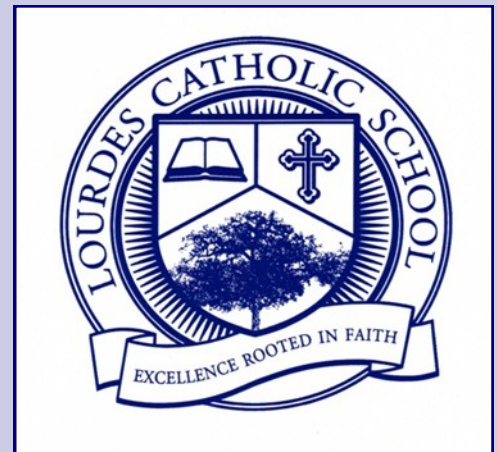
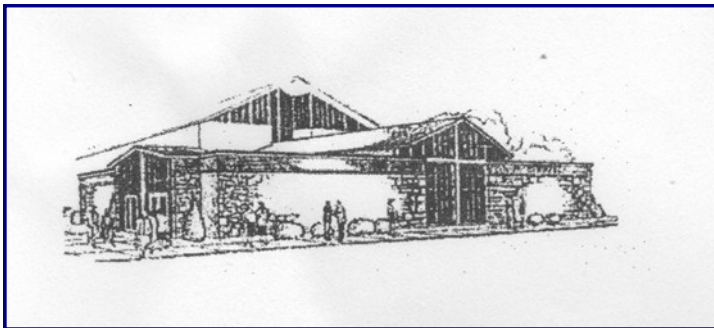
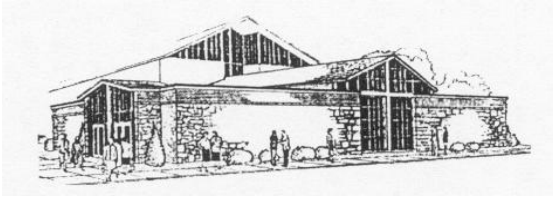


OUR LADY OF LOURDES STRATEGIC PLANNING



JANUARY 17, 2011



Our Lady of Lourdes Parish

1506 Brown St.
Bettendorf, IA 52722
Phone: (563) 359-0345
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January 17, 2011

Dear Lourdes Catholic Community,

I am happy to present to our parish community the completion of our proposed Strategic Plan. As I prepare to celebrate my 35th anniversary of Ordination, I am very proud to have enjoyed many years among strong Catholic communities. I am proud to call Our Lady of Lourdes my home for the past 6 years. As we look to the future of our Catholic community, I am convinced that this Strategic Planning process could not have come at a better time as we are amidst a new "Parish Planning Process" where we are being asked by the Diocese to look at our recent history and current needs to help us assess where our parish is heading in the future.

In spite of the difficult economic climate, our parish has remained dedicated to supporting our preschool-grade 8 Lourdes Catholic School, Religious Education Program, and Adult Faith Formation programs. Currently there are 3211 registered parishioners who dedicate their time, treasure, and talent to support our parish.

Our parish family has supported Our Lady of Lourdes in many endeavors, both to the parish itself as well as the Diocese. Capital campaigns for improvements to our parish and school, such as; the addition of a Gathering Space and Eucharistic Chapel, as well as four new classrooms in the school in 1998 and the "Raise the Roof" campaign in 2002 for a new church roof were made possible by our parishioners. Our Lady of Lourdes led the way in their pledges to the Diocesan Capital Campaign in 2010 and have continually helped the parish to reach its Annual Diocesan Appeal goal for the last 5 years.

Our Lady of Lourdes has many active ministries and we call on our members to participate in sharing of their time, talent and treasure to support these ministries. Parish Ministries, such as; Religious Education, Youth Ministry, the Parish Nurse Program, and the Funeral and Bereavement Ministries, although led in part by parish staff, could not reach as many people without the support of volunteers from the parish community. Formation Ministries, such as; The Rite of Christian Initiation for Adults (RCIA), Adult Faith Formation, Baptismal Preparation and many others provide opportunities to learn and grow in one's Catholic faith. Our Lady of Lourdes' Liturgical Ministries provide the opportunity to participate in the Mass by serving as a lector, extra ordinary Eucharistic minister, or altar server. You can even "pray twice" by joining one of our three music ministries; the Choir, the Contemporary Ensemble, or the Youth Group Choir!

