



*Partners United
in the Heart
of Christ*

LEADERSHIP INITIATIVE *2015*

THE CATHOLIC DIOCESE OF ARLINGTON
Most Reverend Paul S. Loverde,
Bishop of Arlington



The Catholic Diocese of Arlington

United in the Heart of Christ - Always

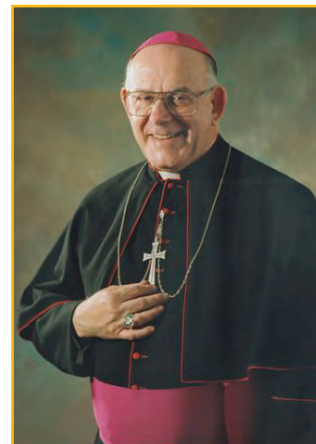
In 1986, in his book *Behold the Pierced One*, Joseph Cardinal Ratzinger shared *“In the Heart of Jesus, the center of Christianity is set before us. It expresses everything, all that is genuinely new and revolutionary in the New Covenant. This Heart calls to our heart. It invites us to step forth out of the futile attempt of self-preservation and, by joining in the task of love, by handing ourselves over to Him and with Him, to discover the fullness of love which alone is eternity and which alone sustains the world.”*

Since 1974, the now 450,000 plus laity and clergy living and celebrating their Catholic faith within the vast geography that is the Catholic Diocese of Arlington, have truly led and participated in our Church and in Christian witness to others *“united in the Heart of Christ.”*

It is this legacy of shared understanding, devotion, and action tied to the Heart of Christ that has cleared the way for our Lord to bestow upon us the gifts we as a diocesan family have received. These gifts are exemplified in both a temporal and spiritual manner in the consecration of our diocese to the Sacred Heart of Jesus, in new churches being built, in vocations to the priesthood and religious life, in the building of schools, in the educating of thousands of children, in countless personal conversions, in acts of charity, in incalculable generosity, and in the love we share with one another.

A Message of Gratitude from Bishop Loverde

Over the last two years, I along with my fellow clergy and trusted lay leaders, have been evaluating how we should proceed in addressing our diocesan extraordinary needs over the next four to five years. Some of these needs include the following areas: fully funding the Priests' Pension Plan, increasing funds for Catholic School Tuition Assistance, providing funds for Catholic Charities to assist further people in need, addressing the capital needs associated with the aging facilities at our diocesan high schools, developing a plan for greater evangelization and respect life initiatives and responding to parish and parochial school needs.



Not all of these concerns will require new funding, but some certainly will. Because of the nature of our funding needs, the second aspect of my discernment focused on whether or not to launch another diocesan-wide fundraising campaign like the highly successful *Rooted In Faith – Forward In Hope Campaign*. Based on the feedback I received, along with further consideration, and with the full support of our diocesan pastors, I have decided to move forward with a modified, highly-focused and time-sensitive effort; or rather a ***Leadership Initiative*** within the existing structure of the diocesan Office of Development.

It is my desire to work in partnership and collaboration with the clergy and lay leadership of our diocese in moving forward with this historic ***Leadership Initiative 2015***. The following pages offer an overview of the strategies and goals we are seeking to achieve. My greatest hope is that we can raise a minimum of \$55,500,000 by 2015 in support of the most critical funding needs of the diocese.

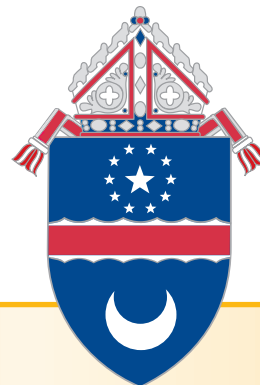
I am truly optimistic that we can receive this support over the next couple of years through the plan we have developed. We have much work ahead of us as we seek to strengthen financially our diocese. I am grateful for your leadership in our parishes and your partnership with me in addressing the financial and programmatic needs of our diocesan church. With gratitude for all you do to serve the people of God in your parishes and your support to the mission of our diocese, I remain

Faithfully in the Heart of Christ,

+ Paul S. Loverde

Most Reverend Paul S. Loverde
Bishop of Arlington

About the Catholic Diocese of Arlington



When founded in 1974, the Catholic Diocese of Arlington was established by Pope Paul VI to care for the needs of Catholics living in 21 counties and seven cities of the northern part of Virginia. This vast new diocese created a 6,541 square-mile see bordered by the Potomac River in the north and east, West Virginia to the west, and the far reaches of the Shenandoah, Page, Madison, Orange, and Spotsylvania counties along the Rappahannock River to the south. At the time, Catholics numbered about 144,000 and the population in the area totaled 1,200,000 people.

In 2012, the population was 2,826,999 – a 425% increase. Our young Diocese now cares for more than 450,000 registered Catholics - a 320% increase from 1974.

A diverse network of 74 parishes and missions creates the strong and vibrant foundation of operations for the Church of Arlington. Religious and lay leadership, thousands of devoted volunteers along with a host of outreach ministries such as the Spanish Apostolate, Youth Ministry, and social services provided by Catholic Charities are the lifeblood of the Diocese. The promise of the future of our Catholic faith rests in the minds and hearts of the thousands of children and young people annually attending our diocesan elementary and secondary schools and parish-based religious education programs.



