go up by the time we build?

We do not have a general contractor now. We will have to re-quote the project. Our estimates now do not include any in-kind donations of labor.

5. Why hasn't everyone received a packet?

We are mailing packets in phases so we can be controlled about the process. If we mailed out 1100+ packets at one time, we couldn't follow-up in a timely manner. Packets are available here tonight and at any time in the Parish Office.

6. Are we looking at professionals in the area for labor?

Yes, but we do not want to assume anything would be donated. Any labor/materials donated would be noted as an in-kind donation and deducted from the total project amount, once pledged. We have a list of businesses we would reach out to, but we are too far out at this time.

Because this project can not spend any money at this time (all incurred expenses so far have been donated), we do not have any architectural drawings. Those could be as much as \$100k. When you do a project of this size, you would hire a company. But here, we may have someone who wants to donate time and talent.

We could do a second capital campaign if we do not raise enough to cover 100% of the project.

7. On the 10-year Projection, you show \$20k revenue in 2017/2018. Going forward it increases by \$60k. Where does the extra revenue come from?

We looked at other parishes with schools who did renovations. Since we are the only K-8 school in the Diocese without athletic facilities, we had to use those comparisons. In those renovations, parish schools saw increased tuition of approximately 20%. To be more conservative with our estimates, we used a 10% increase in tuition. This is an increment in headcount, not a planned percentage increase in existing tuition. We have room in our Parish School to increase headcount without increasing personnel expenses. We expect the project to attract interest in the campus.

8. Can we do the project in phases? For example, if we raise \$2M can we build the shell and then finish interior as funds come in?

Our Finance and Pastoral Councils have stated we must raise 100% of the project cost (in received funds or pledges) before we move forward. If we do not meet that goal, then it will be up to the Finance Council as to how funds will/will not be spent.

We can also be able to revise the project plans to accommodate the amount of money raised. No money is spent until the final plans are presented and approved through the process at the Diocese.

9. Are there any matching programs we are looking into?

This would be investigated in the 2nd Phase of the Capital Campaign. Wouldn't it be great to do ONE Capital Campaign by sacrificial giving? According to our research and the Diocese, 90% of the funds will come from parishioners; the top 10-20 donors account for the majority of that 90%.

10. What happens if I donate and the project doesn't move forward?

When a donation or pledge is made, it is accounted for by Parish Staff in a restricted fund that is unable to be spent for anything besides what the fund is intended. If the project doesn't move forward, all donors will be contacted.

11. Will the facility also be available to others?

Yes! Team practices, wedding showers, tournaments, etc. St. Peters is booking their gym every night. There are lots of space needs that could be met locally versus looking outside of the area. The gymnasium is the only revenue generator. The scheduling would be done by a Gym Director position, which is included in this project.

12. When our parish community comes together and we raise more money than anticipated, what happens to the "extra"?

We already have 2.5 years of operational costs included in the project expenses. We have tried to include as many expected costs as possible. If we would raise more than "needed", we would fund a Maintenance Endowment Fund.

13. Our church rivals European Cathedrals and churches in beauty. We should be proud.

From another person in the audience: "Yes, but there's a difference: St. Nicholas is warm. You feel welcomed."

14. Does this project address the difficulty in bringing caskets into Church for funerals?

Yes, the ramp goes into the gathering space and into the Church through the existing Cry Room without steps! We can all agree accessibility is an issue. ADA compliance is important. This also makes it more welcoming and vibrant.

15. Where will school hot lunches be?

These will be in the new space, unless there is a funeral. Funerals would take precedence in the new space over school lunches, which would then be moved to the lower level.

16. If we do have to try a 2nd or 3rd Capital Campaign, how are we going to be tracked to know we've already donated?

Parish Staff will enter all donations and pledges into our software. An important clarification is the percentage needed to move forward. Diocesan rules for a project of this magnitude states we have 75% pledged or received, whereas our Parish Leadership has stated we must raise the full 100%. The top 10-30 donors are going to set the stage. If not, then we will have to ask general population to make up the difference, which according to our research is too much.

17. Why a 4-year timeline for pledges?

It gives more people an option to donate. This way you can take tax deductions over 4 years. We tried to be as thoughtful and purposeful as possible. Of course, we would suggest you consult your tax advisor for your specific scenario.

18. What happens if pledges aren't fulfilled?

Hopefully new families attracted to our parish will supplement any faulted pledges.

