

Feasibility Study Report & Recommendations

St. Anthony of
Padua Catholic
Parish
Quincy, IL

GRACE Philanthropy Services
October 6, 2026

ST. ANTHONY | ST. DOMINIC
OF PADUA CATHOLIC CHURCH | CATHOLIC ELEMENTARY SCHOOL



Quincy, Illinois

Prepared By:

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Unlock Greater Impact

Executive Summary

St. Anthony of Padua Catholic Parish (“St. Anthony of Padua”) engaged GRACE Philanthropy Services (“GPS”) to conduct a feasibility study to evaluate parish readiness for a planned capital campaign to fund various campus improvement projects.

The study was conducted from August 2026 to October 2026 and included in-person interviews, two town hall meetings, and written and online surveys. A total of 119 parishioner and school families participated, providing both quantitative data and qualitative insights into parish life, leadership, facilities, strategic opportunities, and financial capacity.

St. Anthony of Padua is widely regarded by its parishioners and school families as a faith-filled, welcoming, and closely connected parish community. Study participants consistently expressed a deep appreciation for the spiritual leadership of Father Tom, a strong sense of parish family, and the many opportunities for worship, ministry, and faith formation. Families view Church and school as places where faith is formed and lived actively, and relationships extend well beyond Mass and the classroom.

Campus improvement includes sixteen (16) proposed capital projects for St. Anthony Catholic Church and St. Dominic Catholic Elementary School. These projects are budgeted at \$2.7 million and geared towards remedying longstanding facility issues that were deferred over the years and must now be addressed. Parish leaders believe that once these repairs and improvements are made, the Church and school will better serve the parish and further enhance its evangelical mission and strengthen its outreach to the broader local community.

Support for campus improvement is strong, with 83% of study participants encouraging the parish to move forward and improve the Church and school campus. Support can be even stronger by demonstrating greater strategic direction and clarity for both the Church and the school. Those study participants who remain “unsure” simply require more detail on specific project costs and on the long-term plan for both campuses.

Based on financial indications, survey data, and parishioner wealth capacity analysis, GPS recommends immediately proceeding with a capital campaign with a minimum goal of \$1.8 million, a challenge goal of \$2.1 million, and a stretch goal of \$2.5 million, pledged over five years or less. GPS recommends utilizing the \$2.1 million challenge goal for budgeting purposes. A refined and reduced campus improvement plan can still effectively advance St. Anthony of Padua’s mission and accommodate its most critical facility and pastoral needs.

Introduction

GRACE Philanthropy Services (“GPS”) is pleased to present our findings, analysis, and recommendations to St. Anthony of Padua Catholic Parish (“St. Anthony of Padua”) based on in-person and virtual individual and family interviews, two parish town hall meetings, and published online and written surveys collected from September 12, 2026, to September 28, 2026.

It is a pleasure to collaborate with Reverend Bernard T. “Tom” Donovan, Parish Finance Council President Dan Reichert, St. Dominic Catholic Elementary School Principal Carol Frericks, Coordinator of Parish Engagement Tera Smith, and the entire lay leadership team of St. Anthony of Padua on this feasibility study. The outstanding level of engagement, cooperation, hospitality, and candor extended to the GPS team throughout the study is genuinely appreciated and certainly helped produce this report. We are most grateful to serve your wonderful Catholic community.

St. Anthony of Padua is more than a place of worship and student learning — it is a family united in faith, called to bring God’s love to the world. St. Anthony of Padua Parish today is the legacy of generations before that built a community rooted in the Gospel. It remains a community rooted in agriculture and tradespeople, and carries that tradition and mission forward with gratitude, hope, and a bold new vision for the future. St. Anthony of Padua leadership believes now is the time for parishioners to join together in their legacy by ensuring that present and future generations gather to worship and learn in a parish campus that reflects the beauty and passion of their faith.

Vision And Plan For An Improved Parish Campus

Throughout the past several years, parish leadership has identified several campus improvement projects to remedy some longstanding facility issues that were deferred over the years and must now be addressed. Once these repairs and improvements are made, the Church and school will better serve the parish and further enhance its evangelical mission and strengthen its outreach to the broader local community.

In late August 2026, Father Tom announced the launch of a feasibility study to help prepare for a capital campaign to be conducted late 2026 through early 2027. The significance of the feasibility study is to help the parish listen to the community, assess readiness, and prepare for the next phase of development of the parish campus.

The sixteen (16) proposed Church and school capital improvement projects included in the Preliminary Case for Support are budgeted at \$2.7 million and listed as follows:

• Church Back (East) Wall Repair	\$650,000
• School Flooring & Asbestos Abatement	\$250,000
• School Parking Lot & Driveways Repaving	\$350,000
• Mission and Ministry (staff salary share)	\$100,000
• Capital Campaign Fundraising Fees	\$100,000
• Church Storm Windows	\$100,000
• School Kitchen	\$100,000
• Church Kitchen	\$100,000
• Church Pews	\$200,000
• Church Décor & Sacred Art	\$150,000
• Cemetery “Income Care” Fund	\$ 50,000
• Endowed School Scholarships	\$100,000
• Endowment Church & School	\$150,000
• Director of Liturgical Music (four-year salary share)	\$100,000
• Enhancements (e.g., grand piano, meeting room remodel, speaker system at school, video capability in church)	\$100,000
Sub Total: \$2,600,000	
• Replacement for savings given to the Tithe for the Diocese	\$100,000

Total Estimated Cost: \$2,700,000

Study Methodology

GPS was retained in August 2026 to conduct a feasibility study analysis and evaluate the potential to raise \$2.7 million in support of proposed campus capital projects and improvements.

