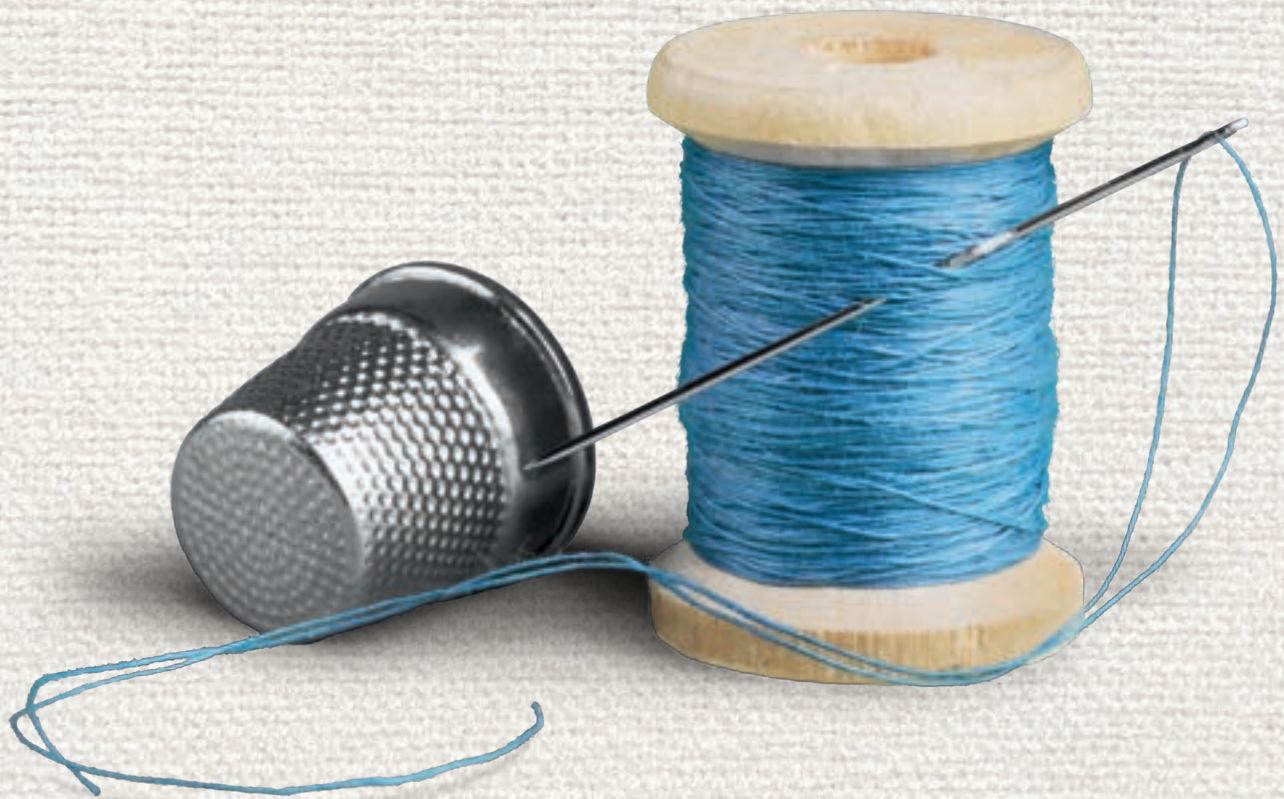


Becoming More

A Common Thread Toward a Thriving Future



ANNUAL REPORT | 2024 | 2025



Dear Holy Family,

I am pleased to report that we have been good stewards of the many resources you shared. Our past church year has been a success by many measures — spiritually and financially.

Working together, we have enhanced our spiritual life through **BE MORE: A MOVEMENT OF GROWTH**, an initiative we launched in 2023. This effort focuses on personal interactions, community engagement and spiritual enrichment. It is rooted in our commitment to the synodal process of walking together for parish discernment and to Eucharistic renewal. It is NOT a plan like other initiatives that generate a document that sits on a shelf somewhere. It is a movement designed to generate growth in our spiritual lives and in our community.

We have experienced that spiritual growth through an increase in the number of Small Christian Communities, participation in our Lenten Mission and other explorations of our faith. We've seen the continued growth of Holy Family Catholic Academy and our Teen and Family Faith programs to help develop our next generation of worshipers.

