



Saint Pius the Tenth Catholic Church
Greensboro, North Carolina

June 7, 2021

Table of Contents

	Page
Mission Statement	2
Executive Summary	3
About St. Pius the Tenth Parish	
Historical Overview	4
Parish Profile	5
City of Greensboro & Guilford County Statistics & Trends	11
Current Pastoral Staff	15
Overview of Strategic Planning Process	16
Planning Assumptions	17
Initial Key Findings	
Strengths	18
Weaknesses	19
Opportunities	20
Challenges	21
Vision 2025 Strategic Vision and Goals Statements	
Building Community	22
Facilities	23
Faith Formation	24
Financial	25
Leadership Succession	26
Outreach	27
Stewardship	28
Appendices	29
Statement of Financial Position as of December 31, 2020	30
Graph Results of Various Survey Questions with 60% Response	32
Word Cloud Results from Two General Questions	36

Our Mission Statement

**THE ROMAN CATHOLIC PARISH OF ST. PIUS THE TENTH
GREENSBORO, NC**

Welcomes all to join us in our endeavor to:

KNOW THE LORD

through our ministries of Evangelization, Education and Formation,
and our meditation and study of the Sacred Scriptures,

LOVE THE LORD

through our worship and prayer centered on Jesus
Christ's presence in the Holy Eucharist,

SERVE THE LORD

through our stewardship of the gifts entrusted to us, continuing
Christ's work of charity and compassion

Executive Summary

Continuing with its well-established tradition of long range planning, St. Pius the Tenth launched its Vision 2025 planning in May 2019. The strategic planning efforts of the Vision Committee are presented in this report as we look toward 2025. The basis of information and direction for the Vision 2025 team came from two significant data sources: parish survey and small group listening sessions. Our parishioners are very satisfied at St. Pius the Tenth, and they are very optimistic about our future.

The Vision Committee identified seven different areas of ministry which address the following:

- Our growing need for additional Catholic burial options including more columbarium niches.
- Our continuing need to welcome diversity, increase volunteer engagement and improve parish communications.
- Our need for faith formation programs for all life stages.
- Our desire to implement succession plans for parish leadership.
- Our desire to be a community leader through outreach programs.
- Our desire to continue a strong culture of stewardship within the parish.
- Our need for long-term financial security.

Working with representatives of the different ministry areas, the Vision Committee describes a Desired Future for each of the areas.

This report provides the overall plan to support each of these seven Visions and associated Goal Statements as well as key planning documents which assisted in providing the basis for each vision.

History of Saint Pius the Tenth Parish

The history of Saint Pius the Tenth Parish is intertwined with that of St. Benedict's Parish. Twenty five years after St. Benedict's School opened in 1926, it reached capacity. Bishop Waters and Monsignor Hugh Dolan, searching for an appropriate site for a larger school, purchased 14 acres of land just north of the city. With the assistance of the Daughters of Charity of Emmitsburg, Maryland, the new school opened in March, 1955, with 176 students in grades K-8 and was named St. Pius the Tenth in honor of the Pope who was canonized that year. In addition to classrooms and a library, the St. Pius facilities included a small chapel. On July 15, 1960, the status of mission of St. Benedict's officially ended, and St. Pius the Tenth became a full-fledged parish with Monsignor Dolan serving as its first pastor.

The chapel became the Parish focal point for worship for many years. In 1977, the Parish authorized a study to determine the feasibility of building a new church, and on December 6, 1978, the Parish presented its formal request to the Diocese of Charlotte for permission to build. Rev. George Kloster was named pastor in 1979 and ground was broken for the new church on March 2, 1980. One year later, on March 29, 1981, St. Pius the Tenth Catholic Church was dedicated.

During the 1980s, not only was a new church built, but a visit by Fr. Kloster to the mountains of Peru and his encounter with a missionary nun, Sister Mary Barbara, was the beginning of the Sister Parish relationship between St. Pius and Manazo, Peru; Jubilee, a retreat ministry, was brought to St. Pius by a group of parishioners; St. Pius X Housing, Inc. was formed; and Dolan Manor, a residence for seniors, was built in conjunction with HUD.

Franciscans served St. Pius from 1990 to 1994 when Fr. Frank Connolly arrived. In the six years of his leadership, a new parish center, a parking lot, and a new middle school wing were built. Also, construction began on a new athletic center which bears his name.

Our current pastor, Msgr. Anthony Marcaccio, arrived in July 2000. Since his arrival, a rectory was purchased on North Elm Street, and endowments have been established for the Parish and the School. In 2002, the Korean Catholic Community of the Triad began worshipping at St. Pius Tenth Church. In 2005, St. Pius X School celebrated its 50th Anniversary. In 2006, the Columbarium and bell tower were completed.

By 2008, the Parish had grown to more than 1,100 households and was in need of a larger church. After a 12-month fund-raising effort, construction began and the new church was dedicated April 10, 2010.

Following a successful capital campaign to retire the debt on the new church, the Parish embarked on a fund raising effort *Making a Place to Gather and Grow*. This was done in conjunction with the Diocesan Capital Campaign *Forward in Faith, Hope, and Love*. In September 2018, the DeJoy Primary Education Building opened followed in November by the Simmons Center which houses the Parish offices and various gathering spaces.

PARISH PROFILE

(Statistics are as of June 30, 2020)

There are 1,770 households (5137 members) registered with St. Pius the Tenth as of June 30, 2020. Approximately 48% have been members for nine (9) years or longer. 20% have registered within the last four (4) years. The median age is 40. Although the Parish is predominately Caucasian, other ethnic groups are represented. They include African-Americans, Africans, Asians, and Hispanics.

As is the case for other parishes in the Diocese of Charlotte, St. Pius the Tenth's attendance at Mass and membership had been growing prior to the pandemic. Accompanying the growth has been increased participation in the religious education classes and increases to the parish's income. Additional details about parishioners and the Parish's faith development, finances, and activities follow.

Total Number of Households	Total Members
1,770	5,137

Male	Female
48%	52%

Marital Status	
Married	52%
Single	35%
Divorced/Separated	3%
No Response	12%

It is important to note that since the completion of Vision 2015, the number of those indicating "Married" has increased by 9%. Also to be noted, "Single" has increased by 5% and Divorced/Separated has increased by 1.7%.

Age of Parishioners

The majority of parishioners are between the ages of 18 and 55 (46%); however, youth (17 years or younger) account for approximately 22% of the Parish while the elderly (over 55) represent almost 28.5%.

Age Range	Percent (Vision 2020)	Percent (Current)
0-4 years	4.12%	3%
5-10 years	11.25%	8%
11-13 years	5.27%	5%
14-17 years	6.67%	6%
18-21 years	4.63%	7%
22-35 years	8.71%	13%
36-55 years	26.2%	25/5%
Over 56 years	16.54%	28.5%
No Response	16.62%	4%

Median Age	
All Members	40
Female	41
Male	39

Income Level of Parishioners

We have no firm statistical data from the Parish data system to definitively state the income levels of parishioners, but have used information from previous profiles to “guesstimate” that the average income level would be at the middle to upper middle income level.

Educational Level of Parishioners

Our Parish data does not contain information on enough parishioners to accurately report these statistics.