19. FATHER WALTER: The Capital Campaign and Building Committees have worked diligently to be realistic. The beauty of this Church vs. Cathedrals in Europe is true. St. Paul lead faithful Christians in Phillippi, which is now Turkey. They raised 4 MASSIVE columns meant to support a domed facility. Before they were able to place the altar, they were overrun by armies. Mass was never celebrated.

Here we are in Freedom with 1000+ families with no external forces looking to overrun us. If not by July, are we not appreciative of our freedom in Freedom? Reflect on that as you get your donor/prayer packets. We will not tell you how much to give, but it should be a sacrifice—a bit painful.

20. Seems like we're not trying to low ball the estimates to make this project "look better".

No. We want to be realistic. We don't want to do a second Capital Campaign. We will put our best effort forward first. We may all have our favorite aspect of this project, but this is a singular effort. Awesome that we have the option to Build for the Future.

21. With the new Parish Center built, it frees up current kitchen and cafeteria space. Is there a possibility for a Brides room, as a secondary effort/phase?

Updates of the existing lower level are not included in this project. However with the added space, we open up possibility for more storage, brides room, classroom space. Right now, if there's a funeral during school lunches, the students eat in their classrooms. Going forward, the funerals would take precedence in the new gathering space and the school lunches could occur in the lower level.

22. Do you foresee needing interim financing?

Yes, because we may need funding prior to all pledges being fulfilled. The Finance Council will take on no long term debt. However, we also want to take advantage of economies of scale—it's cheaper to buy "x" in bulk for the project in its entirety vs. separate orders.

23. We have thrown around \$4800. Is there a specific amount or percentage we are asking people to donate?

Unlike the Bishop's Appeal that suggests a percentage, we are not. What's imperative is this donation can't replace giving to Bishops Appeal or Church Giving. We are leaving the amount up to each family. We are going to need at least 200 families making sacrificial and significant donations. It's sacrificial giving, not equal giving.

There's the saying: "You're going to be rewarded 7x over." Sometimes we don't realize what those blessings are. NOT being sick? NOT getting in an accident? Remember the tornado from a few years ago? We could be standing here talking about spending this much money to rebuild what we currently have. Instead, we get to talk about Building for the Future!

The Top 10-30 donations will give motivation to the general public.

PLEASE leave ideas for how to recognize donors

24. One year ago, the deficit amount was conveniently dropped from the bulletin at the same time this project was announced. If we have half of families giving \$50 or less/year, how will we afford this? We have 587 "Contributing Units", which means these families donate \$100 or more each year.

Why did the bulletin change? It could have been new bookkeeper or the software change we struggled with.

FATHER WALTER: The numbers were disillusioned. In a single month we would have 3 payrolls, so the weekly numbers would be skewed. Weekly numbers never look good. You have to see the bigger picture. The deficit was NOT removed because of the Expansion Project. Also, for the past fiscal year, we EXCEEDED our budgeted stewardship income.

25. Thanks to the committee. We have lots of young people who are getting involved.

26. In 2005, we received a \$847k settlement. If it wasn't for this settlement, we probably wouldn't be here.

TRUE! We ran significant deficits of \$100k+ annually. Since then, we haven't had to require those extra funds. Maybe those were the gifts we received to get us thru those times. We are much more fiscally healthy now than in our history.

27. In regards to the design of the building: Can you talk about the skylights over the stained glass windows?

This been successfully done at other churches. Locally, you can see this at St. Johns in Little Chute. (Please see more comments on the Tuesday, August 25th Open Forum notes regarding skylights over stained glass windows.)

28. As a reminder, this is a single project requiring 100% funding.

29. FATHER: the scope of this project is all encompassing. At the Annual Meeting last year, I didn't feel as if this project addressed all the needs of the Parish. I went back to look at previous minutes and

identified all the maintenance and expansion that needed to occur. Now I can fully support this project as it addresses needs of the entire Parish.

30. **The Lady at the Well stained glass window was originally purchased for \$234!**
31. We are looking for 10-30 people who can fall into those Lead Donor positions that will ultimately set the stage for the project. This may be donations from \$30k-\$300k+. These lead donors would likely be making these donations from assets versus our second phase will come from revenue. We encourage you to talk to your Tax Advisor.

THANK YOU FOR YOUR INTEREST!