It is the goal of our Strategic Planning Committee to develop a plan that will give us an opportunity to continue to grow and prosper into the future. I hope you will review this document and let me know how you feel about the recommendations that have been made. Please continue to pray for the future of our parish.

In Christ's Name,

Fr. Tim Sheedy



Lourdes Catholic School

Academics ♦ Faith ♦ Community

January 17, 2011

Dear Our Lady of Lourdes Catholic Community,

Following a year of hard work from a very dedicated Strategic Planning Committee, I am pleased to share the final product with our parish community.

When I joined Lourdes Catholic School as Principal in June, 2009, I was enthusiastically welcomed into a faith-filled parish community with an excellent school. Our school and parish work very well together. And this was very evident as members from our parish and school formed a Strategic Planning Committee and came together on a monthly basis for many hours of hard work to complete this document.

The Strategic Planning process centered around an honest look at our 'strengths', 'weaknesses', 'opportunities' and 'threats'. The S.W.O.T. team, as we called ourselves, devoted significant time in analyzing topics including parish finances, school enrollment, the probable shortage of priests in future years, and the expansion of the I-74 bridge and the impact that major reconstruction will have on our property.

The future of Our Lady of Lourdes Parish and School is the responsibility of all parish families. It is my hope that you will study this document and share your thoughts and concerns with us.

On behalf of the 52 staff members and nearly 375 students, I would like to thank you for your continued dedication to Lourdes Catholic School.

Sincerely,

Mrs. Katie Selden, Principal

MISSION STATEMENTS

Lourdes Catholic School mission statement:

- The mission of Lourdes Catholic School is to make the Living Christ visible by sharing our Catholic values, while providing a foundation rooted in faith development and educational excellence.

Lourdes Catholic School vision statement:

- We strive to develop a value centered and challenging environment, focusing on the whole child, while promoting lifelong learning and inspiring a passion for peace and justice.

Our Lady of Lourdes Catholic Church mission statement:

- The mission of Our Lady of Lourdes is to make the Living Christ visible by sharing our faith with all.

Our Lady of Lourdes Church & School History

The history of Our Lady of Lourdes Catholic Church can be traced to 1902 when eleven families in Gilbertville (forerunner of Bettendorf) petitioned the Bishop to send a priest to say Sunday Mass. This was occasioned by the transportation difficulties in reaching St. Joseph's in Davenport, the nearest Catholic Church.

Although the masses were originally held in the Siebengartner home (the former Gilbert home), plans were quickly put in place to build a new church. A frame building was constructed on the corner of 15th and Brown Street at a cost of \$3,000 and the first Mass was offered on the Feast of the Immaculate Conception, December 8, 1903.

In 1908, under the direction of Father Thomas P. Coleman, property on the south side of Brown Street was traded for land on the north side. Parishioners Pius Mohr and Joseph Kehoe sawed the church in half, and it was moved across the street and extended to provide more seating.

The history of the School closely parallels that of the church. The original home of the church, the Siebengartner home, on February 11, 1919, also became the original Our Lady of Lourdes School. In the first year there were 67 students taught by the Sisters of Humility. Enrollment doubled in the second year.

Work on the current school began on March 17, 1952, was completed in May 1953, and was named Lourdes Memorial School. At that time, there were about 330 students. Due to the rapid growth in the area, school enrollment projections increased much more than were ever anticipated. In November 1955, the recently completed school was expanded by adding four classrooms on the east end.

In 1956, the old wooden church was vacated, and masses were held in the basement of the Lourdes Memorial School (today's Media Center). The old church was then used as a parish hall until razed in 1961.

In 1961, Father H.J. Toher initiated a development to build a new church, rectory, and offices at a cost of \$473,000. This effort culminated with the dedication of the new facility on May 30, 1963 by the Most Reverend Ralph L. Hayes, Bishop of Davenport.