Fast Facts for

FY 2011 - 2012:

- Founded: 1974
- Counties in the diocese: 21
- Total priests: 252
- Total diocesan priests: 163
- Religious Order priests in the diocese: 62
- Extern priests in the diocese: 27
- Catholic Eastern Rite priests:
 - Religious: 146
 - Brothers: 11
 - Sisters: 135
- Seminarians: 35
 - In College: 3
 - In Theology: 32
- Total permanent deacons: 51
- Diocesan permanent deacons: 38
- Parishes: 68
 - With diocesan priests: 58
 - With religious order priests: 10
- Eastern Catholic Rite parishes: 3
- Missions: 6
- Total diocesan schools: 41
 - Diocesan elementary schools: 37
 - Diocesan high schools: 4
- Total private Catholic schools: 3
 - Private elementary schools: 1
 - Private high schools: 2
- Baptisms and Professions of Faith: 9,366
- Marriages: 1,444
- Deaths: 1,630
- Registered Catholics
 - In the Arlington Diocese: 453,916
- Registered Catholics
 - In the Richmond Diocese: 232,456
- Total Catholics registered in Virginia: 663,842

A Special Request to Join Bishop Paul S. Loverde in Strengthening the Church in the Catholic Diocese of Arlington

An Overview

In 2015, Bishop Loverde will have faithfully served as our chief shepherd and bishop for 15 years. The desire to “prepare the way” for new diocesan leadership upon his retirement has prompted Bishop Loverde to discern and initiate the actions needed over the next three years to provide for the future growth and well-being of our diocesan church. His prayer is that we, as his *partners united in the Heart of Christ*, will collectively respond to our Church’s critical mission priorities, including:

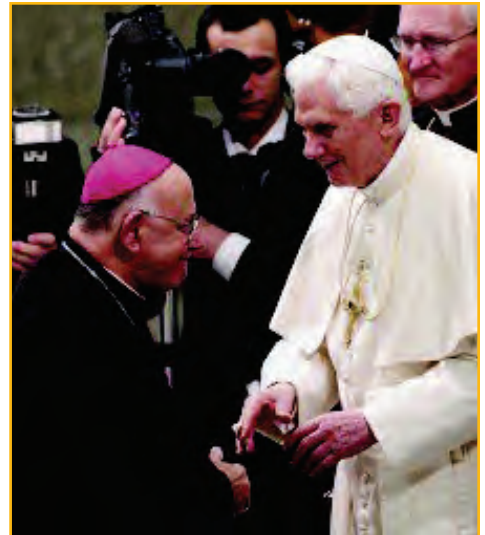
- ♦ **Living More Fully the New Evangelization**
- ♦ **Sharing the Gift of a Catholic Education**
- ♦ **Equipping Our High Schools for Future Students**
- ♦ **Strengthening Catholic Charities Programs and Outreach**
- ♦ **Expanding Efforts to Promote a Culture of Life**
- ♦ **Caring for Our Retired Priests**

A comprehensive study was conducted in 2010-2011 to assess the needs of the diocese mentioned above and gain insights from clergy and parishioners on how these needs should be addressed.

In total, the long-term strategic funding needs for diocesan priorities are more than \$169,000,000. Bishop Loverde wishes to work toward these long-term funding needs by seeking short-term support of up to \$55,500,000. It is hoped we can gather substantial support to help fund these short-term needs by 2015.

Over the next 24 months, Bishop Loverde, with the active support of a leadership group of clergy and lay volunteers will collaborate and partner with fellow members of the clergy and leading parishioners, capable and willing to make gifts over a multi-year pledge period, in a highly-focused leadership gifts effort called *Leadership Initiative 2015 - Partners United in the Heart of Christ*.

The following pages offer an expanded view and greater details of the priorities Bishop Loverde wishes to address through the *Leadership Initiative 2015* and the ways in which laity and clergy can join him in this effort to further strengthen our ability to pass on our Catholic faith and help people in need.





Responding to the Strategic Funding Needs of the Diocese

A Call to the New Evangelization

Long-Term Funding Need: \$4,000,000

Short-Term Funding Objective: \$2,500,000

“Now is the right moment,” Bishop Loverde said recently, “to re-propose faith in Jesus Christ to people of our time.” Evangelization is the Church’s very identity, with the ultimate goal that **“each one be on fire with Jesus Christ** and integrate His Word and His Living Presence into our daily lives and into every segment of our culture, our society and the world.”

“It comes down to having a **personal relationship with Jesus Christ** within the Community of His Disciples, the Church,” Bishop Loverde said. As heralds of the New Evangelization, we cannot help but allow the joy of this relationship with Christ to “permeate everything we do”—like a “leitmotif” running through our lives.