Building for the Future
Open Forum
Questions & Answers
Tuesday, August 25

- i. Welcome & Committee Introductions
- ii. Review Renderings and drawings
- iii. REQUEST: How do we recognize those who donate \$4800+? Place suggestions in suggestion box.
- iv. Project History
- v. Bishops Appeal met
- vi. One project; one restricted fund
- vii. Any money pledged for up to 4 years is considered a single pledge
- viii. Timeline: Fast Track...entire \$2.8 million by July 2016
 - a. Want to avoid a second capital campaign
 - b. 2.5 years of operational funds in the overall cost of project
 - c. Recommending a maintenance endowment fund
- ix. Capital Campaign is working on donor recognition & naming rights of portions of the project.

BUILDING COMMITTEE

Project Scope:

1. Maintaining stained glass window
2. Handicap accessible ramps into church
3. Gathering Space/Commons & Kitchen; more open, no pillars; bigger than existing basement area
4. Gym; can provide revenue
5. New Playground; options available
6. Additional Parking out the west side of church
7. Carport dropoff area

Stained Glass Window Maintenance

1. 1 or 2 at a time to show the before/after of the maintenance
2. All glass comes out; new wood frame
3. Everything is re-leaded
4. Will be able to see the colors and the glass from the outside of church, unlike today.
5. We have approval from diocese and finance committee to do one window to showcase the before/after.
6. Holy Angels in Darboy was recently completed

QUESTIONS & ANSWERS

1. With the way the picture shows on the whole west side of the church, the windows will be covered.
Will you get the same visual effect inside the church
There will be skylights above the windows and end about 1 foot.

2. **How will we circulate the air?**
Need to balance the air control; HVAC contractors. We may even have the opportunity to air condition the worship space; now would be the time.
Example: St. John's has inside stained glass windows and they look the same from the inside.
3. **When we renovated last time, the A/C was not added because of operational costs. Is this being considered?**
Cost of doing the A/C was not originally planned in this estimate. Operational costs need to be researched. Started as a gym for the school. The #1 item was multi-purpose space. #2 was air conditioning.
The building committee needs to figure out the questions just asked.
4. **Back then:** they asked if they wanted A/C because it was cheaper on renovation. So maybe we won't see as much of a cost savings. It was voted down. The maintenance cost to maintain was too high. Voted down. If we add onto the building, we are adding shade on the west side, we can consult with HVAC to see if there are air exchangers.
5. **Gym: I see you have doors coming in from the west side...the first doors...that's 2 sets of doors. You have 2 more to the south. Is that enough?**
The two at the South side are emergency exits. We want them to come into the main entrance. Two doors are open, even for local high school games. After the games are over the fire exit doors are open. Just wants to make sure the two doors are enough. At the end of Mass, there are generally 2 doors that most people use. Limit doors for admissions. East church doors are still open for after Masses.
6. **A/C for last renovation**
Was on the docket, the biggest concern was the size of the church. Cost to re-cool a space that was unused for multiple days was costly.
7. **Handicap accessible: how to you get from the gathering space to Church?**
There's a ramp that goes from the entrance, switches back and comes into the Cry Room. Everything at church level will be handicap accessible: church, gathering space and the gym.
8. **Will elevators still exist?**
No; they are a lot of maintenance and costly to maintain.
9. **Will handicap people (not wheelchair bound) have a longer route? Distance from parking lot to church?**
Let's look at linear yards from carport drop-off to the ramp. We want to be sensitive to the number of steps they are taking. Goal is to make entrances easier. They wanted to go to ramps instead of elevators because they break down so often. Great feedback that we can incorporate into plans; we can look into options that still meet code.
10. **Suggestion: Take footage of ramp and ask another church about what they have. Do they have issues?**

11. You talk about 2012, we took a survey...space and air conditioning. How did it get from add some space and a/c to a whole gym in addition to that? How did it get approved by the parish?

You have a fantastic group of people who are putting time toward this project. It is very important to have a gym where my kids go to school, but it's also important to have a Catholic Education.

Proposal presented to Fr. Dan. He approved us to write proposal for the Diocese. Approx 80 page proposal written to diocese. Presented to all St. Nick's boards. Presented at Annual Meeting. There was general consensus of the Parish to move forward. Decided we move forward; documentation to Diocese. Focus is on PROCESS—told we failed in past because the process was not followed.

We can increase school enrollment without any added expense.

Positive feedback received at Annual Meeting.

The gym is the only portion of the project that generates revenue.

The Diocese has been involved. Trying to remain forthcoming and transparent.