Zip Codes

Although our parishioners live in over 50 different zip codes, the majority reside in the nearby areas (27408, 27455, and 27410). Many parishioners pass several other parishes to attend St. Pius the Tenth. In fact, there are some families that come from as far away as Asheboro, High Point, Julian, Elon College, Gibsonville, McLeansville, Summerfield and Belews Creek.

Breakdown by Zip Code	
27455	29.91%
27408	17.96%
27410	14.58%
27405	5.81%
27358	4.00%
All Others	27.74%

Faith Development

At various times on weekdays and weeknights, approximately 70-80 men and women attend our adult Scripture study courses during which nursery services are available if needed. There are also approximately 40-50 adults who attend Sunday morning Coffee Talk between the 9 a.m. and 11:30 a.m. Masses.

Faith Formation classes are held for 185 Pre-K (4 years old) through 6th grade children on Sunday mornings at 10:15 a.m. The 7th and 8th grade Confirmation classes also meet on Sunday mornings at the same time. Middle school youth group meets on Sunday evenings at 5:00 p.m., and the high school youth group meets on Sunday evenings at 7:00 p.m.

	Middle School Youth Ministry	High School Youth Ministry	7 th Grade Confirmation	8 th Grade Confirmation
Youth Registered in the Program	105	65	80	70

Children Registered in the Children's Programs

Children with Special Needs	2
Pre-K (4 years old)	15
Kindergarten	23
Grade 1	37
Grade 2	41
Grade 3	24
Grade 4	16
Grade 5	15
Grade 6	12

A total of 505 youth are active in a variety of Faith Formation programs at St. Pius X.

Currently, of the 444 students enrolled at St. Pius X Catholic School (Pre-K – 8), there are 288 children representing 186 St. Pius X Parish registered households.

A total of 65 St. Pius X Students currently attend Bishop McGuinness High School representing 54 St. Pius X Parish registered households.

Parish Trends

Since January of 2016, St. Pius the Tenth has grown from 1415 households to 1770 households, a growth of almost 25%. For the same period the average weekly attendance at Mass has declined slightly each year.

	2016	2017	2018	2019	2020
Weekly Mass Attendance	1,928	1,770	1,681	1,666	686* *Covid Pandemic
Households	1,415	1,701	1,647	1,712	1770 *the diocesan count is 1755

**There has always been a discrepancy between the diocesan numbers and those that we have in our database as our numbers change every day with people moving or changing parishes whereas the diocese does a count once a year.*

Although household registration has increased over the years, the number of marriages/convalidations has fluctuated slightly. Baptisms, on the other hand, have declined by almost 50%.

	2018	2019	2020
Baptisms	58	55	23
Marriages	13	18	10

The Rite of Christian Initiation for Adults (RCIA) program is comprised of individuals who have not been baptized and Christians of other faiths who wish to be received into the Catholic Church. Over the years the number has fluctuated a great deal, but in the last three years, that number has remained steady.

	2018	2019	2020
RCIA	43	45	40

With regard to deaths in the Parish family over the years, the figures have been relatively low considering the number of parishioners over the age of 55.

	2018	2019	2020
Deaths	23	29	15

Parish Finances

St. Pius the Tenth’s annual income has remained steady over the last three years. At the end of the 2019-2020 fiscal year St. Pius X had 12 endowments. There are eight (8) St. Pius X Catholic Church Endowments totaling \$574,236.60 and four (4) St. Pius X Catholic School Endowments totaling \$671,661.20 totaling \$1,245,897.80.

(As of December 31, 2020, there are 13 endowments with a balance of \$1,739,539,40).

Fiscal Year	Budgeted Annual Income	Actual Income	
2017-2018	\$2,064,496	\$2,048,583	
2018-2019	\$2,068,973	\$2,156,231	
2019-2020	\$2,114,618	\$2,129,638	
Fiscal Year	Budgeted Capital Income	Actual Capital Income	This was comprised of income from FFHL, debt reduction & building fund contributions, memorial gifts, etc.
2017-2018	\$780,034	\$1,042,629	
2018-2019	\$415,600	\$748,171	
2019-2020	\$395,600	\$329,505	
Fiscal Year	Budgeted Capital Expenses	Actual Capital Expenses	Principal and Interest Payments on the Simmons Center and DeJoy Primary Education Building.
2017-2018	\$175,855	\$184,585	
2018-2019	\$176,684	\$117,136	
2019-2020	\$95,751	\$73,061	
Fiscal Year	Budgeted Annual Expenses	Actual Expenses	
2017-2018	\$2,423,999	\$1,869,347	
2018-2019	\$2,072,295	\$1,824,735	
2019-2020	\$2,064,467	\$1,754,991	

Fiscal Year	Budgeted Annual Offertory	Actual Offertory	
2017-2018	\$1,886,325	\$1,871,228	
2018-2019	\$1,886,325	\$1,878,235	
2019-2020	\$1,886,325	\$1,875,555	

The debt on the Simmons Center and the DeJoy Primary Education Building as of June 30, 2020 was \$1,516,666.99. *(As of April 1, 2021 the remaining debt on the two buildings was \$893,153.57.)*

The Statement of Financial Position as of December 31, 2020 is attached as an Appendix.

STATISTICS AND ANTICIPATED TRENDS in the CITY of GREENSBORO and GUILFORD COUNTY

Both Guilford County and the City of Greensboro have conducted significant strategic planning over the last decade (2010 to present). The most recent Guilford County planning effort is the project entitled ‘Guilford Strategic Alliance: Building Tomorrow, Today’ (January 2010). In January 2020, Greensboro adopted a comprehensive plan entitled “GSO 2040”. The purpose of the plan is to prepare Greensboro for the next twenty years of growth, opportunities and challenges. These plans portend to have both a direct and tangential effect on Saint Pius the Tenth as it too prepares for the next five years and beyond. The following data extracted from those plans is most pertinent to that effort.

General Statistics:

AGE:

The median age is 34.3 which is lower than both North Carolina and the US, but on the rise. One third (1/3) of the population are 50 and older. They are either retired or preparing for retirement.

Twenty-five (25) percent of residents aged 25-30 are students. They represent an emerging workforce; future parishioners with families; and future community leaders.

DIVERSITY:

There is a very diverse population: Fifty (50) percent of Greensboro citizens identify as one or more racial category other than white – a trend towards a “Minority Majority”

There is a significant and growing foreign-born population (mostly Hispanic/Latino descent) with a significant positive economic impact.

ECONOMY:

The largest employers are in the areas of Education, Health, and Government.

There is a steep decline in manufacturing with adverse impact.

Unemployment was at 4.4% in 2017 and growing due to manufacturing decline. It is important to also note the impact of the COVID epidemic.

The poverty level is significantly above the national average.

Trends

Trends in Greensboro and Guilford County impact all sectors and organizations within their localities. It is important for organizations and their leaders to remain aware of trends and take appropriate actions in response to remain relevant to the community and the people they serve.

PLACEMAKING

In “GSO 2040” Greensboro introduced and adopted the concept of PLACEMAKING.