The bell tower was constructed to house the original bell from the church, which had been restored in memory of Peter Freund. The bell tower itself was built in memory of Mark Struve. Landscaping of the grounds and commissioning of the church's stained glass windows was done at this time as well.

In 1980, Father Thomas Stratman came to Lourdes. The church mortgage was retired on September 13, 1981. With Father Stratman's leadership, the laity organized efforts for construction of the church's parish center, which was dedicated in November 1984. (The parish center was also used to meet the school's need for lunchroom facilities and an area for physical education activities.) In 1991, the school was renamed Lourdes Catholic School to better identify our Catholic values and traditions. To ensure the continued operation of the church and its programs, Father Stratman was instrumental in officially establishing the Endowment Fund in April 1992. In November 2004, the Catholic Endowment of Bettendorf, Iowa, Inc. was incorporated as a separate organization to continue the mission of the original Endowment Fund.

Father Thomas Spiegel came to Our Lady of Lourdes in 1992. He initiated many projects to accommodate growth of the parish and encourage community fellowship. In 1994 – 1995, an addition

was added to the church offices. School office space was expanded, a storeroom was added to the Parish Activity Center and the parking lot was resurfaced.

In 1997, construction began on The Gathering Space and Eucharistic Chapel in the church, as well as four new classrooms and the fine arts area at the school. Construction was completed in 1998, with a dedication by Bishop William Franklin on January 31, 1999.

Father Spiegel also secured funding for a new church roof with the "Raise the Roof" fund drive. Parishioners developed unique and creative methods of fundraising activities, which generated over \$70,000 for the new roof.

In 2004, Father Timothy Sheedy came to Our Lady of Lourdes and in 2006 celebrated his 30th anniversary as a priest. Father Sheedy began restructuring the Pastoral Council and Faith Formation Board, encouraging goal setting and strategic planning. A new principal, Katie Selden, was hired at Lourdes Catholic School in 2009.

The rectory was remodeled and the rectory grounds were landscaped. In 2009, altar railings were installed to comply with safety guidelines required by Our Lady of Lourdes' insurance company. They provide a safe, yet welcoming addition to the sanctuary.

Ourdes Catholic School / Youth Faith Formation

Critical Issue: Strengthen our Catholic Identity

Strategies	Contacts/Resources	Indicators of Progress
Increase Father Tim's presence in the School with monthly visits to all Classrooms	Father Tim Sheedy/Mrs. Selden	Dates, times and classrooms to be determined in weekly Pastor/Principal meetings. Schedule published in the Principals Post
Establish standards for daily/weekly time spent on Religion and minimum levels of proficiency	Mrs. Selden	Principal submit periodic reports to the Faith Formation Board. 90% or greater performance on 8th Grade Confirmation Test
Implement Catechist training for Teachers & Staff	Mrs. Selden/Mrs. Kloft	Principal submit professional development calendar to the Faith Formation Board in September of each year
Create a Catholic Identity Sub-Committee of the Faith Formation Board	Pastor, Principal, D.R.E. FFB Members, Teachers/Staff, Parents	Weakness areas identified and action plans developed

Critical Issue Summary: Catholic Education must be deeply rooted in Faith. The Catholic Faith must permeate all that we do as a Parish and School Community.

Lourdes Catholic School / Youth Faith Formation

Critical Issue: Maintain Tradition of Excellence in Education

Strategies	Contacts/Resources	Indicators of Progress
Evaluate curriculum on a determined cycle and implement according to Diocesan Standards	Mrs. Selden/Building Leadership Team	Updated curriculum schedule presented in September of each year.
Improve our foreign language program (preschool through 8th Grade)	Mrs. Selden/Mrs. Navarro	Establish a plan for improvement to be presented in September of each year.
Increase the use of technology in the Classroom	Mrs. Selden/Mrs. Lawrence	Establish a plan to be presented in September of each year.
Strengthen our commitment to the Olweus Bullying Prevention Program	Mrs. Selden/ Building Leadership Team/Faith Formation Board	Continue to update policies and procedures with newest information. More parent education events.
Maintain professional development for LCS certified and non-certified staff according to the Iowa Professional Development Model.	Mrs. Selden/Building Leadership Team	Annual report to the Faith Formation Board in August.
Structured Teacher & Administrator Evaluations	Mrs. Selden/Faith Formation Board	Annual evaluation's completed by February

