

ANNUAL REPORT

JULY 1, 2023 - JUNE 30, 2024



St. John
THE Baptist
CATHOLIC PARISH

Growing Forward Together

Printed by



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Our Mission

As friends and followers of Jesus, we help ourselves and our communities to visibly live out discipleship through the mission and ministry of the Catholic Church.

Growing Forward Prayer

*Gracious and Loving God,
You invite us to grow in faith and bring forward your Kingdom.
May we receive the grace to respond to your call.
With the seed of faith planted within us and this community,
May the fruit of loving service spring from the fertile ground of our souls.
With the power of your Spirit, may Jesus be made known to us,
in the revelation of your word, and in the breaking of the bread.
Strengthened by your presence and grace,
may we grow forward together and bring all people to you.
We pray this through Christ our Lord. Amen!*

Dear Parish Family,

What a year! God is good! All the time!

Last year we introduced the theme of “Growing Forward”. There was a prayer developed and we got to work. Blest by God’s grace and the gift of the Holy Spirit, here are some of the things I saw happen.



We have a Mission Plan! The parish staff and Pastoral Council focused on renewing our Parish Mission Plan this year. It’s been five years since the first one was developed and it was time to renew the plan looking to the next five years. Three large meetings were held with parish staff, Pastoral Council members, and other committee lay leaders. The four plan goals remain the same but the 14 specific focus areas are different. There is consensus regarding this plan and now those who have a “passion to action” will be making some things happen. Good things. All are invited to participate as we “grow forward together” with our Parish Mission Plan.

We have a Maintenance Plan (5 year)! Every year it will be updated based on current needs and situations. This year we accomplished a major project! We had three sections of school roof that received failing grades, but through the Raise the Roof fundraiser, a matching gift, and Green envelope reserves, we were able to accomplish this \$300,000 project. Thank you all!

We have a Building Plan! This is a large part of the one by One campaign. The next priority project was determined to be Phase 1 of the school renovation. This involved moving the main office from the center of the school to the entrance of the school, converting the vacant office to a classroom, depressurizing the gymnasium, and adding a hospitality overhang at the school entrance. These projects were accomplished in the summer/fall of 2024 in collaboration with GRACE and school families. It’s amazing to see and feel the positive impact this is having on our school operation.

We have a Memorial Plan! It was determined several years ago that we need to create opportunities for our parish members to memorialize loved ones. The main location for that possibility was our Nature Lands and around the parish pond. A concerted effort was made by the LANDS committee of Buildings and Grounds to work toward installing a walkway around the pond. Momentum grew through a significant private donation and the project became a reality. Growing forward, memorial bricks will be sold until the walkway is completed. Memorial funds will assure the care of our nature lands and foster additional devotions which will add to the spiritual life of our community.

When plans become a reality, that is very satisfying. But we are not done yet. Each day we are building momentum to our parish 175th anniversary in 2028. Each day, faithful staff members and lay members of St John’s work together to build the Kingdom of God, teaching all about Jesus and His real presence in the Eucharist, and His saving love for us. We support Catholic education through SJB School, Faith Formation, and Notre Dame Academy. We worship God daily through prayer and the sacraments. We serve others here and beyond in many varied ways. Lastly, we are called to share the gift of Jesus with great generosity. The Lord does and will provide all that we need.

Thank you for a great year!

Sincerely,

A handwritten signature in black ink that reads "Fr. Jim Lucas". The signature is written in a cursive style with a cross symbol at the end of the first name.

Dear Parish Family,

Where do I even begin to summarize a year that was filled with so much change, growth, challenges and opportunities? All of which were led and resolved by the Holy Spirit? Let me give it a try.