Placemaking is a strategy for creating centers of activity within a community and enhancing the qualities of these centers in order to bring people together for:

1. Social Interaction
2. Culture
3. Commerce
4. Recreation

To be successful the center should offer a variety of activities producing multiple benefits for the community to include:

1. Accessibility and connection
2. Comfort and image
3. Attract Participation
4. Sociability

The results of such benefits are intended to:

1. Foster social Interaction
2. Promote and define a sense of comfort
3. Nurture and define a sense of community
4. Promote health – psychological and physical

The following chart synthesizes the STRENGTHS; WEAKNESSES; OPPORTUNITIES; and CHALLENGES identified by the “Community” (North Carolina; Guilford County; and Greensboro).

Community Strengths and Weaknesses	
STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Great place to raise a family- • Size of the community • Excellent Higher Education System – 2/4 year • Excellent Healthcare systems • Well situated/maintained Parks and recreation • Expansive Infrastructure/roads • Accessible Social services • Strategic Central location • Significant clusters in transportation/logistics • Guilford County school teacher retention one of the highest in the country 	<ul style="list-style-type: none"> • Significant unemployment • Insufficient Public transportation • Low Investment in secondary education • Jail overcrowding • Limited access to public libraries • Declining Federal funding for healthcare/homelessness/social services • Increasing Youth criminal activity • Growing Homelessness
Opportunities and Challenges	
OPPORTUNITIES	CHALLENGES
<ul style="list-style-type: none"> • Good community action • Environmentally active • 25% of the population available for college • Active community/sports • Historical appreciation in the area 	<ul style="list-style-type: none"> • Slow income growth • Must reinvent the economy • Environmental sustainability • Mitigate/eliminate gang activity

What does this mean for St. Pius the Tenth going forward? The leadership of St. Pius the Tenth Catholic Parish was prescient when they focused on “Making a Place at the Table” in their last capital campaign. The Greensboro/Guilford County focus on “Placemaking” underpins many of the identified strengths of the St. Pius the Tenth Community and readily supports the St. Pius the Tenth Mission – “To know, Love, and Serve the Lord”. As Guilford County and Greensboro prepare for the next 5, 10, 20 years of growth, opportunities, and challenges, so must St. Pius X. St. Pius X must be prepared and focus on:

1. Continuing to Know, Love, and Serve the Lord through words and actions
2. Continuing to “Make a Place at the Table” for all in the community who seek the Lord through a bible-based, faith focused, Catholic community
3. Continued sensitivity to the identified / changing trends and flexibility in responding to them.

Current Pastoral Staff

Pastor	Monsignor Anthony Marcaccio	
Deacons	Deacon Phil Cooper Deacon Robert Morris Deacon Rich Pinto	
Business and Administration	Pastoral Associate Administration Administrative Assistant Receptionist/Bulletin Editor	Pat Spivey Liz Pendergrass Erin Hudak
Community and Parish Life	Pastoral Associate Seniors Ministry Leader	Carolyn Painley <i>(part time)</i> Shelley Kreber <i>(part time)</i>
Faith Formation & Liturgy	Director of Formational Ministries Youth Minister Faith Formation Coordinator Director of Music Ministry Music Ministry/Handbell Director	Lindsay Kohl Isabel Streed Wendy Barber Sallie Kelton Brian Otter <i>(part time)</i>

Overview of Strategic Planning Process

In May, 2019, St. Pius the Tenth Catholic Church established the Vision 2025 Committee of representative parishioners, including Joyce Markwell, chair, Joe Adamczyk, Kathleen Allen, Betty Coleman, Ben Davis, Gary Fly, Martha Harvey, Mike Mode, Kathy Schaftlein, Pat Spivey and Colleen Terry. The Committee was assigned for the following purpose:

To envision a future for St. Pius the Tenth parish that...

1. Describes what the parish community in all aspects of its life could look like in the year 2025.
2. Identifies potential pastoral priorities that can guide planning and decision-making by the Pastor, the Parish Council, and the Parish staff for the next five years.
3. Evokes extraordinary response and support from parishioners and staff willing to invest in making the vision reality.
4. The Vision Committee began a process designed to be inclusive and transparent so that our community would have confidence that the needs of parishioners were well represented in the development of a vision for the next five years.

The data collection process included:

1. A parish profile describing the current state and composition of St. Pius the Tenth Parish.
2. Anticipated trends in the community surrounding Greensboro, Guilford County and the wider Catholic Church that might impact the future of the Parish.
3. A Parish Survey designed to solicit the views of parishioners regarding the future of the parish. 633 completed surveys were received.
4. Listening Sessions involving small groups of parishioners in structured discussion of their hopes and concerns for the parish. Due to the impact of the COVID-19 pandemic, we completed 5 of 13 planned Listening Sessions.
5. A review of planning reports and materials from previous Vision Committees.

Planning Assumptions

The Vision Committee used the following planning assumptions as it developed its strategic goals:

1. The Parish is continuing to grow.
2. Parish population will likely remain predominantly Caucasian.
3. Mobility among boundary-less parishes will continue: people will go where their needs are met.
4. We have an increasingly younger Parish with a growing population of children.
5. There is, at the same time, a quietly growing elderly population that will require additional attention.
6. The Parish needs more Catholic burial options, including additional columbarium niches.
7. We can sustain financial stability with projected increase in giving that is more broadly based.
8. There will be changes in pastoral leadership as we move forward.
9. There is a need for more deacons.
10. Fewer pastoral ministers will be available throughout the church.
11. There will be an ever-increasing need for lay leadership.
12. We have a vibrant Parish, moving forward from strength not crisis.
13. We will continue our flexible “best practices” approach to ministries, programs and activities.
14. We will need a recovery program from Covid 19.
15. There is a desire for additional convenient parking near our church.

Initial Key Findings

The Vision Committee analyzed the data obtained from the Survey and Listening Sessions and met on November 7, 2020 to identify preliminary conclusions based on the results of that data collection. Following are those initial key findings.

GENERAL STRENGTHS

1. Welcoming community. We offer something for everyone. We are supportive and vibrant and maintain a close-knit family atmosphere even as we experience rapid growth.
2. Liturgy. All aspects of our worship, including our church structure, environment, pastor, choir and parishioner participation.
3. Pastor. We have a dynamic Monsignor who leads our liturgies and is active with all aspects of our Parish life and the church's interaction with the school.
4. Music. Music director, choir and instrumentation.
5. Strong leadership. Staff, committee and ministry leaders.
6. Facilities. Our church, Simmons Center and school buildings
7. After Mass social events. Programs offer the opportunity to gather and socialize.
8. Financial Stability. We have been able to handle well the debt associated with the construction of our new facilities.
9. Continuing Growth. Our Parish has experienced rapid growth, and we expect that growth to continue indefinitely.
10. Communication. The Parish website, *Echoes*, and the weekly bulletin, which is now distributed as soon as it is sent to the printer by an email blast to every email address on file.
11. Good Stewards. We have a large number of good stewards who have in the past offered and continue to offer help when and as requested and needed.
12. Mission. We are very proud of our Mission Statement and have a strong affirmation from parishioners that we are fulfilling the elements of that mission.
13. Stewardship Program. We make opportunities available for those who wish to be good stewards.

