

Frequently Asked Questions

What percentage of the funds raised during this campaign will stay with the partner parishes and Lourdes Academy?

Recognizing the importance of Catholic Education and how critical a strong school system in Oshkosh is to the overall Diocese, Bishop Ricken has agreed to allow 100% of the funds raised during this campaign to stay with the Oshkosh parishes and Lourdes Academy.

Does Lourdes Academy have a strategic plan?

Yes, a comprehensive strategic plan was developed in 2018 with the support of the Meitler Group. The plan includes goals for improvement over the next 5 years under the following four categories: Mission & Catholic Identity, Academic Excellence, Operational Vitality (Enrollment Management, Facilities, Advancement, Financial/Business), and Governance & Leadership. Each year, the Board of Trustees and staff meet to determine the priorities from the plan that will be the focus for the upcoming year.

What is the overall need for the proposed project?

This campaign seeks to address capacity limitations at our current elementary school while also working toward our goal of having one contiguous campus. The Elementary School would take up the space where the Middle School currently resides, and the Middle School will move to the 2nd Floor of the current High School. To accommodate these moves, this space will need some renovations, and a High School wing will be added. This will also require adding a separate entrance for the Elementary School with offices and an eating/meeting space. Finally, we will address our technology infrastructure needs at all levels including expansions to our Project Lead the Way and STEM Programs. The target goal for this campaign is \$8.5 million, in addition to the \$1.5 million that remains in the Lourdes Academy Construction Fund.

We've tried before to conduct a capital campaign to address needs at Lourdes Academy. How is this time different than previous times?

There were a number of factors that contributed to the initial campaign not coming to fruition, including changes in leadership and donor support, as well as Lourdes pursuing such a campaign on its own. This current initiative is a true partnership between Lourdes Academy, the Catholic parishes and the Diocese of Green Bay. Parish and school leaders have met regularly to discuss and plan for their vision for the future and are committed to investing in transformational educational experiences for its young people and growing missionary disciples. Further, Bishop Ricken recognizes how important a thriving Lourdes Academy is to the community of Oshkosh and has directed all funds raised in this effort will stay in Oshkosh.

Why wouldn't the money stay in Oshkosh?

This campaign is part of the *one by One* campaign for the Diocese of Green Bay. Typically, 50% of all funds raised for this campaign would be allocated toward diocesan ministries and priorities. Bishop Ricken recognizes how important this campaign is for Lourdes and has granted an exception where all dollars raised will stay local.

What is the potential for further expansion should enrollment dictate the need?

The elementary school wing will include flex space to accommodate a larger class as they move through the system. In addition, the new cafeteria/office space addition has the capacity to become two stories in the future should enrollment dictate the need.

Will the younger students be “sheltered” from the older students (i.e. inappropriate behavior – language, dating, etc.)?

The high school parking lot will be completely separate from the main parking lot where parents will pick up and drop off their children. The current renderings allow for pick up and drop off on the north side of the building (parking lot side). All plans will need to be reviewed and approved by the City of Oshkosh for traffic flow and other logistics to ensure the safest scenario for students and parents.

While students will have separate spaces inside the building, including a separate cafeteria for the elementary school, Lourdes Academy will provide opportunities for positive interaction between older and younger students. This has been done with great success at other local Catholic schools and has proven to be an effective opportunity to develop leaders and role models, build culture, and create a family environment.

What are the current enrollment numbers (vs. capacity) for all three schools?

Enrollment for the 2020-21 school year is 556 students. At the elementary school, we have reached capacity at two grade levels with other grade levels near capacity. There is no more space to grow at the elementary level. Two of our middle school classes and one high school class are currently at capacity. Many new families have enrolled this year or have expressed interest in learning about what Lourdes Academy has to offer. *Capacity numbers are calculated based on the potential number of students compared to existing staff. Elementary capacity is also limited by space.*

Why would we add on to the high school if our current enrollment numbers are low?

We believe an addition of a high school wing and the subsequent remodeling of the current middle and high school is the best use of our space, addresses the needs of the entire Lourdes Academy system, and is fiscally responsible. We will be able to enhance the high school experience by providing designated space for young adults to learn and develop as leaders, gaining autonomy and independence as they progress through school. We would also provide access to the most up-to-date technology to facilitate learning and parallel real-world work environments. As Catholic students who attend a Catholic high school are more likely to continue practicing in college and beyond, these renovations will help achieve our overall vision of forming and challenging our students to realize their God-given potential.

Who will be asked to support the campaign?

Current and past Lourdes Academy families, alumni, Oshkosh parishioners and community members will be invited to participate in the Oshkosh *one by One* campaign. While not everyone will be able to make the same commitment, all will be asked to make an equal sacrifice. Gifts may be fulfilled over a five-year period as many people find they can give more over time.

Which parishes will participate in the campaign?

All 156 parishes in the Diocese of Green Bay will participate in the campaign. Each parish will be asked to put forth a good faith effort to reach its campaign goal. Each parish will be provided with a campaign plan to follow and will be assigned a parish campaign director to guide it through the campaign implementation. The Oshkosh parishes of Most Blessed Sacrament, St. Jude the Apostle and St. Raphael the Archangel are partnering with Lourdes Academy on the Oshkosh portion of the *one by One* campaign.

How will the funds be used at my parish?

Each pastor or pastoral leader from our partner parishes, along with other leaders in the parish have identified unique needs for their parish. Each parish will receive \$100,000 for needs that range from expanding parish ministries, technological improvements, construction projects and other capital needs.

Will the campaign impact parish offertory?

Parish offertory is expected to remain constant as parishioners will be asked to consider campaign gifts over and above their regular giving.

Will parishes continue to take part in the Seminarian Collection, Bishop's Appeal, and other regular collections during the campaign?

Yes. This campaign will ensure the future of the Church in northeastern Wisconsin by expanding programs, revitalizing ministries and transforming our communities for generations to come. The Seminarian Collection and the Bishop's Appeal provide essential operating support that ensures the day-to-day operations of shared Diocesan ministries and programs.

How do I make a gift?

The Catholic Foundation of the Green Bay Diocese will be managing all gifts to the *one by One* campaign, including the Oshkosh portion of the project. Gifts to the *one by One* campaign can be made via check, credit card, debit card, automatic withdrawal, gifts of stock or other non-cash gifts. Checks can be made Payable to *CF-one by One*. Donors fulfilling their gifts via credit card, debit card, or automatic withdrawal can establish payments online at one.catholicfoundationgb.org/give. Gifts of stock and other non-liquid assets, including real estate, should be made by contacting the Foundation Office at (920) 272-8197 and are subject to acceptance policies of the Catholic Foundation. Gifts to the campaign are tax deductible as allowed by law. Donors are encouraged to consult with their financial advisors.

Why is the Catholic Foundation managing this campaign?

The Catholic Foundation encourages financial stewardship and generosity. The Foundation's involvement will create significant efficiencies for the development team at Lourdes as well as for the supporting parishes. From sharing the cost of materials to managing all aspects of pledge fulfillment, the Foundation's partnership in this campaign strengthens our leadership team.

How will campaign expenses be paid?

Campaign expenses are built into the campaign plan and will not be deducted from the funds returned to the parishes.

For additional information please contact Josh Diedrich, Executive Director of the Catholic Foundation, at (920) 272-8197 or visit one.catholicfoundationgb.org.