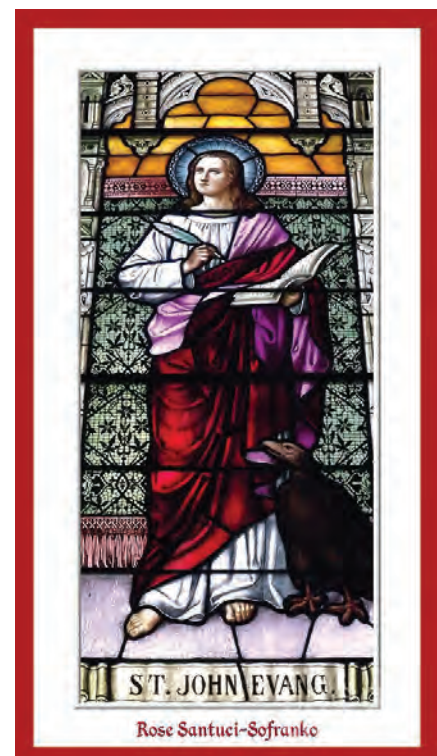
To this end, Bishop Loverde is encouraging all Catholics to reflect and pray, “Lord, what are you asking *of me* as a herald and instrument of the New Evangelization?”

“Heart speaks to heart,” as Blessed John Henry Newman wrote. Today, the Heart of Jesus speaks to our heart and, in turn, we are called to let our heart respond to His. Evangelization is centered in this this union of hearts, and the place where this missionary activity begins is the parish.

“It is said that the Roman system of roads enabled the Gospel to reach the ends of the empire. Today, we have the information superhighway to serve the Gospel. This Initiative will enable our diocese to further spread the Gospel by helping each parish shape its own way of communicating widely and anew the Gospel of Christ.”

Fr. John Mosimann

Pastor, St. John the Apostle Parish, Leesburg



Accordingly, Bishop Loverde is challenging parishes to develop **concrete initiatives** aimed at **equipping and encouraging laity to live out the baptismal calling to evangelize**, with particular focus on the following groups:

- ♦ Over 125,000 of the approximately 450,000 registered Catholics of our diocese are already significantly engaged in parish life as **parents**; yet, as **their children's primary educators in the faith, they need to be challenged, encouraged and better equipped** to bring the Good News to their children.
- ♦ Approximately half of the Catholics in our diocese participate in the Sunday celebration of the Mass only a few times per year, and **they are in need of a renewed invitation to encounter Jesus Christ**. Additionally, a number of non-Catholic spouses of current parishioners may be receptive to a renewed invitation to encounter Christ.
- ♦ Significant numbers of **Hispanic Catholics and other immigrant groups** are drifting away from our parishes, and are in need of a renewed invitation and proclamation of Jesus Christ.



To support parishes in these efforts, the diocesan New Evangelization initiatives will highlight what Pope John Paul II called the “new ardor, methods and means of expression” needed to re-propose Christ today. This will include an expanded “*The Light is On*” Lenten campaign, which hundreds of leaders in our diocese commended in a needs assessment process. The diocesan initiative will also help to promote the New Evangelization in the faith formation of our children and young adults within parish-based religious education programs, campus and youth ministry programs, and in our diocesan high schools. The diocese will also **initiate innovative evangelization efforts which utilize new and traditional media** (including expensive radio, TV, newspaper, and print advertising) to help Catholics grow in their faith and share it with others.

REACHING THE SHORT-TERM GOAL MEANS:

An investment of \$2,500,000 will be used to assist parishes in fortifying their New Evangelization outreach efforts and to conduct diocesan-wide multi-media initiatives similar to “The Light Is On.” In addition, funds will be allocated to expressly address the promotion of the New Evangelization with the youth of our diocese.



“A hidden jewel of our diocese is the San Damiano Spiritual Life Center. Within the beautiful and historic Shenandoah Valley, it is that ‘place apart’ where organizations, parish groups and individual priests can renew themselves in Christ.”

Fr. Donald Rooney
Pastor, Saint Mary of the Immaculate Conception
Fredericksburg

San Damiano Spiritual Life Center Facilities Improvements

Short-Term Funding Objective: \$1,500,000

The San Damiano Spiritual Life Center has served and will continue to serve various groups associated with the Catholic Diocese of Arlington, including the Office of Vocations, the Office of Family Life, school faculty, marriage encounter groups, men’s/women’s church groups and many more. The Center is also utilized by several religious orders.

Purchased and first renovated in 2010, the Center’s 40+ year old building and 150 acre scenic property in White Post, VA, is in need of further upgrades and beautification projects. Capital needs include:

Septic System (lagoon): Currently, the permit on the lagoon (current septic system) runs out in 2015. Therefore, plans should be made for the new septic system over the next two years. The cost of this new system could range from \$600,000 - \$1,000,000.



Windows/Roofs: The other major facilities upgrade projects are the replacement of roofs, windows and upgrading of the exterior walls. In the upcoming years, the San Damiano Spiritual Life Center seeks to continue to serve the members of the diocese through various retreats and formative programs. The funds raised through Leadership Initiative 2015 will help the Center in this ministry.

Promoting A Culture of Life

~ Expanding Respect Life Education and Pregnancy Support Programs

Long-Term Funding Need: \$3,000,000

Short-Term Funding Objective: \$1,500,000

The diocese, its parishes, and other non-profit entities in the region maintain a robust set of outreach programs in support of the sanctity of life including the Gabriel Project and Project Rachel.

We, as a diocesan family, are committed to actively reaching out to women facing unplanned pregnancies and the personal spiritual crisis created by the act of abortion. The diocese wishes to further strengthen and expand its outreach and support to these women in need by collaborating more closely with other area pregnancy support organizations. By cultivating strong working relationships with other like-minded area programs, we have a greater opportunity to provide support and healing.