GENERAL WEAKNESSES

1. Parishioners feel a lack of communication from Parish Council. There presently is little or no information on the St. Pius X website about Parish Council or its members. Parish Council no longer provides a monthly report of its activities in *Echoes*. In the past, the website listed Parish Council members with a brief biography and photo. Each month *Echoes* had an article from Parish Council reporting on news from the council.
2. Lack of burial space. Given the restrictions on any expansion of our on-site columbarium, we want to explore off-site options.
3. Better understanding of where church funds go and how they are used.
4. Lack of diversity. All kinds of diversity, not just ethnic.
5. Ongoing challenge of involving youth and young adults.
6. Church activities and involvement opportunities for our middle aged parishioners.
7. Not enough clergy and staff.
8. Lack of cohesiveness between the church and the school.
9. Lack of follow-up with newcomers after initial work and newcomer dinner.
10. Lack of a cry room.
11. Not enough ongoing information regarding our faith formation, including information about sacramental preparation for parents.
12. Some of our parishioners do not feel a personal connection to the Parish.
13. Need for more social events.
14. Size of the Parish.
15. Need for more people to be willing to step up to leadership positions, especially ministry leadership.
16. Lack of support group services, such as mental health, addictions, pregnancy, financial advice, and end of life issues.

OPPORTUNITIES

1. More diverse membership. Age, race, ethnic background. A more diverse membership would make the parish stronger, more representative of our community and would make people more likely to engage.
2. Create opportunities for people in different stages of life.
3. Create burial options.
4. Expand adult faith formation.
5. Better informed parishioners with a better flow of information about church matters.
6. Build a better relationship between the church and the school.
7. Increase of resources including staff and clergy (both priests and deacons).
8. Personally invite parishioners to serve and share their talents.
9. Create support groups or an appropriate referral system to meet needs such as mental health, addictions, pregnancy, financial advice, and end of life issues.
10. Plan for growth in such a way that people can still feel connected.
11. Grow our endowments and pay off our remaining debt.
12. Plan for use of funds after existing debt has been retired.
13. Encourage more parishioners to take leadership roles.
14. Better utilize our online services such as our website and REALM to enhance our online presence and make them a major source of information.
15. Implement a recycling program and improve our stewardship of the earth.
16. Supplement existing parking.
17. Keep our middle school aged students engaged in youth activities.

CHALLENGES

1. Some opportunities have remained the same for the past twenty years.
2. We have very limited remaining land on our campus for any future expansion.
3. Determining best methods of communication.
4. Limited clergy. We are understaffed with priests and deacons.
5. Same people do the same thing all the time which causes some potential volunteers to feel they are being shut out.
6. Public awareness outside the Parish of our activities and what we are doing as a Parish.
7. Define what we mean by “creating cohesiveness between the church and the school.”
8. Preparing to minister to the growing 55+ community.
9. Getting more people to take leadership roles in ministry.
10. Being intentional about church/school terminology (Parish).
11. Getting teenagers involved in youth ministry, realizing that teenagers are teenagers.
12. Parishioners have very active lifestyles with resultant competition for their time. Their lifestyles are pulling them in many different directions, with very different interests, work and family obligations.
13. Families are dealing with children and older parents, creating multi-generational responsibilities.
14. Negativity about being Christian and some perception that Catholics are not Christians.
15. Competition with the rise of non-denominational, evangelical churches, especially with the under 30 group.
16. Recovering from COVID-19.

Vision 2025 Strategic Vision and Goals Statements

Building Community Vision

St. Pius the Tenth Parish is a community of faith that welcomes diversity in all areas including background, experience, ethnicity and age. It embraces the curious visitor, Catholics returning to their faith, those from other denominations, and those looking for a better way to live out their belief in God.

With consistent, multiple methods of parish communications and personal contact, every parishioner is provided an opportunity to be engaged in the mission of St. Pius the Tenth to Know, Love, and Serve the Lord leading to the development of an abiding friendship with Jesus Christ.

As one of the highest profile ministries of the Parish, and one of the largest, St. Pius the Tenth Catholic School and St. Pius the Tenth Church are inextricably linked. A cohesive relationship between the church and the school has created a unified, collaborative, and vibrant Parish community.

Building Community Goals

1. By August 1, 2021- The Newcomer Committee will plan a series of events for all parishioners who have registered at Saint Pius the Tenth Church from March 2020 forward.
2. By October 1, 2021 - Various communication mediums such as social media, Realm, Echoes, etc. will be used to increase awareness of existing social, service and faith groups in our Parish.
3. By October 1, 2021 - A year- long calendar of social events will be planned and shared with St. Pius the Tenth Catholic School appealing to parishioners of all life stages.
4. By Fall 2021 – The Parish Council will establish an on-going communications structure between the Church and the School.
5. By January 1, 2022 - Saint Pius the Tenth will initiate a sponsor/ mentor program for parishioners to be companions/ mentors to newly registered Church families and Saint Pius the Tenth School families. The families will include existing parishioners that wish to have a mentor and new parishioners. Special attention will be given to single adults and young adults.

Facilities Vision

St. Pius the Tenth Catholic Church has facilities and grounds which are welcoming to all and supportive of all Parish activities. They are well-maintained, safe and convenient for our parishioners, and both our facilities and our grounds are a source of pride for our entire parish community.

Facilities Goals

1. By July 1, 2021, the current plan for the inspection of our facilities, including the church, Simmons Parish Center, school facilities and the rectory will be reviewed and updated. This plan will regularly assess the physical condition of our facilities, determine any maintenance issues or other improvement needs and recommend the implementation of necessary work.
2. By August 1, 2021, campus lighting will be assessed for esthetics and safety purposes and a plan developed to resolve any issues.
3. By December 31, 2021, a review of projected capital improvements will be completed and a time line developed to address them, such as the parking lot, roof and HVAC equipment. The Finance Committee will be presented with a copy of the assessment so as to provide the funding for these capital improvements as they become necessary.
4. By January 1, 2022, the security camera coverage of the entire campus will be reviewed and additions or changes made if necessary to provide for the safety of all.
5. By March 1, 2022, the issue of the repairs and renovations needed at the rectory will be resolved.
6. By January 1, 2023, approved and appropriate Catholic cemetery space, including columbarium niches and burial plots, will be acquired to support our growing need for additional burial options.

Faith Formation Vision

St. Pius the Tenth offers inclusive faith formation programs for all stages of life as well as for non-practicing Catholics and those returning to the faith. Our parishioners embrace the practice of life-long faith formation as a means to KNOW, LOVE, and SERVE the Lord.

Faith Formation Goals

1. By December 2021 – Concentrate efforts on opportunities for evangelization through new media, community activities and programs, and communication.
2. By December 2021 – Facilitate an on-site, parish-based catechist training program with breakout sessions for each level of faith formation and training in differentiated learning strategies for students with special needs.
3. By June 2022 – Coordinate with other ministries and plan for more “fun-raising” and formational events for parish families and the community.
4. By June 2022 – Revise our Vacation Bible School format to allow for an increase in participation, more meaningful activities and a spotlight on stewardship.
5. By December 2022 – Facilitate weekend retreats for youth and young adults which focus on a stronger sense of community, spiritual maturity and leadership.
6. By December 2022 – See a greater participation in young adult ministry by increasing outreach to post high-school graduates, college students and young professionals.
7. By December 2022 – Begin a Young Family’s Ministry with appropriate leadership, programming and support options.