GPS Principal David Popen and the GPS team began work in early August 2026 and concluded their collective efforts in early October 2026. A Feasibility Study Engagement Timeline is included as Appendix A in this report and provides a complete detailing and chronology of all study steps and accomplishments over an eight (8) week period.

Case for Support And Other Key Study Materials

The Case for Support is the central document created during the study process. GPS drafted a preliminary Case in the early weeks of the study effort, and it was reviewed, refined, and approved by Father Tom in late August 2026. The Case for Support describes the steps the parish took to organize itself for a capital campaign, describes the proposed capital project improvements, and invites parishioners to share their insights and opinions on the proposed projects and the parish's readiness for a funding campaign.

Other important study materials drafted by GPS and finalized by St. Anthony of Padua include an interview request letter, Father Tom's announcement to the parish of the feasibility study, an interview scheduling calendar and scheduling script, an interview questionnaire, a \$2.7 million gift plan, and an online and written survey.

Parishioner Wealth Screening, Capacity Analysis, and Research

GPS completed comprehensive research and analysis of parishioner and school family giving capacity in mid-August 2026.

St. Anthony of Padua provided GPS with a spreadsheet of requested parishioner and school family donor data at the onset of the study effort. GPS then worked in cooperation with its strategic partner, DonorSearch, to complete a comprehensive electronic review of available public financial data, philanthropic giving, and other quantitative information to produce preliminary gift capacity ratings for each parishioner and school family.

GPS then created a master spreadsheet that includes a recommended gift range (low and high dollar figures) for each parishioner and school family based on the information available. Significant factors GPS considers when developing a potential gift range include age of the population, local property value, parish and diocesan giving, political giving, and identified business revenue. GPS further utilizes proprietary metrics and algorithms to evaluate giving potential.

List of Prospective Interviewees

St. Anthony of Padua leadership and GPS developed a list of over 40 parishioner and school families with leadership and top giving potential based on experiential knowledge. GPS cross-referenced this list using the results of its wealth screening, capacity analysis, and research. St. Anthony of Padua completed the prospective interviewee spreadsheet with available contact information by late August 2026.

On September 4, 2026, St. Anthony of Padua mailed the Interview Request Letter and Case for Support to the identified prospective interviewees. Father Tom directly asked each family receiving the mailing to participate in the study interview process. Prospective interviewees were asked to contact Tera Smith to schedule an appointment, and most received a direct scheduling call or two from Tera.

In-Person Interviews

David Popen from GPS conducted a total of 29 confidential, in-person face-to-face and telephonic interviews involving 46 parishioners and school families.

Each interview provided David with an opportunity to present and review the Case for Support and Gift Plan directly with the parishioner(s) and/or school family and thereby receive feedback and answer questions. In-person interviews also afforded David an opportunity to gauge each interviewee's support of the proposed campus improvement projects, and their possible willingness to support a planned capital campaign with a financial gift. GPS also measured each interviewee's willingness to serve the capital campaign as a volunteer. All interviewees were further afforded the opportunity to voice concerns, share advice, and become more engaged in the parish's proposed plan.

Each in-person interviewee was assured confidentiality by GPS at the onset of the discussion to encourage candid responses. Interviewees were also assured that the meeting was not a solicitation for funding, but that feedback on the proposed plan was critical to the process.

Questionnaire and Gift Plan

To facilitate the in-person interview process and best quantify the information obtained, GPS developed and utilized a detailed interview Questionnaire comprised of 12 specific and general questions. Most interviews lasted approximately 45 minutes. Please note that not all interviewees were asked, or answered, every question, so as to provide sufficient time to discuss matters of most importance to interviewees.

St. Anthony of Padua parishioners and school families were asked questions about the parish, the planning effort to date, and about a prospective capital campaign. GPS' questions were designed to gauge interviewees' level of engagement, experience, and satisfaction with the parish; reactions to the planning effort to date; insights into how best to organize and execute a capital campaign; and, interest in supporting the campaign both in terms of volunteer time and financial support.

While not asking for specific funding support, GPS did seek information about a financial range of support that the interviewee might consider should final plans be acceptable, strong and supportive campaign leadership be enlisted, and a campaign be launched. To aid in this point of discussion, interviewees were presented with a preliminary Gift Plan illustrating the levels of financial support typically required to successfully raise \$2.7 million.