In addition, the diocese seeks to construct a diocesan-wide media strategy that further promotes a culture of life. This diocesan approach seeks to shift the debate on abortion from one of perceived pro-life extremism to meeting women and young girls where they are in their lives as they seek to discern life and death decisions.

REACHING THE SHORT-TERM GOAL MEANS: \$1,500,000 raised will allow the diocese to expand its Respect Life programs; create an annual grants fund that area pregnancy support centers can apply for; and develop and augment an advocacy and media efforts (TV, radio, print) promoting a culture of life and supporting women in need.



It is also critical that we as a diocese take an integrated approach, from home to school, from parish to the mall in reaching out and engaging young women in a dialogue about chastity and the blessing of human sexuality in the context of our Catholic teaching and faith. In the end it is they who have the most to win or lose in dealing with unplanned pregnancy or the decision to follow through with an abortion. And as importantly, the young girls of our diocese need to be continually reminded that they are deeply loved and cherished by Jesus first and foremost.

“Promoting respect for all human life, especially in the womb, is the great crusade of our time. With this Initiative, our Bishop and the diocese will remain on the front lines of promoting respect for life in every arena, public and private. When others may tire or waver, the Church will continue to firmly hold high the torch of respect for human life.”

Fr. Frank J. Ready, V.G.
Frm. Vicar General for Pastoral Services

Catholic Charities (CCDA)

~ Fulfilling Christ's Message
to Serve the Poor, the Needy,
and Less Fortunate Among
Our Neighbors



Long-Term Funding Need: \$22,000,000
Short-Term Funding Objective: \$8,000,000

- ♦ Raise \$2,000,000 in strategic funds for new and expanded projects related to food distribution, transitional housing and homelessness prevention, and family counseling and empowerment programs.
- ♦ Raise \$6,000,000 in order to increase *sustained annual funding of CCDA's operations and programs to \$560,000.

* Bringing CCDA's current Program Endowment of \$8,000,000 to \$14,000,000 would generate approximately \$560,000 annually.

The Spiritual Foundation, Operational Reach and Core Programs of Catholic Charities of Arlington

Charitable works, like your faith, are rooted in the Gospel of Jesus Christ and the official teachings of the Roman Catholic faith.

Catholic Charities extends its services and resources to all in need; convenes the Catholic community to fulfill the Church's mission of "serving the least among us"; and advocates for social justice.

**Together,
Catholic Charities and you
transform lives every day!**

- ♦ **The reach of Catholic Charities** services and programs spans 21 counties, 7 cities, and 6,800 square miles. CCDA operates 24 hours a day, 7-days a week in our diocese when you include our priest hotline services and overnight programs. CCDA provides a constant response to the needs of countless numbers of people who are in great poverty and spiritual crisis. **Yes, we have poverty and spiritual crisis right in our midst, sometime, hidden from our view.**
- ♦ **Cornerstone programs** serving more than 61,000 people a year include Christ House on Wheels, Christ House Transitional Housing for Men and Food Pantry, St. Margaret of Cortona Transitional Center for Families, CCDA Family Counseling, and Pregnancy Support and Adoption Services. CCDA as a major regional social services provider. With an annual operating budget of \$8.3M, **(.88 cents of every operating dollar is spent on programs and services)**, 125 employees, 2,400 volunteers, 68 parish partners, CCDA is well respected among its peer institutions, and local and state government agencies.

CATHOLIC CHARITIES IS...

"The most visible and universally respected expression of Christ's charity is found in Catholic Charities. By reaching out to any person in need, we show the reality and range of Christ's healing love. As in Jesus' time on earth, a person's experience of His compassion can also become a path to faith."



**Most Reverend Paul S. Loverde
Bishop of Arlington**

Rapid Population Growth and Our Response to People's Needs Requires New and Expanding Programs

The extraordinary population growth in our area has brought a greater number of people living in poverty. CCDA, at its current level of program capability is not keeping pace with the needs of our neighbors. The gap between the need for assistance and the available funding for critical programs continues to widen as the population grows in our diocese.

A Reality Check About Our Working Relationship with Our Neighbors in Need:

- ◆ Family Services Counselors see an average of 235 clients a week. 77% of these clients are financially subsidized by CCDA's operating budget.
- ◆ Money for emergency assistance for rent, utilities and other critical needs are depleted within the first 7 to 10 days of the month.
- ◆ There is a constant waiting list of as many as 20 men seeking to be accepted into the Christ House Transitional Housing Program.
- ◆ 85% of the families living at our St. Margaret's of Cortona facility are experiencing situational homelessness due to domestic violence.



Art Bennett, President and CEO for CCDA explains, *"It is our job to facilitate the Catholic response to the needs of the most vulnerable in our diocese by collaborating with parishes, communities, other professionals and people of*

good will. Our goal is to strengthen families in a way that only our Catholic faith can do."

Three Cornerstone Programs that Require Increased Funding:

I. FAMILY COUNSELING SERVICES HUBS

CCDA incorporates the fullness of our Catholic Faith into all our clinical counseling work.



These long-term client engagement services are moving and expanding to parishes locations throughout the diocese to go where the poor are and to better serve parishioners - parishes are literally becoming critical CCDA *service hubs*. Our focus is on strengthening families where they live through individual, group, couple/marriage counseling, psychological testing, workshops and classes.