Financial Vision

St. Pius the Tenth Parish is financially secure, meeting or exceeding the budgeted Offertory year over year and managing expenses. In addition, the Parish has continued to grow the endowments and an emergency fund to sustain the Parish through any unforeseen financial challenges.

The endowments for St. Pius the Tenth Catholic School provide additional scholarships for students from diverse cultural and economic backgrounds and supports free Catholic education for active, participating parish families.

Financial Goals

1. By May 2021 a Planned Giving Committee will be established. The purpose of this committee will be to provide parishioners with information regarding planned gifts to the Parish and emphasize the ability to reduce personal tax liability through charitable donations made from a Minimum Required Distribution. This committee will follow up with parishioners expressing an interest in contemplating larger donations to St. Pius the Tenth Parish.
2. By July 1 2021 in conjunction with the Planned Giving Office of the Charlotte Diocese, an Estate Planning Seminar will be planned to provide information and guidance regarding wills, bequests and the estate planning process.
3. By January 2022, the debt on the Simmons Center and DeJoy Education Building will be paid off by a successful parish wide appeal.
4. By May 2022, the Finance Council will have additional funds available as a result of being debt free. The Council will evaluate any needs of parish ministries, facilities, etc. and present recommendations as to how to best utilize these funds to fulfill the parish's mission to Know, Love, and Serve the Lord.

Leadership Succession Vision

In order for our parish to grow and thrive without disruption, both short and long term succession plans are in place that will result in a smooth transition for each role and leadership position as succession becomes necessary.

We have anticipated inevitable changes in parish leadership and have handled those transitions smoothly and successfully, properly influencing where we are able and leading where we are responsible. Our parish continues to grow and thrive without disruption. We sustain the hallmarks of our parish's success and develop an even stronger Catholic community in the process, consistent with our parish's mission.

Leadership Succession Goals

1. By October 1, 2021, a pool of 2-3 individuals for all ministry leadership roles will be identified. Current Ministry leads along with the appropriate staff member will be responsible for this goal.
2. By October 1, 2021, co-leads will be identified for all ministries. Ministry leads along with the appropriate staff member will be responsible for this goal. By July 2021, detailed guides for each ministry leader role are finalized. Ministry co-leads are responsible for this goal.
3. By January 1, 2022, specific training and development plans for the pool of leader candidates is created to begin to develop them for leadership responsibilities. Ministry leads are responsible for this.
4. By August 2021, staff position responsibilities are outlined for each staff role. Successors/back-ups are developed to know and perform the responsibilities. A budget for this is set aside. Define the experience/skills needed for someone to be successful in each staff role. Current staff members would be responsible for this goal.

Outreach Vision

St. Pius the Tenth Catholic Church is a community leader in outreach programs. We identify and use our core strengths and combine those in partnership with those of our neighboring churches and organizations to meet assessed greater community needs in accordance with our Parish mission to KNOW, LOVE and SERVE the Lord.

We continue to assess needs and invite people to participate in on-going ministries and one-time opportunities to serve. We support parishioners with the training they need to participate and lead in outreach ministries.

Outreach Goals

1. Starting now continue to offer to the Parish a wide array of opportunities to serve the community, communicating the needs promptly, frequently and effectively through all available methods of promotion.
2. By December 31, 2021 – Foster new parish participation in Outreach Ministry and develop new community partnerships as community needs and priorities will evolve post-pandemic. This will start the process of recruiting new ministry leaders and volunteers moving into 2022.
3. In 2022, participate with other Catholic churches and groups, and other area churches and community groups to help our parishioners discern and live our mission to *Know, Love and Serve the Lord*.
4. Starting now and continuing - recognize that parish participation and involvement in our community will include training of volunteers to increase the effectiveness of their efforts. This training will draw on available resources such as the Diocese of Charlotte, Protecting God's Children, Catholic social teaching and partnership training.

Stewardship Vision

Parishioners at St. Pius the Tenth Parish recognize that all that we are and all that we have comes to us as a gift from God, and as such, are living as good stewards resulting from personal growth in their knowledge of the Catholic faith leading to a desire to share their God given gifts of time, talent, and treasure with our community.

The parishioners know that to be a true Steward is to be a true Disciple of Christ. They know that Stewardship is not a program, but a way of life; that the roots of stewardship are found in the Bible. “As each one has received a gift, use it to serve one another as good stewards of God’s varied grace.” 1 Peter 4:10

Stewardship Goals

1. By September 1, 2021 the Stewardship Committee will begin an assessment of its pre COVID ministry and prepare a plan for its post COVID ministry specifically listing the types and timelines for stewardship ministry strategies, projects, initiatives, programs, and activities.
2. By January 1, 2022 the message of stewardship as a way of life will be consistently communicated campus wide in a multitude of ways - social media, print materials, homilies, etc.
3. By January 1, 2022 an intentional and effective plan will be developed to engage, encourage, and equip St. Pius parishioners to live a lifestyle of good stewardship. This plan would include workshops, ministry fairs, retreats, guest speakers, etc.
4. By July 1, 2023 an additional staff person will be hired to support Stewardship parish-wide volunteer involvement, training, scheduling, and recognition.