Town Hall and Surveys

Town Hall meetings were held on Sunday, September 13, 2026 at 11:45 a.m., and Tuesday, September 15, 2026 at 6:30 p.m. The September 13 meeting was held at St. Anthony Catholic Church, and the September 15 meeting was held at St. Dominic Catholic Elementary School. All parishioners and school families were invited to attend either or both meetings. The Town Hall meetings were facilitated by Father Tom and Parish Finance Council President Dan Reichert, with support and guidance from David Popen of GPS. Each Town Hall meeting was an opportunity for parishioners and school families to learn more about the parish capital projects and campus improvement plans, ask questions, and offer feedback. A copy of the study Case for Support and Gift Plan were presented and reviewed. Approximately 75 parish and school families attended both Town Hall meetings, and many questions were asked and answered.

A twelve-question-written survey was made available to all Town Hall meeting attendees. A QR code was also provided for those families who might prefer to access and complete the survey online. St. Anthony of Padua further published the QR code in its bulletin and posted it on its website. Father Tom also encouraged families to complete the survey over several weeks from the pulpit.

A total of 70 families completed the online survey. An additional 20 families completed a written survey and handed it in. All responses from the 90 total surveys are tabulated and incorporated into the study findings and analysis.

This report includes the input and insights from all 136 study respondents (46 in-person and telephonic interviewees, and 90 written and online survey respondents). The Key Findings and GPS Recommendations found herein are the result of careful quantitative and qualitative analysis by the GPS team and based on its experience in hundreds of similar studies and campaigns.

Though direct quotations may appear in this report, the comments are not attributed to any one specific person(s) and may in fact be a combination of thoughts and opinions offered (and

often echoed verbatim by more than one interviewee). This report lists all interviewee responses in the aggregate.

Key Findings

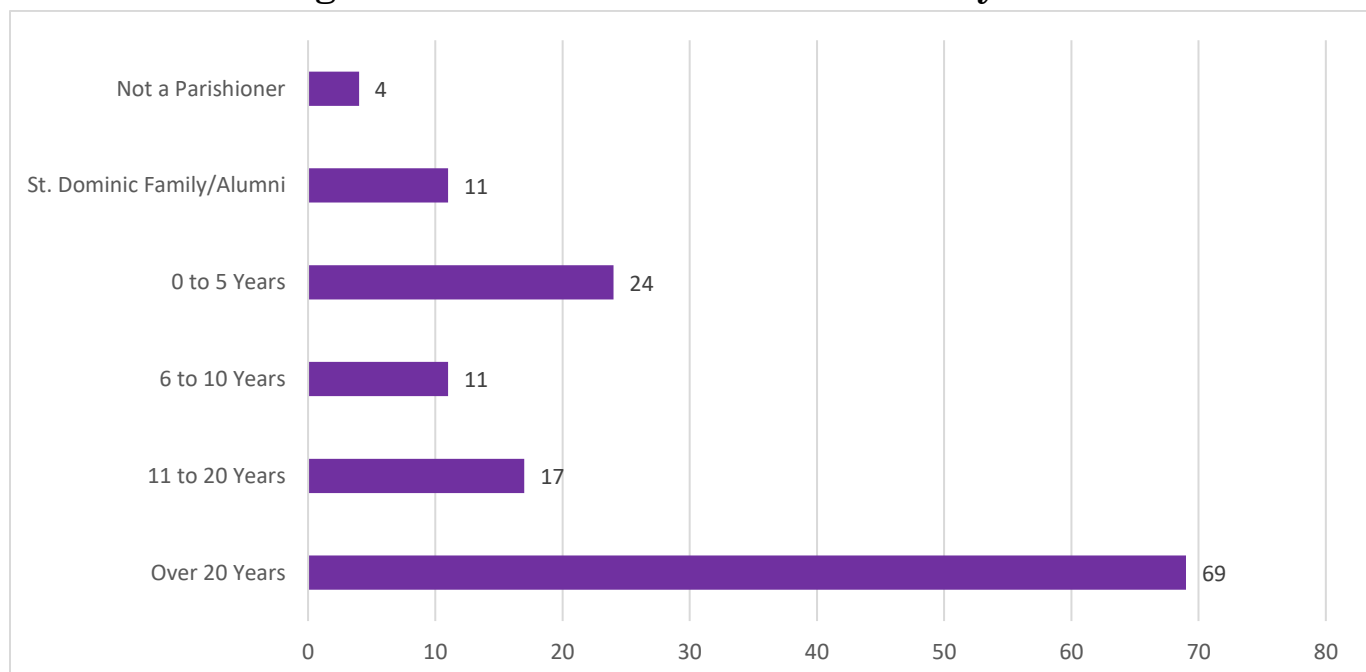
Please note that since some interviewees and survey respondents did not answer all questions, statistics and percentages noted in this report are based on the actual number of responses.

Q: How long have you been associated with St. Anthony of Padua Parish?

Nearly two-thirds (63%) of interviewees and survey respondents are associated with St. Anthony of Padua for more than ten years. Fifty-one percent (51%) for over twenty years and many of these parishioners all their adult lives. Many live a full family life in the sacraments at the Church and still enjoy the Church today while in retirement and worshipping with their children and grandchildren.