To help more families, we need more staff to offer training, supervision and professional services at our core program locations as well as regional parish locations.



We can provide more counseling to new and current client individuals and families with increased annual funding.

Additional financial resources will allow us to offer training, supervision and professional services in our core programs as well as expand those programs to regional parish locations.

II. FOOD & EMERGENCY ASSISTANCE

In 2012, CCDA and its parish and community partners fed and nourished over 17,000 people (some multiple times) and delivered more than 177,839 pounds of food to pantry depots across the 21 counties of the diocese.



With a small, but expert program staff of two, two small delivery trucks, and an army of volunteers, with pick-up trucks and family mini-vans, CCDA manages a central food pantry serving the 21 counties of the diocese from the “cellar” of Christ House in Alexandria, VA.

Supporting the Christ House food “cellar” is a heavily burdened food pantry delivery program called **Christ House on Wheels (CHOW)** that delivers food to people as far west as the Shenandoah Valley and as far south as Kilmarnock. In 2012, over 90 food deliveries to remote pantries and parishes were made.

With the CHOW program growing and with parishes having collected 177,839 pounds of food last year to support it, CCDA is greatly hindered by a 150 year building (Christ House) that is not designed to store thousands of pounds of dry and canned foods and has no ability to store and distribute fresh produce or frozen food.



With increased funding for food assistance and plans for a centralized food distribution warehouse we can better feed people in all 21 counties of the diocese - in and outside the “beltway.”

Whether constructed, rented or donated, a professional-grade food pantry warehouse, will allow us to operate in a manner that is reflective of the vast hunger we seek to respond to in our diocese.



III. HOMELESS PREVENTION SERVICES & HOUSING PROGRAMS

CCDA runs two transitional housing programs: (1) for homeless men (Christ House in Alexandria) and (2) for homeless families (St. Margaret of Cortona Transitional Residence in Prince William County).

Through intensive and compassionate programs including clinical counseling, financial literacy, parenting skills, and job readiness, transitional housing residents are provided opportunities to stabilize and transform their lives, address mental health and spiritual issues, and support their children and strengthen their families.



This path to personal dignity and self-empowerment is guided by professionally-trained case managers and counselors.



With increased case-management staffing, we can offer “stabilizing” aid and support to at-risk families before they experience homelessness.

With increased annual funding, we can provide more counseling and self-empowerment training opportunities to individuals and or families.



***Parishes,
Fellow Service
Providers, and
the Business
Community:
Key Partners in
Caring for
Our Neighbors***

CCDA is the extension and representation of our diocesan church and its parishioners. Therefore, our life-blood is found in our active partnerships with **68 parish communities** who are engaged in CCDA programs and actively pursuing their own unique and vital social service ministries.

Collaborating more fully with **peer and like-minded organizations** such as non-denominational food pantries and housing and rental assistance programs will continue to be of great importance if we are to adequately and effectively serve those in need.

Actively seeking to engage and partner with **local and regional businesses** is a key institutional priority for Catholic Charities. Our diocese is blessed by a vast number of successful business owners and corporate leaders seeking to be good corporate citizens and good neighbors.

“Tell the rich in the present age not to be proud and not to rely on so uncertain a thing as wealth but rather on God, who richly provides us with all things for our enjoyment. Tell them to do good, to be rich in good works, to be generous, ready to share, thus accumulating as treasure a good foundation for the future, so as to win the life that is true life.”

Timothy 6:17-19

***Strategic Project and
Endowment Funding***

CCDA’s natural and appropriate “mode of operation” is to react and respond as quickly as possible to people who are experiencing an immediate crisis or eminent threat to their livelihood and well-being.

In addition, there is an institutional responsibility to act strategically when seeking to ensure its long-term ability and capacity to meet the future needs and demands of people in need.

Generating financial resources for CCDA must keep pace with both modes of critical operation – immediate and long-term.




While CCDA continues to actively implement a strong and effective annual fundraising program to help generate operating income, the Leadership Initiative 2015 has a specific focus on raising strategic project and long-term “sustaining” funds.

Specifically, the financial goal of the CCDA portion of the Leadership Initiative 2015 is to:

- ♦ **Raise \$2,000,000 in strategic funds for new and expanded projects related to food distribution, homelessness prevention, and family counseling and empowerment programs.**
- ♦ **Raise \$6,000,000 in order to increase *sustained annual funding of CCDA’s operations to \$560,000 in support of key cornerstone programs such as food and emergency assistance, housing, and family counseling.**

** Bringing CCDA’s current Program Endowment of \$8,000,000 to \$14,000,000 would generate approximately \$560,000 annually.*