Critical Issue Summary: A Catholic School competing with a strong public school system must strive for academic excellence because the community expects it

Lourdes Catholic School / Youth Faith Formation

Critical Issue: Building Relationships

Strategies	Contacts/Resources	Indicators of Progress
Increase support of Catholic Education from neighboring Parishes by improving public relations and communication with the Pastors of those Parishes	Father Tim Sheedy/Mr. Andes/Mrs. Selden/Lee Morrison/Bishop Amos/Faith Formation Board	Open lines of communication between Lourdes, neighboring parishes and the Diocese.
Establish a Committee consisting of St. John Vianney Parishioners that have children enrolled at Lourdes Catholic School	Mr. Andes/Mrs. Selden/Faith Formation Board	Committee members recruited and the first meeting scheduled.

Critical Issue Summary: Catholic Education in the Eastern Iowa Quad Cities will only survive if there is a strong collaboration between Our Lady of Lourdes Parish, The Diocese of Davenport and neighboring Parishes such as St. John Vianney in Bettendorf and Our Lady of the River in LeClaire

Lourdes Catholic School / Youth Faith Formation

Critical Issue: Declining Enrollment

Strategies	Contacts/Resources	Indicators of Progress
Implement strategies to improve retention rates for students transitioning from Preschool to Kindergarten and from 5th Grade to Middle School	Mr. Andes/Mrs. Selden/Faith Formation Board	An increased percentage of students enrolling in Kindergarten and 6th grade
Improve the visibility of the financial assistance programs that are available to families	Mr. Andes/Mrs. Selden/Faith Formation Board	An increase in applications and/or inquiries for financial assistance.
Create and implement a strong marketing plan for Lourdes Catholic School	Mr. Andes	Strategic marketing plan presented in early 2011

Critical Issue Summary: Enrollment at Lourdes Catholic School has been on the decline for years. This trend must be reversed in order to educate a greater number of children about the Catholic Faith, lessen the financial dependence on the Church subsidy and ensure the long term viability of Catholic Education in Bettendorf and Pleasant Valley. In August of 2010, there were 259 students enrolled in Grades K-8. The goal of this strategic plan is to increase enrollment in Grades K-8 at Lourdes Catholic School by 25% over the next five years. This translates to 324 students (18 sections x 18 students in each section).

Our Lady of Lourdes Parish

Critical Issue: Attracting New Families / General Growth

Strategies	Contacts/Resources	Indicators of Progress
Reach out to new families when children are baptized. The Teddy Bear program is an example of this.	Hospitals, Parents, Teachers, School Administration, Development Director	Contacts made. Increased membership
Revamp the visitor/new parishioner pew cards.	Development Director	Increased membership
Increase diversity through marketing efforts.	Development Director	Increased diversity in Church and School

Critical Issue Summary: An increase in active church members and school families is critical to the future success of our parish community.

Our Lady of Lourdes Parish

Critical Issue: Increased Engagement & Pride.

Strategies	Contacts/Resources	Indicators of Progress
Provide opportunities for 'pew sitters' to get involved. Continue to offer adult faith formation activities such as Disciples in Mission, Why Catholic, Apologetics, CEW, etc.	Pastoral Council	Increased sharing of time & talent hours. Increased attendance at adult faith formation activities.
Implement the 'Faith Neighborhoods' initiative.	Pastoral Council	Faith Neighborhood kick-off gatherings.
Increase our public profile by implementing a strategic marketing plan.	Development Director	New inquiries.
Better link Church and School activities utilizing electronic communication (Lourdes Community Newsletter, Church Bulletin e-mailed to School families, etc.)	Pastoral Council	Increased Mass attendance from school families. Increased participation from church goers and religious education families at school events.
Assign mentors to new parishioners/families.	Pastoral Council	Existence of mentor program.

Critical Issue Summary: We must strive to offer service and community involvement opportunities to new and existing parish members. This will serve to build up the Body of Christ within our parish. We all need to feel like we are part of something special - which we are!