Another measure of our success is the number of parishioners who have already contributed to the synodal process by sharing their thoughts in our Conversations in the Spirit focusing on six Movement of Growth objectives. To date these conversations have been very fruitful. Participants report being enriched and energized by the process, especially the focus on prayerfully listening to each other.

Our goal is to have at least 100 parishioners participate in conversations for each of the 6 objectives. Their input will be used to develop a strategic plan for implementing each objective, including timelines and responsibilities. However, we have already implemented a few ideas, including developing a New Parishioner Welcoming process and recognizing new parishioners, birthdays, and anniversaries at every Mass. There is more information about our Conversations in the Spirit on the page after the financial section.



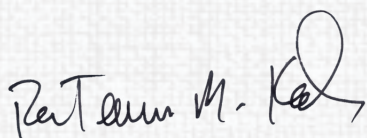
Your active involvement is also exhibited by the generous financial support you've provided to Holy Family. We successfully completed the *Providing for Our Family's Future* campaign, which will help us maintain and improve our infrastructure. Both the parish and academy had operating profits. Your contributions have enabled us to maintain our status as a large and vibrant Catholic community.

We celebrated our 40th Anniversary in November 2024, but we are not resting on our laurels. At a time when many parishes in the Archdiocese are being combined and Catholic schools are closing, we are taking the steps that we believe will ensure Holy Family's success over the next 40 years. The Movement of Growth is an investment in our future.

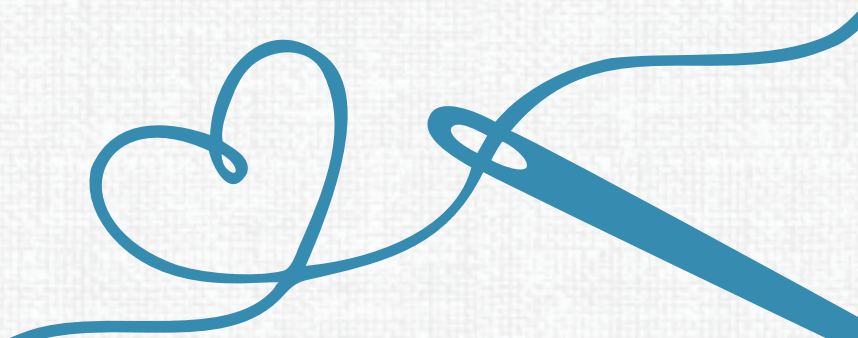
- It is an investment in our spiritual growth through our focus on Eucharistic renewal and other adult faith enrichment programming.
- It is an investment in growing our number of active parishioners through effective outreach and Conversations in the Spirit to address issues, concerns and ideas.
- It is an investment in creating generational change with an innovative school, and family and teen faith programs.
- It is an investment in supporting the community around us with active support for human concerns.
- It is an investment in talented staff to help lead our efforts and help us move forward.
- It is an investment in the development and maintenance of our campus so that we have appropriate facilities to support these initiatives.

This year's Annual Report will highlight many of the ways we are fulfilling the goals of our Movement of Growth, not only in achieving our mission but also in embodying the Gospel call. While the financial section of the report covers our specific fiscal year of July 2024 to June 2025, the accomplishments of our Movement of Growth are part of a continuum.

These are exciting times for both Holy Family and the global church. We have a new Pope with roots in Chicago. Pope Leo XIV understands both the challenges and the opportunities facing Catholics around the world. As we enter this new era, I want to reemphasize that I am asking for your voice as we look to grow.



Fr. Terry Keehan



Spiritual Growth

Our mission reminds us that lifelong spiritual growth leads to new life in Christ. This year, we expanded opportunities for formation, Scripture study, and faith enrichment across all ages.

More than 300 parishioners participate in 35 Small Christian Communities, deepening relationships and spiritual reflection. Over 75 people joined our Bible Basics series, while other programs such as the Lenten Mission, Morning Reflection for Men, and Bible Journey fostered engagement with faith.

We were blessed with new spiritual leadership through the ordination of Deacon Bob Lanigan and the addition of Deacon George Flaherty. Cardinal Cupich also visited to launch our Remain in Me Eucharistic renewal series, reinforcing our commitment to prayer and renewal.



**35 SMALL CHRISTIAN
COMMUNITIES – 300+
PARTICIPANTS**

**LENTEN MISSION &
MORNING REFLECTION
FOR MEN**

**75 JOINED
BIBLE BASICS**

Generational Education

Holy Family Catholic Academy (HFCA) and our Family and Teen Faith programs continue to form the next generation of faith-filled leaders. HFCA now serves nearly 500 students and is the only IB World School in the northwest suburbs, welcoming families from 27 language backgrounds.