Institutional Growth Over the Last 5 Years

Core Program Areas	2008 Existing	Since 2008 Added Programs		Future Program Expansion Required <i>New Program Requiring Funding</i>
 <p>Family Counseling Services, Office Locations and Expanded Adoption & Foster Care Services</p>	<ul style="list-style-type: none"> ♦ Fredericksburg ♦ Arlington ♦ Burke ♦ Sterling- Christ the Redeemer 	<ul style="list-style-type: none"> ♦ Fredericksburg ♦ Arlington ♦ Burke ♦ Sterling - Christ the Redeemer ♦ Leesburg ♦ Manassas - All Saints 	<ul style="list-style-type: none"> ♦ Continue to integrate a Catholic-centric approach in the clinical assessment. <p>Fredericksburg St. Mary of the Immaculate Conception</p> <p>Potential Expansion to:</p> <ul style="list-style-type: none"> ♦ LakeRidge - St. Elizabeth Ann Seton ♦ Stafford - St. William of York ♦ Dale City - Holy Family ♦ Colonial Beach ♦ St. Elizabeth of Hungary ♦ Purcellville - St. Francis de Sales 	<ul style="list-style-type: none"> ♦ Increase Catholic based Counseling to the transitional housing programs, senior services programs, refugee services to better serve the most vulnerable. ♦ Client Management System (CMS) to develop and track care plans, monitor progress and measure outcomes across all of our programs ♦ Child Counseling Program (Colonial Beach) ♦ More groups and more psychoeducational classes and workshops in the community and parishes.
 <p>Food and Emergency Assistance</p>	<ul style="list-style-type: none"> ♦ Christ House Evening Meals ♦ Walk-in Food Pantry ♦ Food Delivery 	<ul style="list-style-type: none"> ♦ Christ House Evening Meals ♦ Walk-in Food Pantry ♦ Food Delivery (Christ House on Wheels) 	<ul style="list-style-type: none"> ♦ Front Royal Food Pantry ♦ Leesburg Food Pantry ♦ Spotsylvania - St. Mathew's Food Pantry ♦ Diocesan wide Partnership w/Knights of Columbus ♦ Parish Liaison Network (50 parishes represented) ♦ Fall Harvest Diocesan-wide Food Drive (over 106,000 lbs. of food) ♦ Lorton National Capital Area Food Bank partnership 	<ul style="list-style-type: none"> ♦ St. Lucy Food Distribution Center and Program to improve storage, access and transportation of healthy food to the neediest regions of the diocese. ♦ Development of Case Management "Center of Expertise" to support crisis programs. Food crisis is often the portal of entry to address other problems - mental health, job attainment, connection to benefits and other services offered by CCDA (immigration, legal help) and the community.
 <p>Housing Programs</p>	<ul style="list-style-type: none"> ♦ Christ House Men's Shelter 	<ul style="list-style-type: none"> ♦ Christ House Men's Transitional Shelter 	<ul style="list-style-type: none"> ♦ St. Margaret of Cortona Transitional Residence <ul style="list-style-type: none"> ○ Child care & school success programs provided ○ Case Management for families ○ Financial Management ○ Clinical Services ○ Job Placement & Training ○ Rehousing Programs 	<ul style="list-style-type: none"> ♦ Homelessness Prevention Services ♦ Family Self-Sufficiency and Transformation Programs through increased case management, expanded clinical support, intensive jobs programs, student support, "out of poverty, mentor training," and financial management training, children's health and fitness programs. ♦ Family Therapy Parenting Improvement Project



“My four years at Bishop Ireton were among the happiest years of my life. I received a great education, made friendships that have lasted a lifetime, and the spiritual life of the school had an extraordinary impact on my desire to respond to God’s calling me to be a priest.”

Fr. Thomas Ferguson
Episcopal Vicar for Faith Formation &
Director of the Diaconate Formation Program
Pastor, Good Shepherd Parish, Alexandria



“As we continue to be one of the fastest growing dioceses in the country, we seek to meet the needs of our ever-growing Catholic population. To do that, we must make our Catholic schools welcoming centers that invite parents and youth to see how a Catholic education can benefit everyone.”

The Most Reverend Paul S. Loverde
Bishop of Arlington



The Gift of a Catholic Education

*~ Sharing the Spiritual
and Intellectual Riches of
Our Catholic Schools*

Long-Term Need: \$81,000,000
Short-Term Funding Objective: \$24,000,000

Catholic Schools have an unparalleled ability and expertise to provide young people with the three-fold benefit of success in spiritual, academic, and character formation—formation that promotes the future of our Church and impacts the well-being of our society.

Our students are uniquely challenged to think about their lives, the lives of others, and the world in which they live through reflection on the teaching and life of Jesus Christ. Because of their personal formation through a Catholic

education, our students are called to consider their personal actions and life choices in a comprehensive manner taking into account what they have learned and have been blessed to believe.

It is the blessing and rigor of all that is provided in a Catholic school education experience that assisted in bringing our nation to new heights of intellectual and productive prowess and prosperity in the early 20th Century. And it is no less needed today by an ever diverse and vibrant youth population in the United States and specifically within the boundaries of the Catholic Diocese of Arlington.

Increasingly, however, the promise of a Catholic education for today’s youth is beyond the economic reach of countless numbers of families who for a variety of reasons cannot afford the schools’ tuition.