We had two wonderful staff members, Karen Buchinger and Lisa Piechota move from their positions and the impact of that was felt by many. But in true St. John's "We do this together" spirit we rallied together and have worked through all those challenges. How? We promoted Paul Peot and Tracy McAllister and hired Advantage Bookkeeping. **Come Holy Spirit!**

There were several projects that were on our minds. Some were **WANTS** and some were **NEEDS**. To guarantee that we were being financially responsible with the gifts that our parish family entrusts to us, we made sure we attended to the **NEEDS** first. But the funds for the **WANTS** started coming in and we were able to start on those projects at the same time. **Come Holy Spirit!**

The parking lot, school office renovation, and additional classroom was a **NEED**. The parking lot was completed in September. Through the Pave the Way fundraiser, we raised \$41,990 which was matched with a gift of \$40,000, totaling \$81,990 which completely covered the cost of this project. The school office, classroom and safety renovation will be funded by school families, SAC, GRACE, and parishioners. In an unprecedented collaboration, 50% of the total cost will be funded through the one by One Capital Campaign. This project, which was part of the Campaign Plan from the beginning, was completed in September. **Come Holy Spirit!**

The **WANTS** projects were the enhanced lighting and the beautiful memorial pond area. These are two projects that positively impact our parish campus and spirituality. We had several parishioners who had a passion for these areas make private donations to completely fund both projects. What a tremendous difference these two projects made in regard to enhancing our nature lands and church. **Come Holy Spirit!**

Over the summer while these projects were taking place, I was approached by several people inquiring about the status of a new parish center and when that was going to happen. What we are facing is the reality that the cost of this building is now over 4 million dollars, and we will only have about 2 million dollars from the one by One campaign available to fund it. We realize what an extremely important building this is and that our parishioners consider this our next top priority. We will be putting some ideas and efforts toward this project specifically this upcoming year and, God willing, would hope to have a new parish center by 2028, which is our 175th parish anniversary! **Come Holy Spirit!**

Every year parish life brings new challenges, growth, changes, and opportunities. We have an incredibly faithful and passionate community here at St. John's and together, with Jesus as our guide, we can work through them all. **Come Holy Spirit!**

Your Sister in Christ,

A handwritten signature in cursive script that reads "Sarah Wulf".

Business Administrator

Active Member Movement

What does being an active member look like? We understand that being “active” looks different for everyone. Everyone is on their own journey, and we want to be part of that journey. What do you need from the parish to move you towards building your relationship with Jesus Christ? Asking each of our parishioners this question is the intent of this movement and gives us the opportunity to hear directly from you.

The areas we focus on are: Worship/Prayer, Service, Support, and Sharing your faith with others. Worshipping as a community at Mass every weekend is the most important of all these areas.

Encouragement Team Formed: A team of 15 parish members was formed last year. These members met with 50 faith formation families. During these meetings they chatted about where they were spiritually, what challenges they may have, and how we could help them.

School Families: Each year 50 school families will be chosen randomly to meet with a member of the encouragement team to discuss their active membership in the parish and what that looks like for them. Each family is required to complete the covenant to receive the \$2,000 per child tuition credit from the parish.

Faith Formation Families: Each year 50 Faith Formation families will be chosen randomly to meet with a member of the encouragement team to discuss their active membership in the parish and what that looks like for them. A completed covenant is required for their child to attend Faith Formation class.

New Parish Members: As part of our enhanced New Member Experience, we have been reaching out to all new members who joined our parish from January - July 2024. We will ask each of them to meet with us and chat about how being a member of St. John's has been for them and what being an active member of St. John's looks like for them.

Remainder of parish: In January 2025, we will be asking the entire parish to complete the covenant and will provide opportunities for anyone who wishes to meet with one of our encouragement team members.

Our Goal

Is to connect, inform, invite, and encourage each parish member to discern their faith journey and we can grow forward together!



Parish Mission Plan

Goal One

Assist others to discover and live their faith as Missionary Disciples.

- Education of Church doctrine and History
- Engage in the mysteries of our faith through sacramental participation and the Eucharist
- Bridge the School and the Parish
- Increase the number of people attending Adoration
- Develop and sustain a Vocations Ministry

Goal Two

Ensure we are effectively positioned for future growth in our faith community and Mission Field.

- Develop and sustain an ongoing Giving Ministry
- Promote smaller projects, targeted gifts and celebrate the successes
- Growing Forward
 - Build
 - Maintain
 - Memorialize



GOD

Goal Three

Determine the need for and fulfillment of Catholic Social Teachings in our Mission Field.