Eighteen percent (18%) or twenty-four families joined the parish within the last five years, a welcome sign of new families. Eleven (11) families identify as St. Dominic families or alumni and four as non-parishioners. The study was strengthened by involving participants with such a broad range of time associated with the parish.

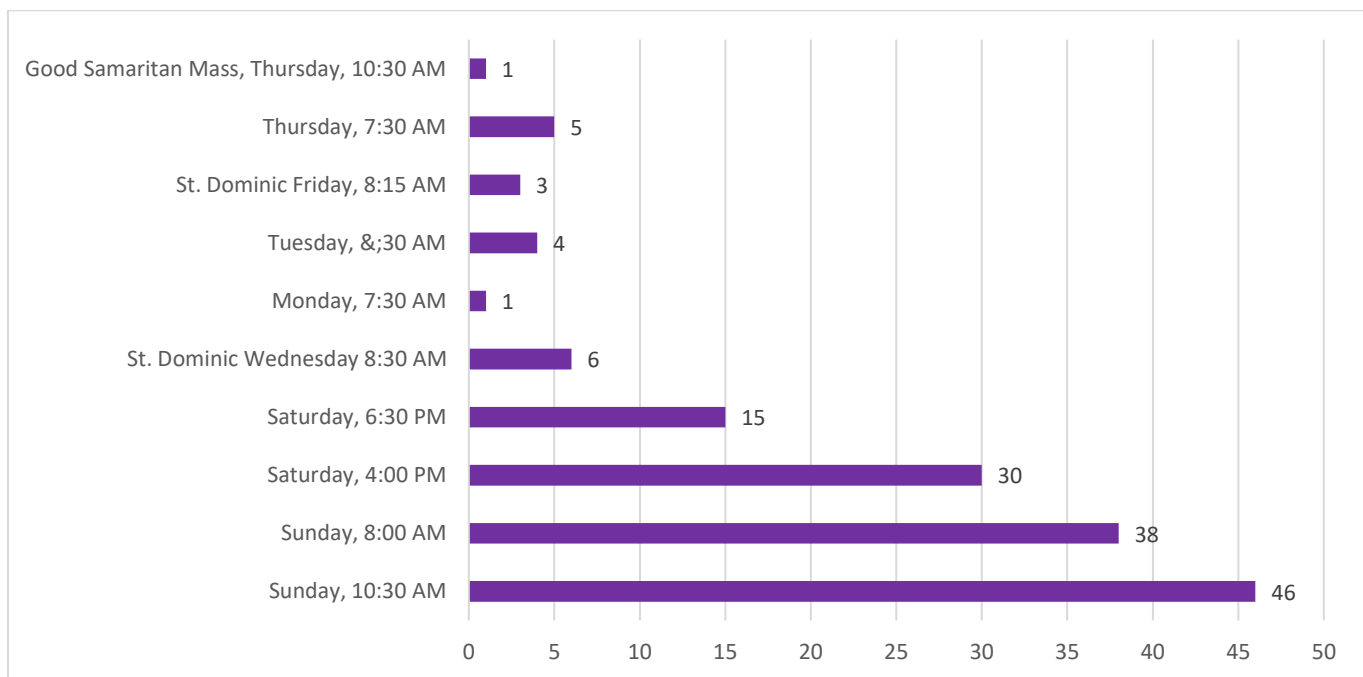
Length of Association with St. Anthony of Padua



Q: What Mass do you typically attend?

Interviewees and survey respondents represent every weekend Mass as well as the weekday, St. Dominic school, and Good Samaritan Masses. The Sunday, 10:30 a.m. Mass was cited most often (46 families), followed by the Sunday, 8:00 a.m. (38 families) and Saturday, 4:00 p.m. (30 families) Masses. This broad representation confirms the study reached a true cross-section of the worshipping community.

Mass Attended (More Than One Can Be Selected)



Q: What ministries are you involved in?

Eighty percent (80%) of in-person interviewees participate in one or more ministries of the parish. This question was not asked of survey respondents. The following are the ministries most appreciated and involved in:

Most Involved Ministries
Extraordinary Ministers of Holy Communion
Social Events & Gatherings (Picnics, Meals, etc.)
Parish Council / Finance Council

Lector
Extraordinary Ministers of Holy Communion
Usher
Music
Server
Funeral Mass
Greeter
Homebound
Good Grief
Ladies Society
Men's Club

For those who are not actively participating in parish ministries, they cite other specific involvement and connection including attending Daily or Weekly Mass, or either themselves or family having been married at the Church.

Q: What do you appreciate most about the Parish? What is the most defining characteristic(s) of St. Anthony of Padua Parish?

Seventy-six percent (76%) of families interviewed, or 22 of the 29 families, were able to articulate what they appreciate most about the parish. Parishioners overwhelmingly appreciate Father Tom's spiritual leadership and his financial management acumen.

Parishioners consider each other as family and appreciate the intimate sense of community. They deeply appreciate each other's dependable commitment to the parish in terms of time, treasure, and talent. As one parishioner states, "*We pitch in. Many here have a servant's attitude.*" Being at St. Anthony of Padua for many is an extension of their home and personal values.