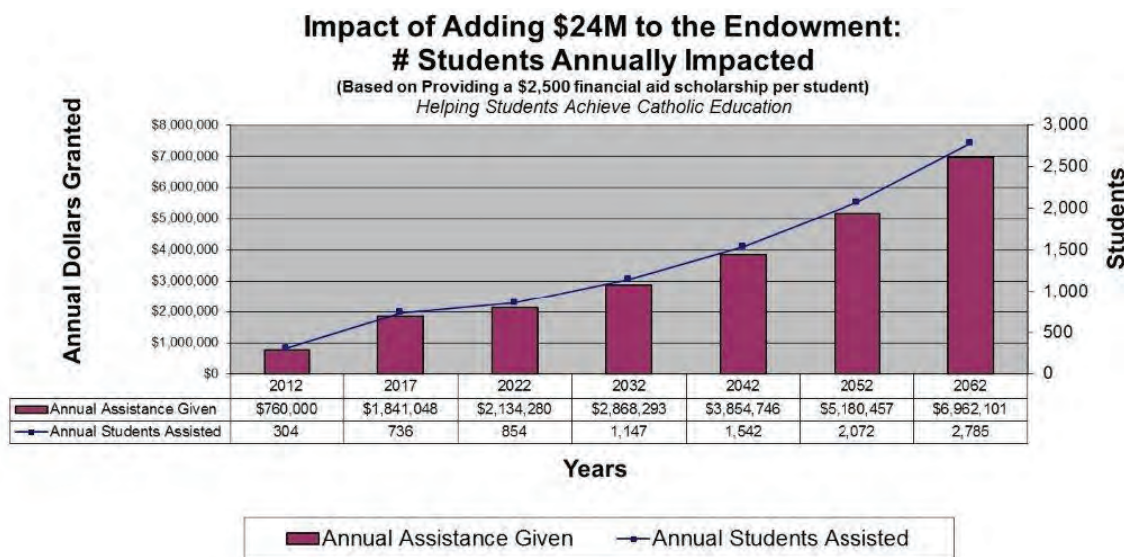
Families with multiple children must make tough choices if they cannot afford to send all of their children to our schools. Many families never even consider a Catholic school education as an option because they aren't aware of our tuition assistance programs. Other families are sometimes held back by the barriers of language and financial aid paperwork.

Building the Catholic Schools Tuition Assistance Endowment

One of the ways the diocese seeks to attract and retain its students is through its Tuition Grants Assistance Program. This Program is funded by a parish assessment of 2% of Offertory income and a Tuition Assistance Endowment Fund established during the successful diocesan-wide *Rooted In Faith - Forward In Hope* capital Campaign. The Endowment now has assets of \$19,000,000. For fiscal year 2012-2013, available tuition assistance funds amounted to \$2,175,000 from the parish assessment and \$525,000 from the Tuition Assistance Endowment for a total of \$2,700,000.

However, the calculated need of the 3,436 students who applied for aid amounted to \$8,742,578 - resulting in unmet need of more than \$6,000,000. If we are committed to growing our Catholic Schools student population, especially with those families that are in economic need, then we must increase the assets of the Tuition Assistance Endowment to a much higher level of resource.

Below is a graph that illustrates the number of students we would impact if our Tuition Assistance Endowment were funded to \$100,000,000. An Endowment at this level would provide assistance of \$4,000,000 (Or, 4% of the corpus to allow for the long-term growth of the assets). This amount coupled with the current parish assessment contribution of \$2,175,000 would have allowed us to help a greater number of students who applied for assistance for the 2012-2013 school year—children evangelized every day by hearing God's Words and learning to walk as Jesus walked.



REACHING THE SHORT-TERM GOAL MEANS:

By raising an additional \$24,000,000 we will bring the Catholic Tuition Assistance Endowment up to \$43,000,000. Added to the current endowment and the 2% parish assessment, the diocese could then provide a total of close to \$3,900,000 in tuition assistance annually.

High School Capital Needs

Long-Term Need: \$50,000,000.

Short-Term Funding Objective: \$15,000,000

A strong Catholic identity, academic excellence, discipline and values make Catholic schools a unique treasure for the Church, as well as a force for good in today's society.

Our four diocesan high schools provide excellent education and our graduates compare exceptionally well academically with other schools. The average SAT score for students graduating from our schools is 1750, which is significantly higher than the state average of 1500.

However, there is a serious need to upgrade and/or enhance the facilities at our three oldest high schools: Bishop O'Connell, Bishop Ireton, and Pope Paul VI.



Bishop Ireton High School needs a larger cafeteria, library and media center, and continued facility maintenance and replacement of windows and HVAC systems for the building built in 1963.



Bishop O'Connell High School requires new HVAC systems, windows and exterior siding to be replaced on its 50+ year old building.



Pope Paul VI High School must improve their facilities, first used in 1935, to provide better academic and athletic space for their students.



REACHING THE SHORT-TERM GOAL MEANS:

Without capital improvements, our high schools cannot remain competitive with local area public schools which sometimes spend as much as \$90 million on the construction of one school.

Funds in the amount of \$15,000,000 would be distributed among the three high schools to make facility improvements and to serve as challenge grants to further the Schools' annual giving and capital campaign efforts.



“Those priests, our brothers, who have “borne the heat of the day,” deserve our respect and care. They gave the Church the vigor of their youth. This Initiative will enable us to honor the dedication and fidelity of our retired priests by ensuring their care and dignity in the senior years of life.”

Fr. Stanley Krempa
 Pastor, Sacred Heart of Jesus, Winchester

Caring for Our Retired Priests ~ Supporting the Priests Pension Fund

Long-Term Funding Need: \$9,000,000
Short-Term Funding Objective: \$3,000,000

The length of formal service for a diocesan priest often spans 40 years or more.