Our Lady of Lourdes Parish

Critical Issue: Member Retention / Bringing Back Infrequent Mass Attendees.

Strategies	Contacts/Resources	Indicators of Progress
Identify parish members who are infrequent attendees and invite them to Mass.	Faith Neighborhoods.	Increased Mass attendance. Increased offertory.
Implement a Greeter Ministry	Pastoral Council	Presence of greeters as people are entering the Church.
Use mail and/or e-mail to communicate to infrequent Mass attendees the abundance of ministries and other volunteer opportunities that Lourdes has to offer. Sometimes all people need is an invitation.	Development Director.	Creation and publication of this document.
Continue/increase sacramental prep workshops for parents and children.	Director of Religious Education & Youth Ministry.	Workshops held with strong participation.

Critical Issue Summary: Re-engaging existing members may be easier than finding new members. We need to communicate our story to existing members as well as potential new members.

Our Lady of Lourdes Parish

Critical Issue: Continue with Parish Survey Action Items.

Strategies	Contacts/Resources	Indicators of Progress
Communicate the results of the Parish survey to the congregation and include data from the strategic planning focus groups.	Pastoral Council, Strategic Planning Committee.	Results published and/or town hall meetings held.
Identify the ministry gaps and/or other concerns uncovered by the results of the Parish survey.	Pastoral Council.	Plans in place to alleviate weakness areas.

Critical Issue Summary: Parishioners need to know that their input is valued and that their voices have been heard. They also need to be made aware of the many ways in which their needs are being met.

Our Lady of Lourdes Parish

Critical Issue: Increased Electronic Communication.

Strategies	Contacts/Resources	Indicators of Progress
Ensure that the website is updated continuously.	Church Staff, Passionate Volunteer.	A website that always contains the most up to date information available.
Build a database of email addresses for all Parishioners.	Church Staff, Development Director, Faith Neighborhoods.	Existence of a growing database.
Send the church bulletin, Lourdes newsletters, etc. to all Parishioners who have signed up for electronic communication.	Church Staff, Development Director, Faith Neighborhoods, Passionate Volunteers.	Beginning the process.

Critical Issue Summary: Electronic communication is a fast, easy and inexpensive means of communicating with our Parishioners. This is also a good way to reach out to school families that are SJV Parishioners, out-of-town Parishioners, non-frequent Mass attendees and anyone else who might be interested in knowing what's going on at Lourdes.

Public Relations & Marketing

Critical Issue: Develop and implement a strategic marketing plan for the Church & School.

Strategies	Contacts/Resources	Indicators of Progress
<p>Communicate the core benefits of becoming a member of Our Lady of Lourdes Parish (Father Tim, Mass schedule, adult faith formation, religious education & youth ministry, ministries, sacramental preparation, community outreach, faith neighborhoods, volunteer opportunities, CEW, sense of community, etc.)</p>	<p>Father Tim, Development Director, Pastoral Council</p>	<p>Strategic marketing plan presented in early 2011</p>
<p>Communicate the core benefits of attending Lourdes Catholic School (faith based education, high academic achievement, smaller class sizes, safety and security, extracurricular activities, exceptional preschool and pre-K programs, before and after school care, availability of bussing, etc.)</p>	<p>Father Tim, Development Director, Mrs. Selden, Faith Formation Board, Marketing Committee</p>	<p>Strategic marketing plan presented in early 2011</p>

Critical Issue Summary: It is essential that we communicate to others the wonderful Church and School that we have here at Our Lady of Lourdes Parish. A future depends on it!

Financial

Critical Issue: Budget planning for the next five years.