Interviewees offer over 20 distinct phrases or adjectives as defining characteristics of St. Anthony of Padua including:

Most Defining Characteristics
Leadership of Father Tom
Feels Like Home / Welcoming
Engaged / Committed / Dependable Parishioners

Close Knit Relationships Between Parishioners
St. Dominic School / Class Size / Faithfulness
Intimate Size of Parish / Family-Oriented
Parishioner Stewardship & Discipleship
Parishioner Gratitude for Music
Parishioner Work Ethic / Loyal / Humble
Country Church / Laid Back
Diverse Ages of Parishioners / Growing Younger Families

Q: What are the greatest challenges and opportunities facing St. Anthony of Padua Parish?

Sixty-two percent (62%) of interviewees list at least one challenge facing the parish. Challenges mentioned the most include providing greater certainty on the future of St. Dominic school as an ongoing concern. As one parishioner states, *“I am confident in the future of our Church. I am not so in the future of the school.”* Others believe a divide still remains between some parishioners caused by the merger of St. Anthony and St. Dominic parishes years ago. These and other challenges cited by interviewees are included below and in the order of frequency mentioned:

Greatest Challenges
Future of St. Dominic Catholic Elementary School
Lingering Faction Between St. Anthony and St. Dominic Parishioners
Growing Parishioners
Involving New Parishioners in Ministry
Aging Parish Demographic
Greater Parishioner Involvement in Offertory
Lack of Area Population Growth
Lack of Sufficient Meeting Area Space in Church / Small Narthex
Succession Plan for Fr. Tom

Sixty-nine percent (69%) of families interviewed list at least one opportunity ahead for the parish. Growing, diversifying, and better involving the congregation is top of mind for most parishioners. These and other opportunities are listed below in order of frequency mentioned:

Greatest Opportunities
Growing Parishioner Base
Attracting Young Families
Expanding Stewardship / Involvement in Ministries
Music at Saturday, 6:30 PM Mass
Showcase School Children's Accomplishments to Parishioners
Continued Financial Viability of Parish
Developing Strategic Plan for St. Dominic School / Keeping On Track
Welcoming New Parishioners
Bringing Church and School Families Closer Together
More Fireside Chats
Including More Faith Experiences in Social Events

Q: What is your overall reaction / feedback to the vision of your parish campus presented in the preliminary Case for Support?

Every family interviewed offers thoughts and reactions to the vision of the parish campus outlined in the preliminary Case for Support. Overall, 76% of interviewees react positively to the plan. The balance (26%) are not negative but rather uncertain as to the necessity of all the proposed projects. Whether a positive or uncertain reaction, almost all interviewees wonder if the parish can afford all the projects listed in the campus improvement plan or whether certain elements of the capital improvement plan are necessary at this time.

Specific reactions in the form of parishioner quotations are included as follows and intended to display the full range of reactions:

Reactions To Campus Improvement Plan
<i>"I like it all"</i>
<i>"Good Lord in Heaven! I am frugal."</i>
<i>"Will our school be here in five years?"</i>
<i>"We are dreaming small. We need to think bigger."</i>
<i>"How did so many things get out of our control so fast?"</i>
<i>"It is a matter of needs versus wants. What is needed should be our priority."</i>
<i>"If the Church needs it, then I support it!"</i>

<i>"I truly respect and appreciate the effort that Fr. Tom and Parish Council has put into this plan."</i>
<i>"The Church is my priority."</i>
<i>"The school is my priority."</i>
<i>"It is about time!"</i>
<i>"All of these projects look reasonable to me."</i>

Q: Do you support the vision of improving the Church and school campus?

Support for the vision of improving the Church and school campus is very strong. Eighty-three percent (83%) of interviewees and survey respondents support the parish's vision of improving the Church and St. Dominic campus. Fifteen families (13%) are unsure, and five families (4%) do not support the vision. Most interviewees and survey respondents who remain "unsure" simply require more detail on specific project costs and on the long-term plan for both campuses rather than objecting to the vision itself. Details that could help in building greater support and confidence include specific timelines for each project and visuals associated with each project where possible.

Q: Which of the following improvements do you feel are important to address immediately or over the next several years?