Appendices

St. Pius X Catholic Church

Statement of Financial Position

December 31, 2020

	Year to Date Balance	Balance Last Month	Year to Date Last Year	Year Begin Balance
Assets				
Operating Cash				
1100.00P Petty Cash	126.58	126.58	126.58	126.58
1101.00P Cash, Checking Account-General	364,274.32	251,819.10	326,811.91	309,530.07
1101.21P Custodial Designated	20,622.63	20,617.63	17,479.63	20,029.63
Operating Cash Totals:	385,023.53	272,563.31	344,418.12	329,686.28
Savings Accounts				
1121.00P Cash, Savings DL Catholic-Gen	679.30	679.30	673.21	678.44
1121.21P Parish Emergency Fund	113,186.93	113,186.93	111,335.37	112,902.12
1122.01P Cash, Svgs DL Catholic - Desig for FFHL	35,148.05	35,148.05	846.94	35,097.64
1123.21P Parish Debt Reduction Sav. Acct.	232.50	232.50	230.39	232.20
1123.22P Parish Bldg. Fund Sav. Acct (S/T)	547.28	547.28	542.40	546.60
Savings Accounts Totals:	149,794.06	149,794.06	113,628.31	149,457.00
Endowments				
1140.21P St. Pius Parish Endowment	264,123.90	264,123.90	244,853.12	216,867.31
1140.22P R. Kavanagh Endowment	235,977.44	235,977.44	233,185.79	193,272.21
1140.23P Stanislawscy Memorial Fund Endowment	13,935.73	13,935.73	12,907.65	11,413.76
1140.24P Life Enrichment Endowment	92,705.94	92,705.94	85,866.87	75,928.80
1140.25P Tom and Mary Martin Endowment Fund	6,537.12	6,537.12	6,054.85	5,354.08
1140.26P Chris Westmoreland Endowment Fund	39,406.16	39,406.16	36,499.10	32,274.76
1140.27P Deacon Ron & Betty Steinkamp Evang. Endo	5,322.93	5,322.93	4,930.27	4,359.64
1140.30P St. Pius X School Endowment	442,793.66	442,793.66	409,732.91	362,311.05
1140.31P V. Nussbaum Education Endowment (School)	6,478.38	6,478.38	6,000.45	5,305.98
1140.32P R. Kavanagh Tuition Endowment (School)	286,184.97	286,184.97	305,228.85	229,016.13
1140.33P Aldona Z. Wos & Louis DeJoy Endow. (Scho	91,606.14	91,606.14	84,848.26	75,028.04
1140.34P St. Anthony's Bread Endowment Fund	65,106.01	65,106.01	20,481.09	34,766.04
1140.35P Kaitlyn Mitchell Sch/Athl School Endow	21,784.00	21,784.00	0.00	0.00
Endowments Totals:	1,571,962.38	1,571,962.38	1,450,589.21	1,245,897.80
Receivables & Other Assets				
1202.00P Prepaid Expenses & Deposits	15,856.95	15,859.31	2,809.08	13,430.43
1210.00P Sales Tax Refundable	10,792.53	9,245.71	22,227.49	6,163.37
Receivables & Other Assets Totals:	26,649.48	25,105.02	25,036.57	19,593.80
Property, Plant & Equipment				
1510.00P Land	823,533.02	823,533.02	823,533.02	823,533.02
1511.00P Land Improvements	93,325.56	93,325.56	93,325.56	93,325.56
1520.21P Church 2010 Yr Blt	6,567,849.28	6,567,849.28	6,567,849.28	6,567,849.28
1520.22P School, Parish Center	5,239,589.95	5,239,589.95	5,239,589.95	5,239,589.95
1520.23P Francis T Connolly Gym	786,556.78	786,556.78	786,556.78	786,556.78
1520.24P Rectory - 2326 N. Elm	201,887.45	201,887.45	201,887.45	201,887.45
1520.25P Columbarium	222,937.36	222,937.36	222,937.36	222,937.36

	<u>Year to Date Balance</u>	<u>Balance Last Month</u>	<u>Year to Date Last Year</u>	<u>Year Begin Balance</u>
1520.27P Office/Parish Cntr	10,183,133.64	10,183,133.64	10,183,133.64	10,183,133.64
1521.00P Building Improvements	37,456.96	37,456.96	37,456.96	37,456.96
1540.00P Equipment	47,000.34	47,000.34	47,000.34	47,000.34
1550.00P Furnishings	686,467.90	686,467.90	672,467.90	686,467.90
Property, Plant & Equipment Totals:	<u>24,889,738.24</u>	<u>24,889,738.24</u>	<u>24,875,738.24</u>	<u>24,889,738.24</u>

Total Assets:

	<u>27,023,167.69</u>	<u>26,909,163.01</u>	<u>26,809,410.45</u>	<u>26,634,373.12</u>
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Liabilities

Payables

2100.00P Accounts Payable	403.82	(92.24)	949.50	6,486.27
2110.41P Dental Insurance Withheld	0.00	0.00	0.00	(133.61)
Payables Totals:	<u>403.82</u>	<u>(92.24)</u>	<u>949.50</u>	<u>6,352.66</u>

Custodial Obligations

2310.00P Custodial Oblig-Mass Intention	3,652.01	5,792.01	4,175.01	747.01
2320.00P Custodial Obligations - Other	400.00	350.00	0.00	250.00
2320.01P National Combined Mission Collection	8,119.50	8,034.50	187.00	7,909.50
2320.02P Diocesan Seminary & Priest's Cont. Ed	7,135.00	5,815.00	75.00	175.00
2320.03P National/International Combined Coll.	363.00	363.00	75.00	275.00
2320.04P Diocesan Priests' Retirement & Benefits	20,379.00	13,098.00	3,906.96	2,037.00
2320.05P National World Mission Sunday Collection	0.00	2,880.00	535.00	535.00
2320.06P National Campaign for Human Development	1,934.00	1,716.00	3,710.00	424.00
2320.07P National Religious Retirement Collection	4,201.00	415.00	6,957.96	210.00
2320.13P DSA Due the Diocese	(166.00)	(166.00)	(71.00)	(166.00)
2320.99P Other Custodial Obligations	959.44	959.44	989.44	1,249.44
2400.00P Other Current Liabilities	7,390.29	7,390.29	16,696.73	6,905.29
Custodial Obligations Totals:	<u>54,367.24</u>	<u>46,647.24</u>	<u>37,237.10</u>	<u>20,551.24</u>

Notes Payable

2510.00P Notes Payable-DL Catholic, Inc	1,169,405.15	1,227,876.63	1,790,528.48	1,516,666.99
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Unearned Income

2620.00P Unearned Columbarium Income	238,150.00	238,150.00	240,400.00	238,150.00
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Total Liabilities:

	<u>1,462,326.21</u>	<u>1,512,581.63</u>	<u>2,069,115.08</u>	<u>1,781,720.89</u>
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Net Assets

Net Assets

3000.00P Net Assets	24,640,861.72	24,640,861.72	24,076,480.55	24,640,861.72
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Dedicated Accounts

Without Donor Restrictions	22,934.00	21,834.00	0.00	0.00
With Donor Restrictions	251,037.27	249,932.27	216,683.74	211,790.51
Dedicated Accounts Totals:	<u>273,971.27</u>	<u>271,766.27</u>	<u>216,683.74</u>	<u>211,790.51</u>

Current Period Changes to Net Assets

	646,008.49	483,953.39	447,131.08	0.00
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Total Net Assets:

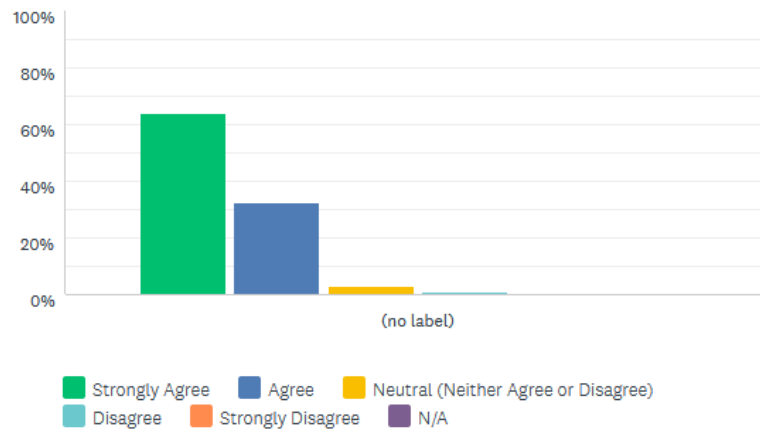
	<u>25,560,841.48</u>	<u>25,396,581.38</u>	<u>24,740,295.37</u>	<u>24,852,652.23</u>
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Total Liabilities & Net Assets:

	<u>27,023,167.69</u>	<u>26,909,163.01</u>	<u>26,809,410.45</u>	<u>26,634,373.12</u>
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St Pius X does a good job of fostering the love of the Lord through our worship and prayer