- Education of Catholic Social Teachings
- Develop and sustain a Catholic Social Ministry

Goal Four

As Missionary Disciples, we will go forth to evangelize our Mission Field and beyond.

- Work on bringing people back to Mass
- "How to" class for evangelizing fruitfully
- Reach out to and engage parishioners on the fringe
- Develop and sustain an Encouragement Ministry

one by One Campaign Update

PLEDGE SUMMARY TO DATE

<i>Aspirational Goal</i>	<i>\$7,000,000</i>
Total Pledges	\$4,362,320
Pledge Funds Received	\$3,426,684
Pledge Funds Remaining	\$ 935,636

CASH FLOW SUMMARY TO DATE

Pledge Funds Received	\$3,426,684
Campaign Expenditures (see details on the right)	\$1,334,797
Pledge Funds Available	\$2,091,887

DETAILS OF CAMPAIGN EXPENDITURES TO DATE

School Heating & Cooling (summer 2022)	\$ 727,705
Heritage Church Heating (fall 2022)	\$ 147,208
Diocesan Mission (10% of pledges)	\$ 342,668
Parish Mission Adult FF Coordinator (2022)	\$ 30,100
Professional Architectural Fees (2023)	\$ 48,000
Parish Mission: Eucharistic Congress (2024)	\$ 8,147
School Renovation Initial Costs (2024)	\$ 30,969
TOTAL CAMPAIGN EXPENDITURES	\$1,334,797

The following things happened with our campaign in this fiscal year.

On the revenue side, our Pledged Funds Received grew from \$2,757,199 to \$3,426,684, an increase of \$669,485. St. John's is very grateful to those who have pledged to the one by One Campaign and are willing and able to continue paying their pledges as we continue to accomplish our goals.

New expenditures were relatively light this past year and totaled \$106,064, of which \$66,948 were dedicated to the Diocesan mission plan.

At the parish, we had two main expenditures. The first was Parish Mission related and helped to offset the costs of 12 parish members, including 5 staff members, who attended the National Eucharistic Congress in Indianapolis. The expenditure (\$8,147) covered the cost of lodging, transportation, and admission fees to the Congress. This experience was profound and transformative for all involved. The group will continue to periodically meet and hopefully keep the spirit of Eucharistic revival alive at St. John's.

The second major expenditure was the initial costs of the School Renovation (\$30,969). This effectively was a 10% downpayment on the expected \$300,000+ project to move the School Office from the center of the facility to the School Entrance (Door #1), convert the vacant office into an additional 5th grade classroom, create a dedicated school Information Technology (IT) room, add a School entrance hospitality overhang, and depressurize the gymnasium with an upgraded air ventilation system. The net benefit of this project is a safer school able to accommodate future growth in the lower grades.



Our pledge funds available for usage grew from \$1,528,466 to \$2,091,887 over the course of last year. These funds (along with other GRACE and GROWING FORWARD funds) will be used to help pay for the School Renovation project.

As we turn our attention to the Parish Center project in 2025, which is now expected to cost over \$4,000,000, the majority of our available pledged funds will be used for this project. To accomplish this project, it is critical that the remaining pledged funds be paid (\$935,636). Thank you to those who have pledged. We welcome any additional donations to this very important project. These gifts can be made payable to St John's with "Growing Forward: Parish Center" in the memo line. Thank you for your generosity and support!

Current Projects

- **Maintenance Plan -- Pave the Way:** In the spring, a fundraiser was conducted to make much needed repairs to our parking lot. Together, we raised \$41,990, which was matched with a gift of \$40,000, totaling \$81,990. The project cost \$72,610. Surplus funds will be used for other maintenance projects.
- **Memorial Walk -- Private Donations:** An ADA cement pathway around the pond has been created and an opportunity for memorializing a loved one is available by purchasing a brick to outline the walkway. Additionally, a Calvary devotional area, memorial benches, and nature land shelter were added.
- **Church Lighting -- Private Donations:** Sconces have been added to the Narthex as well as can lights above the fireplace. We also added shell sconces to the columns in the church nave. These projects were made possible by the Catholic Women, as well as parishioner donations.