The ordinary retirement age for our diocesan priests is 75. Currently there are 14 retired priests in the Catholic Diocese of Arlington. In the next 10 years, 17 more active priests will be of retirement age. As of the last actuarial valuation, available assets in the Priest Pension Fund totaled \$7,900,000 while the plan’s projected Total Future Benefit Obligation totals \$16,900,000, leaving a shortfall of \$9,000,000.

Because some priests won’t retire for another 20-30 years, a way to measure funding progress is to compare current assets to the value of the benefits earned to date. For example, if a priest is expecting to retire with 40 years of service but currently has 20, approximately 1/2 (20 over 40) should be funded today. Using this measure, Accrued Benefit Obligation (ABO), the shortfall for the Pension Fund is approximately \$3,000,000.

Priests currently retire with a pension benefit equal to 60% of their final salary, plus a housing benefit. To have all future benefits funded, parishes, school and other diocesan entities have been asked to increase the premium they pay for each diocesan priest they have on staff. Accordingly, the annual contribution paid for each active priest has increased 100% over the last four years as follows:

Fiscal Year	Premium per priest
2009—2010	\$4,000
2010—2011	\$4,500—11% increase
2011—2012	\$6,000—25% increase
2012—2013	\$8,000—25% increase

These large increases in assessments are helping to close the shortfall in the underfunded Future Benefit Obligation, but are not adequate to eliminate it.

EXCEEDING THE SHORT-TERM GOAL MEANS: Funds raised in excess of \$3,000,000, will not only meet the short-term funding need but will also enable Bishop Loverde to decrease the pension premium for parishes as he cares for diocesan priests in their retirement with gratitude and dignity.



“Bishop Loverde’s dedication and ministry to our diocese over these many years is inspiring. His request for our help to strengthen the Church is worthy of our support.”

Fr. Robert Cilinski
Pastor, Church of the Nativity, Burke

Stewardship Milestones for the Catholic Diocese of Arlington

With the episcopacy of Most Reverend Paul S. Loverde to the Catholic Diocese of Arlington spanning a third of the diocese' existence, the commitment and passion of the more than 450,000 parishioners upholding the Church through acts of stewardship and philanthropy is extraordinary. These stages are characterized as follows:

Stage I: *Rooted In Faith -Forward in Hope Campaign* – raised more than \$75,000,000 clearly demonstrating the passion, commitment, and profound generosity of the diocese' 68 parishes and 450,000 plus parishioners.

Stage II: Individual Parish-based Stewardship and Offertory Programs become a strategic and institutionalized effort for established parishes and new parishes to address their additional funding needs beyond the Rooted In Faith Campaign.

Stage III: The Bishop's Lenten Appeal is galvanized as an annual diocesan-wide fundraising program that seeks to not only raise operational funds for the Diocese, its ministries, and Catholic Charities' programs but also seeks to further engage parishioners in understanding the magnitude of the Diocese' operations and responsibilities.

Stage IV: Significant Planned Giving program activities and outreach along with the establishment of the Foundation for the Catholic Diocese of Arlington signals a level of maturity and stature for the diocese' stewardship and philanthropy program.

Stage V: Leadership Initiative 2015, Partners United in the Heart of Christ is the fifth stage of the Catholic Diocese of Arlington's legacy of stewardship and philanthropy on behalf of spiritual and temporal needs of more than 450,000 parishioners and families, catholic schools, and vital community services and programs.

The Guiding Tenets of the Leadership Initiative

- A critical and timely initiative to further strengthen the Diocese and its parishes by 2015.
- Bishop Loverde is involved and seeks the partnership of other lead members of the clergy and laity.
- A “targeted” approach appealing to several hundred families.
- A natural and strategic 5th step in the diocese' legacy of stewardship and philanthropy.
- The effort is personal and conducted in partnership with donors and leadership volunteers.
- Commitments can be made over time via multi-year pledges.
- We will seek unrestricted gifts but focus on specific case elements with prospects.
- We are measured in approach and in the pace of the initiative.
- Proposals to donors are customized and tailored to their interests and passions.
- Long-term philanthropy is promoted via this initiative and the Foundation for the Catholic Diocese of Arlington.

Gifts to support the needs outlined in this Leadership Initiative 2015 needs overview are tax deductible, as provided by law. Please consult with your financial advisor to determine the maximum tax benefits for you. Gifts may be given in memory or in honor of a loved one. Gifts may be pledged in annual, semi-annual, quarterly, or monthly installments for your convenience. Pledges of \$100,000 or greater may be pledged over a period of up to 5 years.



To Thee We Offer Our Heart

Heavenly Father, Author and Inspiration of all that is holy, we humbly implore your guidance as we conduct this new initiative for our diocese.

May you, who bestow great gifts on us, continue to bless us as we gather, work, and share together to build your kingdom in the days ahead.

We ask you to touch our hearts with true generosity, that we may raise up and strengthen the ministries of the Church for the renewal of your faithful.

In all we do, let our work proclaim your glory, our lives proclaim your mercy and our hearts proclaim your love.

We ask this through Christ our Lord. Amen.

May Mary, Mother of the Church, pray for us.

CATHOLIC DIOCESE OF ARLINGTON

**His Excellency Paul S. Loverde, D.D., S.T.L., J.C.L.
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