**NEARLY 500
STUDENTS ENROLLED**

**NEW CKLA PROGRAM
FOR GRADES K-5**

**ONLY IB WORLD
SCHOOL IN THE
NORTHWEST SUBURBS**

**27 LANGUAGES
REPRESENTED**

A holistic curriculum, innovative teaching, and experiences like field trips bring learning to life, while new programs such as Core Knowledge Language Arts strengthen literacy.



Our Family and Teen Faith programs provide formation across all ages, with Kid Church, FM Mass, and Spirit Camp offering vibrant worship and community. New leaders Kate Nilsen (Ignite, junior high) and Christine Lopez (Flame, high school) joined our dedicated staff and volunteers to guide youth in faith.

In a secular world, the energy and commitment of our families affirm that this work is bearing fruit for the future of the Church.



Concern for Others



Our Human Concerns ministries embody Christ's call to serve through generosity, advocacy, and action. This year we launched the Social Justice Fund, a \$1 million bequest that will sustain justice initiatives for decades. In its first year, \$40,000 was distributed to St. Sabina's Food Pantry and Employment Resource Center, Viator House of Hospitality, and Faith Feeds Food Pantry, supporting partners who address hunger, housing, and hospitality in tangible ways.

\$1 MILLION SOCIAL JUSTICE FUND ESTABLISHED

\$40,000 DISTRIBUTED IN YEAR ONE

INTERFAITH PRAYER SERVICE FOR MIGRANTS

25 YEARS OF PADS MINISTRY



NEW CREATION CARE INITIATIVES LAUNCHED

We also hosted an Interfaith Prayer Service for Migrants, supported the Partners for Our Communities through our Lenten project, and celebrated the 25th anniversary of PADS while continuing care for homeless guests. Parishioners walked alongside a refugee family starting life in the U.S., and new Creation Care initiatives affirmed our commitment to stewardship of the earth.

Supporting Our Mission

Holy Family's mission is to nurture the spiritual lives of our parishioners, supported by facilities that are safe and welcoming and by staff who bring energy and expertise to their roles. Thanks to your generosity, both the parish and academy operated with surpluses this year. A highlight was our record-breaking Gala, which raised nearly 60% more than previous years. In addition, our capital campaign funded \$750,000 in campus improvements, including roof and siding projects, sealing church windows, repairing and re-striping parking lots, and installing a facility-wide emergency public address system to enhance safety.

This year also marked the addition of new leaders to our team: Dawn Mayer as Pastoral Associate and Parish Manager, Nick Fiddick as Development Director, and Scott Baietti as Facility Director. Their leadership strengthens our ability to serve parishioners and maintain our facilities while ensuring our mission continues to grow. With strong finances, improved infrastructure, and renewed leadership, Holy Family is well positioned for the future.

**RECORD-BREAKING GALA – 60%
INCREASE IN FUNDS RAISED**

**\$750,000 INVESTED
IN CAMPUS IMPROVEMENTS**

NEW PARISH STAFF:



Scott



Nick



Dawn

Parish Financials

Income	FY25	FY24	% Change
1 Sunday & Holy Day Collections	\$ 2,065,092	\$ 1,990,787	4%
Christmas, Easter and Other Collections	\$ 329,660	\$ 319,122	3%
Parish Program Tuition and Fees	\$ 137,421	\$ 128,095	7%
Event & Fundraising Activities (Net)	\$ 47,030	\$ 11,787	299%
2 All Other Revenue including Investment Income	\$ 285,520	\$ 272,323	5%
Total Income	\$ 2,864,723	\$ 2,722,114	5%
Expenses	FY25	FY24	% Change
3 Salary and Benefits	\$ 1,709,603	\$ 1,708,426	0%
Administrative Expenses & Supplies	\$ 149,639	\$ 134,512	11%
4 Utilities and Building Maintenance	\$ 321,843	\$ 276,539	16%
Archdiocese Assessments	\$ 324,146	\$ 320,544	1%
Insurance	\$ 100,340	\$ 90,070	11%
5 All Other Expenses	\$ 104,294	\$ 60,247	73%
Total Expense	\$ 2,709,865	\$ 2,590,338	5%
Net Income from Operations	\$ 154,858	\$ 131,776	18%
Operating Income Before Investment Income	\$ (21,308)	\$ (30,294)	