Answered: 616 Skipped: 17

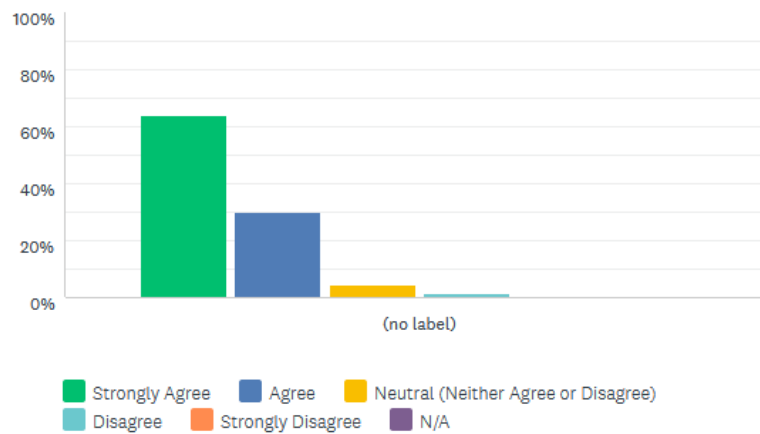


	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	63.80% 393	32.47% 200	2.76% 17	0.97% 6	0.00% 0	0.00% 0	616	1.41

Q6

The Parish Bulletin is a valuable form of communication to parishioners.

Answered: 617 Skipped: 16

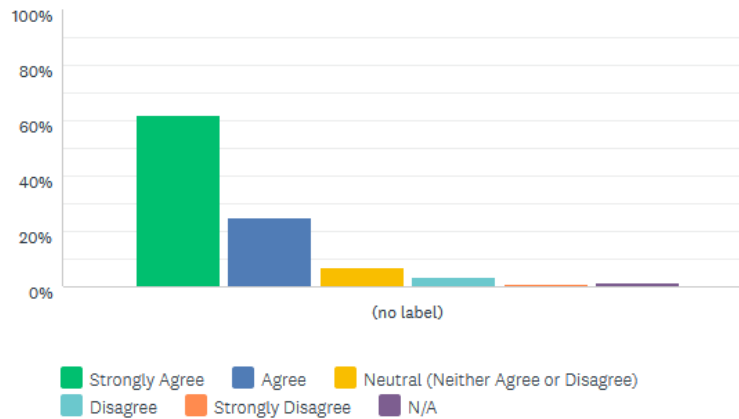


	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	63.86% 394	30.15% 186	4.38% 27	1.46% 9	0.16% 1	0.00% 0	617	1.44

Q27

The music at the liturgies enhances my spiritual experience.

Answered: 581 Skipped: 52

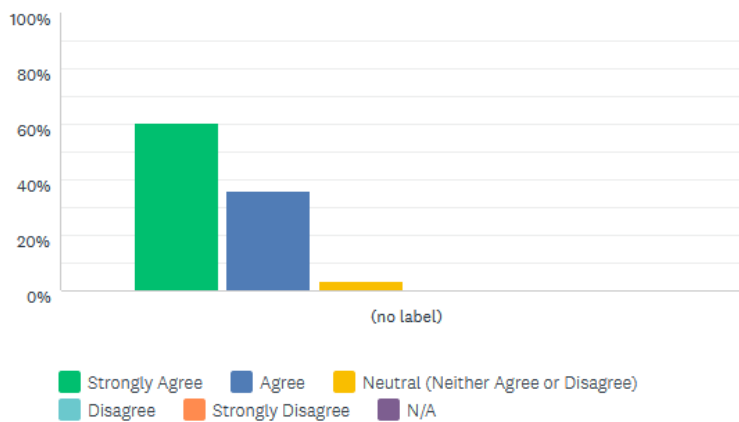


	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	61.79% 359	25.13% 146	7.23% 42	3.27% 19	0.86% 5	1.72% 10	581	1.54

Q45

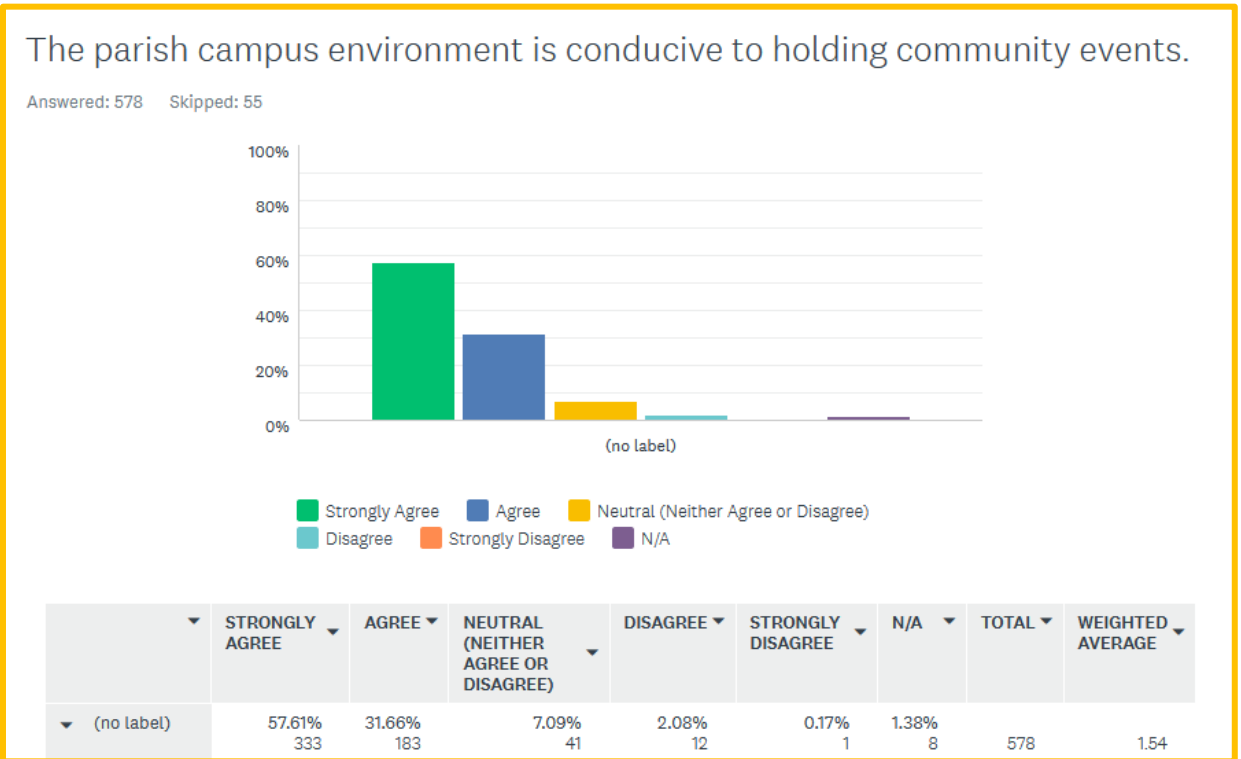
It is important that our parish, as part of our strategic planning, consider its role in the Greensboro community.