Strategies	Contacts/Resources	Indicators of Progress
Prepare and maintain a preliminary Parish budget that forecasts income and expenses for the next five years.	Finance Council, Teri Powers	Existence of a written document
Promote the formation of a 'Bettendorf Catholic School System'. Begin to foster a collaborative relationship with St. John Vianney Parish.	Father Tim, Development Director, Tri-Council, Bishop Amos, Lee Morrison, Parish Planning Sessions	Submission of report to Bishop Amos upon conclusion of parish planning sessions. Exploratory meetings between Parish leaders and the Diocese.
Promote the idea that all Parishes in the Diocese of Davenport should have a financial stake in Catholic Education.	Father Tim, Development Director, Tri-Council, Bishop Amos, Lee Morrison, Parish Planning Sessions	Submission of report to Bishop Amos upon conclusion of parish planning sessions. Exploratory meetings between Parish leaders and the Diocese.
Investigate the possibility of moving all 7th and 8th grade students in Scott County to under utilized space at Assumption High School. This would lessen the financial burden of operating a junior high school at Lourdes and at all other Scott County Catholic Elementary Schools.	Father Tim, Development Director, Tri-Council, Bishop Amos, Lee Morrison, Assumption High School, Scott County Catholic Schools Advisory Board	Exploratory meetings held and ideas discussed
Increase the visibility of the Catholic Endowment of Bettendorf.	Father Tim, Endowment Leaders, Development Director	An increase in public relations and marketing material that results in improved gifts to the endowment

Promote the stewardship model versus tithing.	Father Tim, Development Director, Tri-Council	A perceptible increase in the sharing of time, talent and treasures from Church and School families
Communicate the financial assistance opportunities that are available to our school families.	Mr. Andes/Mrs. Selden/Faith Formation Board	An increase in applications and/or inquiries for financial assistance.
Investigate tuition/tithing discounts in exchange for service/volunteer hours.	Father Tim, Mrs. Selden, Development Director, Tri-Council, Strategic Planning Committee	Exploratory meetings held and ideas discussed
Explore the idea of setting 'minimums' for annual Scrip purchases as part of tithing requirements. Should also consider the establishment of a Scrip buy-out option at registration time.	Father Tim, Mrs. Selden, Development Director, Tri-Council, Home & School Association	Exploratory meetings held and ideas discussed
Investigate all possibilities for making catholic education affordable for our families even if the ideas are unconventional (discounts in exchange for service/volunteer hours (or) longevity, special introductory offers, etc.)	Father Tim, Mrs. Selden, Development Director, Tri-Council, Strategic Planning Committee	Exploratory meetings held and ideas discussed

Critical Issue Summary: We must investigate all possible financial considerations and be creative in developing alternate sources of revenue.

Buildings & Grounds

Critical Issue: Space constraints for both Church and School.

Strategies	Contacts/Resources	Indicators of Progress
Investigate the possibility of moving the Pastor off-site to free up Rectory space.	Father Tim, Trustees, all Parish Leaders	Exploratory meetings held and ideas discussed
Investigate the possibility of purchasing adjacent properties.	Father Tim, Trustees, all Parish Leaders	Exploratory meetings held and ideas discussed
Investigate the possibility of building a new Parish Center / Faith Formation Facility.	Father Tim, Trustees, all Parish Leaders	Exploratory meetings held and ideas discussed
Investigate the possibility of moving the Church and School to a new location.	Father Tim, Trustees, all Parish Leaders	Submission of report to Bishop Amos upon conclusion of parish planning sessions. Exploratory meetings between Parish leaders and the Diocese.
Investigate the possibility of merging with St. John Vianney Parish.	Father Tim, Trustees, all Parish Leaders	Submission of report to Bishop Amos upon conclusion of parish planning sessions. Exploratory meetings between Parish leaders and the Diocese.

Critical Issue Summary: The majority of the growth in Bettendorf, Davenport and Pleasant Valley is occurring to the north and away from our downtown location. The future priest shortage, our situation of being landlocked, the I-74 bridge project and the shift in demographics must all be considered. It may be more feasible to relocate the Church and School to a high growth location (or) merge with St. John Vianney Parish.

Buildings & Grounds

Critical Issue: Interstate 74 Bridge Construction.

Strategies	Contacts/Resources	Indicators of Progress
Appoint a committee of parish leaders to monitor the project as it develops. This committee must maintain consistent contact with government officials and become advocates for our Parish throughout the bridge planning process.	Father Tim, Trustees, Tri-Council, Chris Harmsen	Committee members recruited and the first meeting scheduled. Contacts made with the Iowa Department of Transportation and other government leaders. DOT officials attend the Tri-Council in April 2011.