- 1) Collections were up over prior year and above pre-pandemic levels
- 2) Includes \$176K of interest and investment income
- 3) Several key staff roles open for a majority of the year
- 4) Increase driven by electricity rate increases and new phone system installation
- 5) Replaced several key IT switches and servers that were at end-of-life

Providing For Our Family's Future Campaign

Total Amount Pledged	\$ 4,070,873
Total Amount Collected as of 6/30/25	\$ 3,949,426
Percentage of Pledges Collected	96.9%

Disbursement of Campaign Funds	Funding Goal	Funds	
		Allocated	Remaining
To Teach Who Christ Is Arch Commitment	\$ 1,182,000	\$ 1,182,000	<i>Paid in Full</i>
Build Our Community	\$ 380,000	\$ 380,000	\$ 234,295
Sustain Our Mission	\$ 2,213,000	\$ 2,180,701	\$ 1,301,872
Campaign Expenses	\$ 215,000	\$ 206,725	<i>Paid in Full</i>
Totals	\$ 3,990,000	\$ 3,949,426	\$ 1,536,167

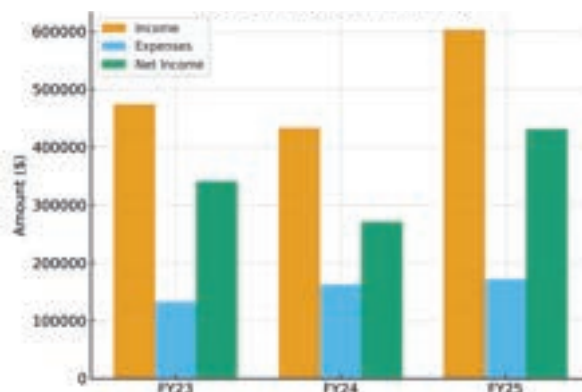
Academy Financials

Income		FY25	FY24	% Change
1 Net Tuition and Fees	\$	3,769,678	\$ 3,754,132	0%
Fundraising, Donations & Investment Income	\$	201,026	\$ 151,271	33%
2 Outside Funding Sources	\$	265	\$ 114,946	-100%
Total Income	\$	3,970,969	\$ 4,020,349	-1%
Expenses				
3 Salaries and Benefits	\$	3,261,697	\$ 2,987,781	9%
4 Instructional Books and Supplies	\$	54,850	\$ 108,270	-49%
5 Administrative Expenses	\$	142,827	\$ 221,170	-35%
Building Furnishings & Maintenance	\$	249,335	\$ 244,869	2%
Arch Assessment and Insurance	\$	144,212	\$ 131,123	10%
All Other Expenses	\$	106,689	\$ 100,072	7%
Total Expenses	\$	3,959,610	\$ 3,793,285	4%
Net Income from Operations	\$	11,359	\$ 227,064	-95%
Operating Income Before Investment Income	\$	(64,309)	\$ 146,197	

- 1) Decrease in enrollment offset by tuition rate increase
- 2) Illinois Tax Scholarship 5 Year program ended in FY24
- 3) Illinois Paid Leave Act impact and planned outsource support moved to salaried employees
- 4) Accelerated some planned school year expenses into the prior school year
- 5) Some planned outsource support switched to salaried employees

2025 Gala Financials

2025 Gala Financials		FY25	FY24	% Change
Gala Income	\$	603,376	\$ 433,369	39%
Gala Expenses	\$	171,685	\$ 162,255	6%
Gala Net Income	\$	431,691	\$ 271,114	59%





Listening to Your Voices

One way of discerning how we can effectively proceed is through listening to the ideas of our parishioners. Our Conversations in the Spirit is a method of prayerful communal discernment. The Movement of Growth Leadership Team, working in conjunction with our parish staff Ministry Directors, developed this process rooted in the ancient tradition of synodality, which means walking together.

Conversations in the Spirit is intended to foster deep listening, shared reflection and openness to the movement of the Holy Spirit in group discussion focusing on the six Movement objectives:

1. Create an engaging environment that promotes participation in Mass, parish activities and ministries.
 2. Support families with children by enhancing specific child-focused programs and events.
 3. Create ways to connect and welcome Catholics and non-Catholics searching for a spiritual home.
 4. Create a warm and welcoming process for integrating new parishioners into active parish life.
 5. Inspire people to greater engagement with the mission of Holy Family.
 6. Be a beacon of hope, service, compassion and radical inclusion for the wider community.
- For more information about making your voice heard scan the QR.