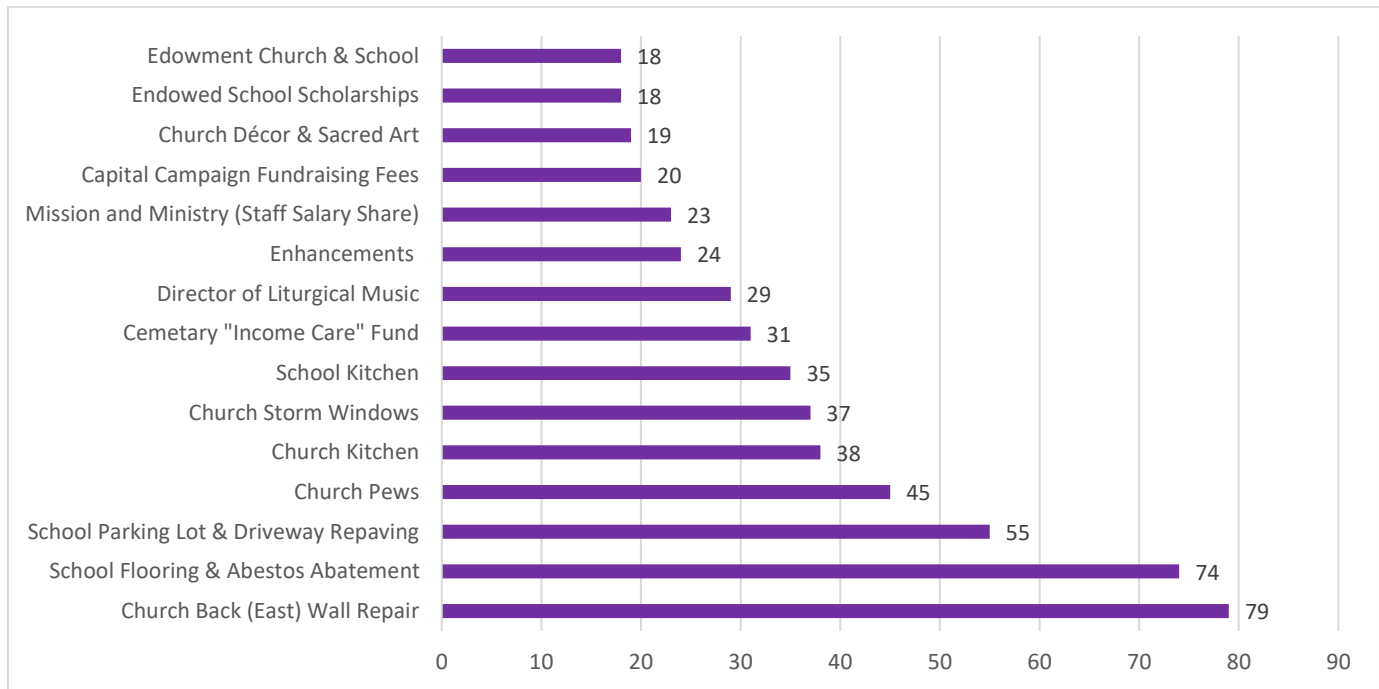
Families were asked to select those projects they consider important and of utmost priority. Three projects stand clearly above the rest: Church back (east) wall repair; school flooring and asbestos abatement; and, Church and school parking lot and driveways repaving.

A second tier of support assembles over the Church pews, kitchen, and storm windows, as well as the cemetery "income care" fund and the school kitchen.

A third tier of support includes the Director of Liturgical Music and various Church and school enhancements. Church décor and sacred art, campaign fundraising fees, mission and ministry (staff salary share), and both endowment funds receive the least support.

Parishioners are not adverse to mission and ministry staffing and campaign fundraising fees but rather a good number advise that these costs be incurred through parish operations or other dedicated funds not associated with a capital campaign.

Improvements Regarded As Most Important



Q: Which five projects are most important to you? (Rank 1-5, with 1 being top priority).

When asked to rank their top priorities, families confirm the following projects in order of importance:

Number One: The Church back (east) wall repair

Ranked number one priority by 103 of the 119 total families (87%) and in top five ranking of 99% of all families.

Number Two: St. Dominic's flooring and asbestos abatement

Appears in top five rankings of 86% of all families.

Number Three: St. Dominic's parking lot and driveways repaving

Appears in top five rankings of 70% of all families.

Health, safety, and structural needs are clearly first in the minds of parishioners and school families.

Numbers Four and Five: Church pews and Church kitchen

Both projects place equally (48%) in families' top five rankings.

Q: Are there other current or future needs / projects of the Parish that you would prioritize if enough financial support could be raised?

Approximately one-third (38%) of interviewees offered other current or future needs/projects of the parish to be considered if sufficient funding support is achievable. They include:

- Expanded Narthex / meeting space directly off Church
- Daycare program
- Digital monument sign at St. Anthony of Padua Church
- St. Dominic expansion plans
- Flooring near Church Altar
- Refreshing parish hall rooms
- School gymnasium / sports center

Q: Do you believe St. Anthony of Padua should conduct a capital campaign?

Ninety percent (90%) of interviewees endorse the parish moving forward with conducting a capital campaign. This is significant since many of these parishioners are key financial supporters. Only three parishioner families (10%) are unsure of moving forward with fundraising and no family interviews is against the idea of conducting a capital fund drive.

Survey respondents' answers are a bit more evenly distributed as compared to interviewees. Specifically, 58 respondents (64%) endorse the parish conducting a campaign, and 22 (24%) are "unsure." Only nine respondents (10%) do not believe the parish should conduct a campaign.

Taken together, 92% of all study participants are either in favor or at least open to the idea of conducting a capital campaign.

Q: Do you believe raising \$2.7 million pledged over a five-year period or less is an achievable funding goal?

More than one-half of all study participants (59%) are unsure whether the parish can raise \$2.7 million, with the remainder divided fairly evenly between "yes" and "no."