Important we have these conversations to know where we want to go and how we get there.

How did we get here? In all the leadership meetings, economies of scale came into play.

We all may have a favorite item, but there's nothing on our project scope that could easily be cut out. We are building for the next 100+ years. We have the existing capacity that we can add more students without expense.

It's hard enough to get people to come to church on Sunday, the last thing we need is to make it hard to get INTO church.

Other schools who have done a project of this type have seen growth. We factored in, very conservatively, HALF of their enrollment increase.

Try doing hot lunch, funeral and gym class all in one space. (from someone who works, hot lunches and funerals)

12. Earlier you mentioned stained glass windows that redoing something with extra ventilation. Could that help with circulation?

Yes, right now you only open half of the window because of the vent.

13. Father: I've been following the process since I've been here. Looked at what had been previously identified as maintenance and expansion. Capital campaign experts in Diocese have advocated NOT running multiple capital campaigns. Do one WELL RUN campaign. We've identified those things and put together in one single capital campaign. On our new website, we post our initial draft meeting notes shortly after the meeting (until approved). Great place to get more information. The scope was identified by Boards and Councils.

Compared our church to European Cathedrals. Yes, but none of them carried in the warmth that our church does. Knowing that this church was built by the community; not on the backs of outside help. We're going to continue and it's time to Build for the Future.

I had an opportunity to visit Phillipi which is now Turkey. See these 4 pillars? Fill all those into 1 huge pillar/column. There was 4 of those that were built by a church by St. Paul. He moved onto Rome, but wrote the letter to Phillipians. It was built to be a huge domed cathedral. But it was destroyed. Armies of Islam came through and Christianity came to a death to this day. The base of the columns are 60' high. An altar was never set at that church. We are blessed to have the freedom we have in Freedom. What's preventing us to build for the future? We don't have these evil forces unless we let them. We will build, if we really appreciate the blessings we have. We can't let fear stand in our way. Each one will donate at their own level. The Lord knows the level, but we don't know how generous God is. The more we give, the more blessings we receive. I've seen this over and over, and I don't see why this would be any different. The challenge: the Lord can use this to grow in holiness. Maybe they haven't been focusing on their prayer and faith, but they can build their faith by being a part of this project.

The Bishop signed the Decree/Proxy. He signed it not just to say, "Go ahead, you might want to try this." It means DO IT. When he tells me to do something, I do my best to do it. When he signs a decree for the Capital Campaign, that means I'll do my level best to make it happen. I can't do it alone, but we can do it together.

14. How many people realize where St. Nicholas came from?

Asia Minor. (Turkey)

15. What's the progress of Capital Campaign?

We are sending out packets in phases so we can reach out and answer questions over a measured period of time. If you have not received a packet, please feel free to take one. We will make note so you can enjoy the info now. We are going in phases and following the process. We can't send out 1100+ and make phone calls in a timely manner.

Building for the Future
Open Forum
Notes from the Suggestion Box

August 23 & August 25

RECOGNITION

Similar to St. Jude hospital, there could be a wall or hallway of plaques, different sizes, different colors. Each plaque could have either a family's name on it or "In Memory of" or some other acknowledgement. Varying sizes for varying levels of donation. The different colors could create some type of picture or mural. Blank plaques could be used to finish the picture with the option of having names put on the blank ones as future donations come up. –Jodi R. (See me if you'd like to see a picture of what I'm talking about.)

Recognition MUST match the donation. Include family photo. Don't do bricks or tiles—over-used. –Vern N.

Name bricks are great for donor acknowledgements and they could pave walkways.

NAMING RIGHTS

Gym (2 courts)
Kitchen
Fellowship Hall

PLAYGROUND

Put a gazebo near the playground to sit/hang out in. Please! Ex: the wooden gazebo by DJ Video.

Put picnic tables to sit at or to have lunch outside maybe once a week or other times.

Make a bar to flip on or three bars, please. A small bar, medium bar and a large bar, please.

Put a small shed near the playground to keep all the kickballs, soccer balls, pumps, etc instead of going around to other classrooms to ask for the items.

ACCESSIBILITY

Church could have several transport chairs for walking handicap.

Have a few wheelchairs by ramp (top and bottom) if too long of a walk.

GYMNASIUM

Ensure privacy between locker room & bathroom for the gym so the locker room can be locked off for tournaments or events.

BUILDING

Need more bathrooms! And convenient ones!