Future Projects

- **IT Upgrade:** Our parish is in need of some immediate technological upgrades that are critical to keeping all our amazing digital resources and processes up and running and growing. Additionally, this will update our data security resource protection. The IT Ministry Team has come together to identify what exactly these upgrades are, the timeline, and cost. The funds raised at Blessfest will support these upgrades.
- **Parish Center:** We will begin the architecture and value engineering of the Parish Center in 2025. We will form groups to design the space, optimize cost, determine how to fund and to communicate the process. You will be hearing more about this after the 1st of the year.
- **Maintenance Plan:** A 5-year priority list has been developed and is updated each year based on current needs. This is funded via the green envelopes, annual budget, and fundraisers. Our hope for the next fiscal year would be to replace the Heritage Church roof, estimated at \$100,000.

Ministry Highlights

Parish Community

- 2069** Registered Families
- 106** New Families
 - 1** Priest
 - 3** Deacons
 - 9** FT Ministry Staff
 - 5** PT Ministry Staff
 - 2** FT Maintenance Staff
 - 1** PT Maintenance Staff
 - 4** PT Cemetery Staff
- 25+** Committees/Groups
 - Finance Council
 - Buildings & Grounds
 - Cemetery
 - Personnel
 - Athletic/Booster Club
 - Pastoral Council
 - Forerunners
 - Social Concerns
 - Worship
 - New Member Experience
 - Fraternities
 - Catholic Women
 - Knights of Columbus
 - St. Vincent de Paul Conference
 - Ministries
 - Vocation
 - Prayer
 - Bible
 - Spiritual Growth
 - Pastoral
 - Youth
 - Facilities/Lands
 - Social Outreach
 - and many more!

Sacraments

- 63** Infant Baptisms
- 1** Adult Baptisms
- 2** Adult Confirmation
- 56** First Communions
- 10** Catholic Marriages
- 4** Interfaith Marriages
- 44** Deaths

Faith Formation

- 125** Grade 1-5 Students
- 22** Grade 1-5 Catechists
- 76** Grade 6-8 Students
- 9** Grade 6-8 Mentors
- 128** HS Confirmation Students
- 14** HS Confirmation Mentors

Parish Support to our Faith Formation Program:

Total Cost per Student: \$540

Tuition Received per Student: \$125-\$200

Parishioner Volunteer Hours: 10,212





St. John the Baptist School

A member of GRACE, Green Bay Area Catholic Education System
Operating within St. John the Baptist Parish

Parish Support

One of the top priorities of our parish family is to create the opportunity to be part of the Catholic education of our children.

344	<i>Enrollment</i>
\$8,810	<i>Total Cost per Pupil</i>
\$5,475	<i>Out of Parish Tuition</i>
\$3,475	<i>Active Member Tuition</i>

- Maintaining School Building: \$183,153
- Tuition Support: \$497,103
- Utilities for the School: \$67,615

**Total Annual
Parish Investment
\$747,871**

**GRACE Rental Income
paid to St. John's
\$170,429**

Site Advisory Council Support

- Security locks in each classroom
- Key fobs at each school entrance
- Security cameras
- Furniture for new 5th grade classroom
- Donation to school office renovation

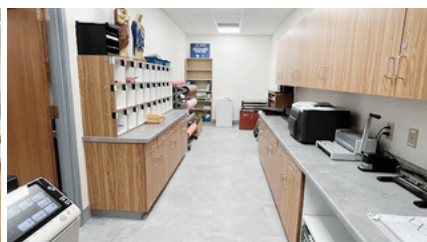
Athletic/Booster Club Support

- Dividing curtain installed in gym
- Motorization of gym bleachers
- Installation of LED high bay lights in gym
- Installation of arrow containment archery curtain in gym

School Renovation

to improve safety and accommodate growth

Over the summer of 2024, St. John the Baptist Parish partnered with GRACE, Dimension IV Architects, and Bayland Construction to move the School Office from the center of the facility to the School Entrance (Door #1). This high priority project was the first phase of a “super-collaboration” that gathered the necessary resources to accomplish the project from many different sources. As a result of this move, the vacant old office space was converted into an additional 5th grade classroom and a dedicated school Information Technology (IT) room. The net benefit of this project is a safer school able to accommodate future growth in the lower grades. We are very pleased with the improvements that have been made.