When asked how much they believe is achievable, interviewees who offered a figure most often suggested \$1.0 million to \$1.5 million. Others noted that this is a significant amount to ask of a smaller parish in the current economy. This uncertainty is typical at the study stage and is most often resolved by strong leadership gifts early in the campaign.

Q: Do you see your family (yourself) supporting this effort by making a financial commitment?

Most parishioners who participated in an in-person interview support the need for a capital campaign. Almost all of these parishioners (97%) indicate they will or might support the campaign with a financial pledge of support. Only one interviewee (3%) indicated no financial support is forthcoming.

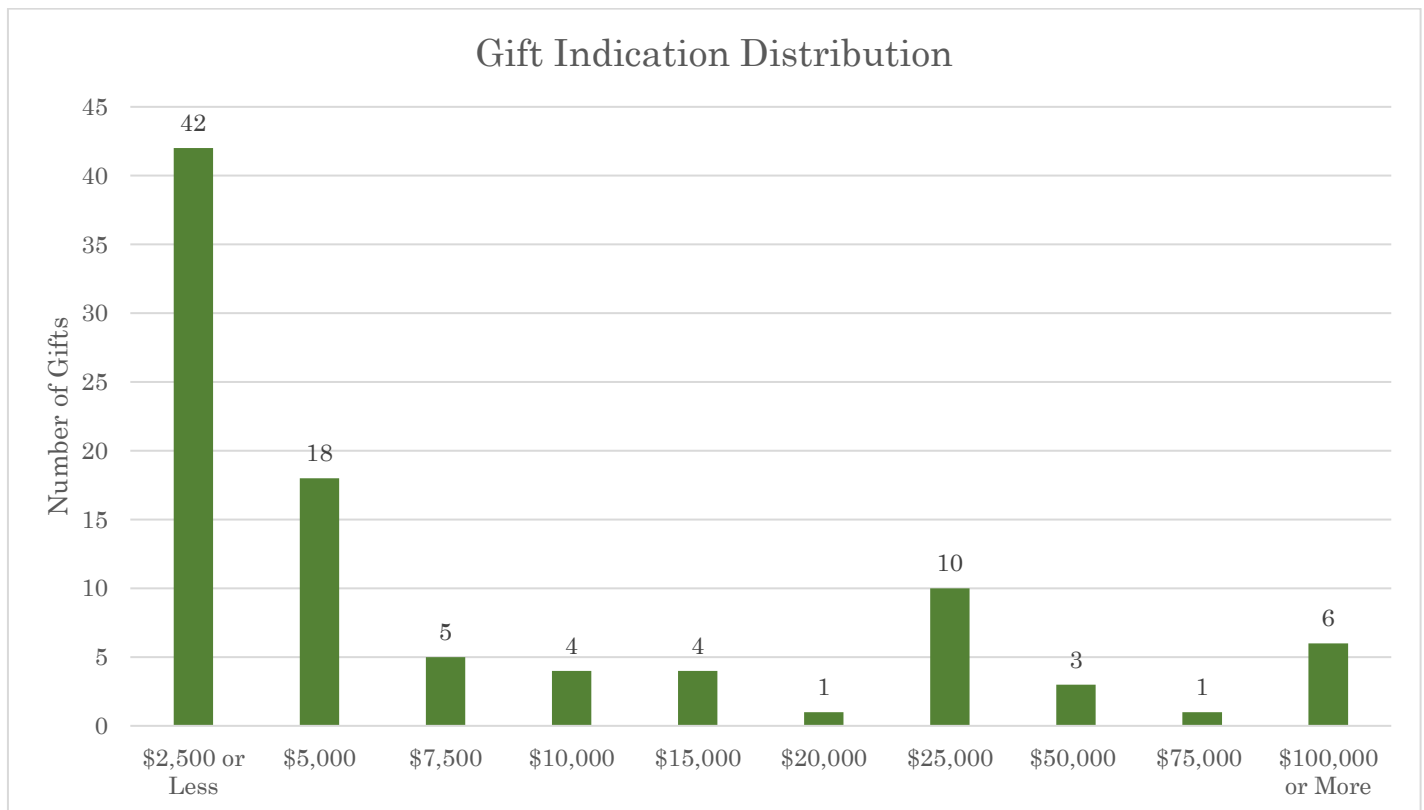
Sixty-one percent (61%) of survey respondents say they will support the campaign with a financial pledge, and another 27% said “maybe.” Only fourteen respondents (12%) indicated they would not support the campaign financially. Long-tenured parishioners are especially committed. Over 90% of those associated with the parish for more than twenty years said “yes.”

Many (79%) of those who plan to or may support the campaign financially provided GPS with a financial indication. Such financial indications are tentative and do not constitute a firm financial commitment on the part of the parishioner or school family. They are offered for planning and funding goal projection purposes.

GPS tallies total financial indications received from in-person interviews and survey responses to average a total of \$1,660,750, or about 62% of the \$2.7 million tested. The majority of financial indications (64%) fall at the \$5,000 level or below and reflect the possibility of broad-based participation. Six families indicated six-figure gifts. No family indicated the \$500,000 lead gift included in the tested Gift Plan.