Critical Issue Summary: Our Parish needs to be proactive throughout the bridge planning process. It is imperative that we understand the full impact that this massive project will have on our Church and School during the construction process and beyond. Access to our facilities, noise, aesthetics and pollution are all things that need to be discussed.

Buildings & Grounds

Critical Issue: Maintain a robust capital needs assessment.

Strategies	Contacts/Resources	Indicators of Progress
Continue the process of identifying short and long term capital needs projects for the Church and School and finding possible funding sources (grant writing, etc.).	Father Tim, Trustees, Tri-Council, Chris Harmsen, Development Director, Grant Writing Committee.	Reports at the bi-annual Tri-Council meetings, active Grant Writing Committee.

Critical Issue Summary: It is probably safe to assume that our current situation will not change drastically over the next five years. It is imperative that our current school facilities are maintained in order to provide a safe, healthy and vibrant learning environment for our students. It is equally as important to provide our Parishioners with a comfortable, tranquil and beautiful place to worship Our Lord.

Short Term/Long Range Facilities Plan

NOTE: Projects that are bold-face have been completed

<u>Project</u>	<u>Need</u>	<u>Estimated Cost</u>	<u>Funding</u>
Access system at all outside entry doors/surveillance	Immediate	\$13,591.00	Fall Fest/Bud
Window replacement of faulty unsafe windows in school	Immediate	TBD-Bids	Fund/SCRA
Install of 25' Swing Gate at Mississippi Blvd Entrance	Immediate	\$1,800.00	SCRA Grant
Install of Intercom Speakers at Playground and Big Toy	Immediate	\$1,756.00	SCRA Grant
Install new lighting over school signage at parking lot	Immediate	\$1,000.00	PR Market
Front Door Card Access System to Church	Immediate	\$2,721.00	Fall Fest
Access system to main church doors	Immediate		
Repair flat roof of south sacristy-several leaks	Immediate	\$12,000.00	Budget
Early Childhood Playground Equipment	Immediate	\$42,000.00	State 4yr
Safety compliant depth of mulch for playground area	Immediate	\$6,000.00	State 4yr
1st floor bathroom remodel in school to hcp access and preschool height	Immediate	\$75,500.00	Priv/SCRA
Security system in school (motion sensor)	Immediate	\$1,480.00	Budget
Installation of Smoke Detectors into Simplex Main System/downstairs	Immediate	\$692.00	
Increase Security at Front Window Rectory Office Area	Immediate	\$2,500.00	Fall Fest
Install surveillance of church/gathering space, monitored by rectory office	Immediate	\$3,129.00	Fall Fest
Safety Pads Around Poles Under Big Toy & Blacktop	Immediate	TBD	State 4yr
Install emergency lighting in the interior hallways of LLL (Guide One)	Immediate	TBD	
Install illuminated exit signs at LLL (Guide One)	Immediate	TBD	
Install secure entry system at front door of LLL for pickup of children	Immediate	\$1,895.00	Fall Fest
Increase outside security lighting at school and church	Immediate	TBD	
Replace front entry door of rectory offices	Immediate	\$4,088.00	Budget
Cleaning of steam boilers church & school and emergency shut-offs	Immediate	\$2,795.00	Budget
Re-Establish Carpet Rotation (2 Classrooms per Summer)	12 months	\$4,750.00	
Install Rubber Coating on Concrete Stairs 2nd & 3rd floor	12 months	\$3,550.00	
Replacement of classroom locks on entry doors	12 months	TBD	
Replace non-compliant exhaust system over stove in kitchen	12 months	\$1,470.00	Capital C
3rd Floor Bathroom Remodel	Long Range	\$77,000.00	

Update/remodel bathroom in teachers lounge	12 months	TBD	Home & Sch
Installation of fire/smoke detection system in church/rectory	Long Range	\$3,481.00	
Occupancy Sensors (auto shut-off) in hallways/bath/commons	Long Range	\$2,771 + Labor	
Kitchen Remodel New Appliances/Exhaust Syst/Flooring	Underway	TBD-Bids	Capital C

Our mission is to provide safe, clean, attractive grounds and facilities, inside and out-for students to learn, develop and play.

We also strive to provide the best teaching environment possible for our staff.