Thank you to our parish family for your support of St. John the Baptist School.

Financial Summary

We had a great year! Our balance sheet happily shows that St John's continues to be free of long-term debt. Our total assets grew by 1.8% versus last year and we are in a healthy cash position.

Our Statement of Revenue and Expenditures reports an excess of \$204,644 for the year! While Parish Support was 6.4% short of budget, which is a concern, the shortfall was made up with \$119,572 of Unrestricted Donations. On our expense side, we were frugal with our Buildings and Grounds and Capital Outlay for the year and cost optimized throughout our ministries, thus resulting in a surplus.

Lastly, with our budget we are planning for a \$67,239 increase in total revenue, largely due to increased rent from GRACE, Cemetery Operations, and Unrestricted Donations. We are budgeting a 3.6% increase in Parish Support (\$50,624) versus last year's actual giving. We have also budgeted an increase in the areas of Personnel and Educational Subsidies, as well as a decrease in the areas of Capital Outlay and Buildings and Grounds, resulting in a balanced budget with a small net profit for the year of \$5,000.

Balance Sheet

YTD July 1, 2023 - June 30, 2024

CURRENT ASSETS - CASH	
Petty Cash	\$100
Cash in Bank - Parish Operations	\$447,750
Cash in Bank - Restricted Funds & Held for Others	\$100,844
Money Market	\$103,126
Cash in Bank - SCRIP	\$119,049
Total Current Assets - Cash	\$770,869
OTHER CURRENT ASSETS	
Accounts Receivable	\$24,141.00
SCRIP Inventory	\$84,919.00
Prepaid Expenses	\$11,678
Total Other Current Assets	\$120,738
OTHER ASSETS	
St. Francis Xavier Memorial Fund	\$171,445
St. Francis Xavier - Athletic Club	\$76,849
St. Francis Xavier General Fund	\$203,680
St. Francis Xavier Prepaid Burials - Cemetery	\$22,867
St. Francis Xavier Perpetual Care - Cemetery	\$244,844
Total Other Assets	\$719,685
FIXED ASSETS	
Land & Improvements	\$718,408
Buildings & Improvement	\$9,687,477
Furniture & Equipment	\$2,413,920
Total Fixed Assets	\$12,819,805
TOTAL ASSETS	\$14,431,097

CURRENT LIABILITIES	
Accounts Payable	\$60,614
Total Current Liabilities	\$60,614
OTHER LIABILITIES	
Funds Held for Others	\$139,075
Restricted Cemetery Funds Held	\$267,711
Other Restricted Funds Held	\$195,960
Unrestricted Funds Held	\$354,560
Total Other Liabilities	\$957,307
FUND BALANCES	
Fund Balances Held in Cash & Other Assets	\$593,371
Fund Balances Property & Equipment	\$12,819,805
Total Fund Balances	\$13,413,176
TOTAL LIABILITIES & FUND BALANCE	\$14,431,097

Statement of Revenue & Expenditures

YTD July 1, 2023 - June 30, 2024

REVENUE	Actual	Budget	Variance
Parish Support	\$1,558,775.35	\$1,665,862.00	(\$107,086.65)
Rental Income - GRACE	\$170,429.25	\$172,039.00	(\$1,609.75)
Restricted Contributions *	\$372,293.74	\$442,750.00	(\$70,456.26)
Faith Formation & Sacraments	\$69,845.64	\$44,930.00	\$24,915.64
Athletic/Booster Club	\$60,580.35	\$68,000.00	(\$7,419.65)
Catholic Mothers/Christian Women	\$20,888.43	\$8,000.00	\$12,888.43
Unrestricted Donations **	\$119,572.19	\$0.00	\$119,572.19
Cemetery	\$128,825.00	\$58,375.00	\$70,450.00
Net SCRIP Revenue	\$75,325.87	\$106,343.00	(\$31,017.13)
Fundraising Revenue	\$39,657.34	\$45,000.00	(\$5,342.66)
Other	\$69,856.69	\$27,050.00	\$42,806.69
Total Revenue	\$2,686,049.85	\$2,638,349.00	\$47,700.85

* Restricted contributions are designated for a specific purpose.