Answered: 577 Skipped: 56

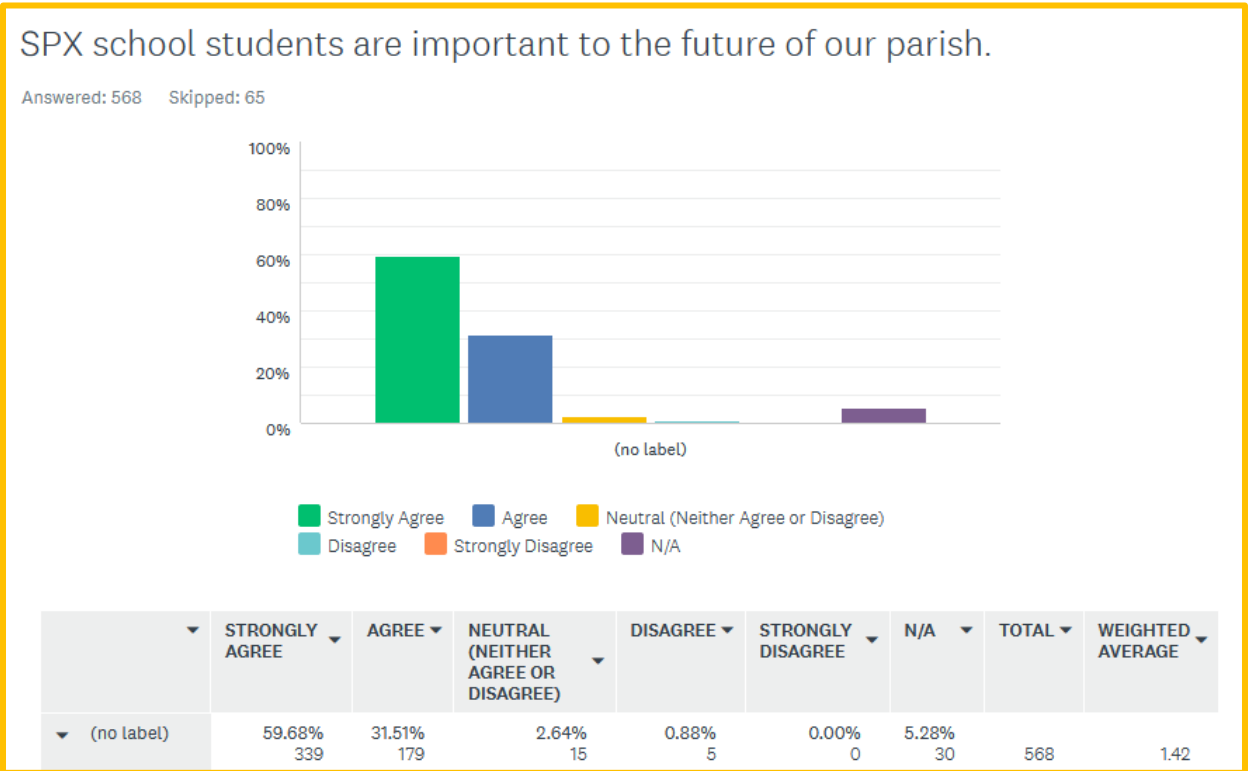


	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	60.49% 349	35.88% 207	3.47% 20	0.17% 1	0.00% 0	0.00% 0	577	1.43

Q53



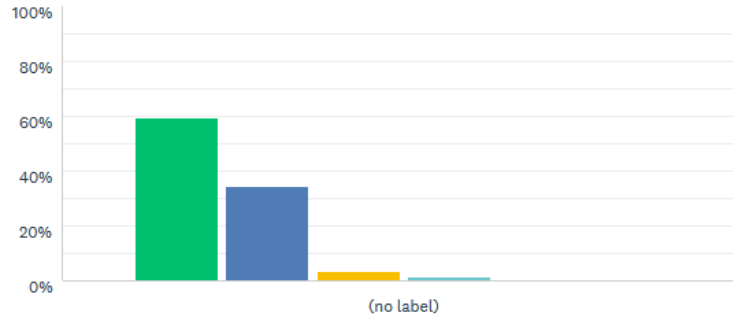
Q58



Q67

Overall, I am satisfied with my experience at St. Pius X.

Answered: 576 Skipped: 57



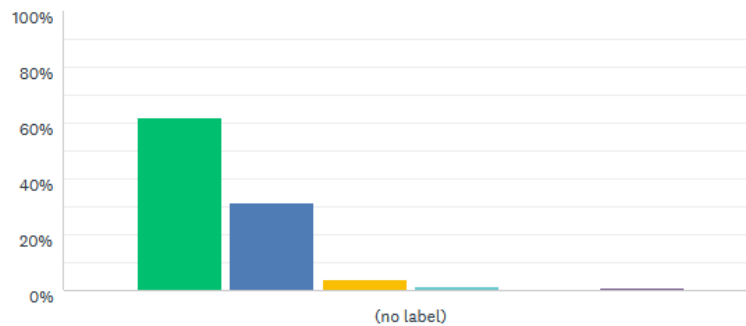
■ Strongly Agree
 ■ Agree
 ■ Neutral (Neither Agree or Disagree)
 ■ Disagree
 ■ Strongly Disagree
 ■ N/A

	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	59.38% 342	34.55% 199	3.65% 21	1.56% 9	0.35% 2	0.52% 3	576	1.48

Q68

I am very optimistic about the future of St. Pius X.

Answered: 572 Skipped: 61



■ Strongly Agree
 ■ Agree
 ■ Neutral (Neither Agree or Disagree)
 ■ Disagree
 ■ Strongly Disagree
 ■ N/A

	STRONGLY AGREE	AGREE	NEUTRAL (NEITHER AGREE OR DISAGREE)	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	62.24% 356	31.29% 179	4.20% 24	1.40% 8	0.00% 0	0.87% 5	572	1.44

Q75 What do you like most about our parish?

worship inviting staff everything St Pius X given homilies music generous way time new
 options life programs friendly welcoming ages caring participation priest atmosphere
 welcoming environment friendly parishioners Monsignor homilies parish family
 pastor church beautiful many opportunities clergy wonderful every
 environment events Homilies SPX friendly friendliness
 opportunities family positive parishioners warm
 Mass welcoming atmosphere feeling everyone people
 involvement Monsignor spirit community many
 welcoming help parish friendly atmosphere music home
 love always church together faith much great provides good grow
 facilities fellowship beautiful music ministry warm welcoming warm friendly
 sense community mass homilies liturgy adult bible study faith formation part
 school campus make nice St Pius Msgr ministries know engaging Catholic Overall
 support Monsignor Marcaccio involved community outreach God excellent deacons
 buildings stewardship

Q77 What do you like most about SPX School?

middle school attend SPX School SPX School nurturing environment leaders Sense community
 focus Religious education teachers staff values strong wonderful Christian think
 excellent mass Catholic curriculum know well staff looking care
 Catholic education faith school years education great education
 teaching seem NA foundation teachers way love s
 children attended N really school size family educating
 students parents community community feel great
 children attend environment Quality good help involved SPX kids going
 experience administration learning spirit happy fact opportunities see provides
 Mrs Parker academics parish school applicable better people principal faith formation