** Unrestricted donations can be used at the discretion of the parish.

EXPENSES:	Actual	Budget	Variance
Personnel Expenses	\$890,825.28	\$940,308.19	\$49,482.91
Buildings & Grounds	\$319,588.40	\$359,175.00	\$39,586.60
General & Office	\$86,724.20	\$82,292.00	(\$4,432.20)
Faith Formation	\$29,535.96	\$35,865.00	\$6,329.04
Athletic Club	\$46,818.52	\$27,000.00	(\$19,818.52)
Catholic Mothers/Christian Women	\$8,590.70	\$2,200.00	(\$6,390.70)
Purchased Services/Supplies	\$52,611.19	\$41,577.00	(\$11,034.19)
Fundraising Expenses	\$13,443.32	\$10,000.00	(\$3,443.32)
GRACE & NDA Subsidies *	\$497,103.00	\$497,103.00	\$0.00
Diocesan Assessments **	\$68,420.00	\$68,420.00	\$0.00
Tuition Assistance	\$48,856.93	\$50,643.00	\$1,786.07
Liturgical/Pastoral	\$63,647.47	\$75,165.00	\$11,517.53
Other	\$10,557.57	\$24,325.00	\$13,767.43
Capital Outlay	\$344,683.57	\$421,000.00	\$76,316.43

* Support of every student by their parish.

** Parish support of the Bishop and the Diocese based on the parish's contributing units.

Total Expenses	\$2,481,406.11	\$2,635,073.19	\$153,667.08
Revenue in Excess of Expenses	\$204,643.74	\$3,275.81	

Annual Budget

July 1, 2024 - June 30, 2025

REVENUE	2023-2024	2024-2025	Variance
Parish Support	\$1,665,862	\$1,615,238	(\$50,624)
Rental Income from GRACE	\$172,039	\$266,805	\$94,766
Restricted Contributions	\$442,750	\$424,225	(\$18,525)
Cemetery	\$58,375	\$88,600	\$30,225
Program Revenue	\$23,820	\$25,355	\$1,535
Faith Formation Tuition	\$37,010	\$36,795	(\$215)
Unrestricted Donations	\$0	\$37,994	\$37,994
Fundraising Revenue	\$108,000	\$110,000	\$2,000
Net SCRIP Revenue	\$106,343	\$74,800	(\$31,543)
Other	\$24,150	\$25,776	\$1,626
Total Revenue	\$2,638,349	\$2,705,588	\$67,239
EXPENSES	2023-2024	2024-2025	
Program Costs	\$51,020	\$46,130	\$4,890
Personnel Expenses	\$940,308	\$1,013,000	(\$72,692)
Buildings & Grounds	\$359,175	\$327,663	\$31,512
General & Office	\$19,242	\$49,450	(\$30,208)
Faith Formation Expenses	\$9,895	\$7,360	\$2,535
Purchased Services	\$104,627	\$119,300	(\$14,673)
Educational Subsidies	\$497,103	\$543,403	(\$46,300)
Diocesan Assessments	\$68,420	\$71,434	(\$3,014)
Tuition Assistance	\$32,500	\$31,500	\$1,000
Fundraising	\$17,200	\$20,500	(\$3,300)
Liturgical Expenses	\$18,215	\$15,400	\$2,815
Pastoral Outreach	\$53,900	\$40,000	\$13,900
Other	\$42,468	\$42,448	\$20
Capital Outlay	\$421,000	\$373,000	\$48,000
Total Expenses	\$2,635,073	\$2,700,588	(\$65,515)
Revenue (Short) in Excess of Expenses	\$3,276	\$5,000	