Twenty-four families expressed interest in learning more about supporting the campaign or St. Anthony Parish with an estate or planned gift. These families should receive a personal follow-up from parish leadership in time.

Financial indications received from in-person interviewees and survey respondents are charted below:



Q: Would you consider playing a leadership role in helping St. Anthony of Padua Parish to raise the necessary funds?

When asked in-person whether the parishioner family would volunteer to help the campaign in some capacity (as a leader, advocate, or other role), all but one family (97%) framed their response positively with 28% of interviewees stating “yes” and another 69% responding “maybe.”

Survey respondents were far less keen on the idea of volunteering time to the campaign effort with only 24 families (27%) saying yes (11%) or maybe (16%), and the remaining 66 families (73%) not interested in volunteering to help the campaign.

GPS estimates with these initial levels of volunteerism expressed during the study will provide sufficient lay leader volunteers to assist with the campaign, especially as the campaign is announced (when typically, more volunteers surface).

Q: Whose names come to mind as those you would recommend to serve as volunteer leadership for the campaign effort to ensure its success?

Twenty-two of the total 29 interview families (76%) recommend at least one individual or family as a potential campaign leader. The balance (24%) were unable or unwilling to offer names. Interviewees specific insights and recommendations will be shared by the GPS team directly with Father Tom.

Q: Who do you think might be able to support the campaign at a significant financial level?

Only three interviewees (10%) were able or willing to identify at least one possible top-tier donor. These interviewees’ specific insights will be shared by the GPS Team directly with Father Tom.

Q: Do you have any further advice to offer or specific concerns to share with Father Tom and/or Parish leadership?

All interviewees except five (83%) had at least one piece of advice to offer Father Tom and/or parish leadership.

Conversely, only 37% of survey respondents offered at least one piece of advice or concern.

Many expressed gratitude for the planning effort and for being asked their opinion. A consistent theme expressed is sincere appreciation and love for Fr. Tom. Another common theme is the importance of unity between the Church and St. Dominic, with several respondents emphasizing that the school attracts young families who become the future of the parish. Quite a few families also expressed strong support for adding Tera Smith to the staff team as Coordinator of Parish Engagement. One parishioner summed it up for many, *“Tera is great. Fr. Tom made a great choice!”*

All parishioner advice and expressed concerns are summarized as follows:

Most Offered Advice and Expressed Concerns
<i>“I really trust Fr. Tom and the Pastoral Council.”</i>
Prioritize St. Dominic projects; the school attracts young families and future parishioners

Most Offered Advice and Expressed Concerns
Address health and safety needs first; everything else can wait
Approach the campaign with unity; the Church and St. Dominic need each other
Share the long-term vision for maintaining two campuses
Provide more detail behind project costs, such as the kitchen renovations
Plan for future maintenance needs after the campaign ends
Educate parishioners fully and communicate often; misinformation travels fast
Many families are stretched financially; be mindful of what is asked
Clarify whether St. Dominic families who are not parishioners will be asked to give
<i>“Father Tom, don’t listen to all the noise. Keep being you!”</i>
Preserve the sacredness and beauty of the worship space
Planning the needs together and asking parishioners’ opinions is a great idea
Gather all parish councils together more

Any advice or expressed concerns of interviewees and survey respondents directed towards Father Tom conducting and celebrating Mass or fulfilling his pastoral duties will be shared directly and confidentially with Father Tom.

GPS Recommendations

Based on the study findings and our experience, GRACE Philanthropy is confident that St. Anthony of Padua demonstrates sufficient “asking rights” with its parishioners and school families to immediately proceed with a capital campaign.

More than sufficient parishioners and school families endorse the Preliminary Case of Support and its campus improvement projects. They recognize improving the Church and school campus will increase the parish’s mission capacity and serve other important long-term needs of the parish and the local community. Sufficient financial capacity exists within the parish community to fund an appropriately and proportionately phased plan. And, a sufficient number of volunteer campaign leaders are available and interested in supporting the funding effort.

GPS also is confident that by adhering to the following recommendations St. Anthony of Padua can achieve maximum fundraising success:

1. For planning purposes, GPS recommends St. Anthony of Padua consider a minimum campaign goal of \$1.8 million, with a challenge goal of \$2.1 million, and a stretch goal of \$2.5 million, pledged over a five-year period or less, as realistic and attainable at this time.
 2. GPS estimates that a minimum of six months are needed to complete the campaign and successfully reach the minimum goal or even potentially oversubscribe the campaign and reach a higher challenge and/or stretch goals.
 3. We recommend launching the campaign effort as soon as possible to capitalize on the interest and momentum generated by the study. An immediate start builds upon the base of information shared with parishioners and school families during the town halls, interviews, and survey process, and will promptly position the campaign in relation to other competing interests.
 4. Counsel recommends using a \$2.1 million Gift Plan during the “Quiet” Phase of the campaign to stimulate the highest level of sacrificial financial support. This Gift Plan must challenge the entire parish and others to support the campaign at levels that will be sufficient to reach and exceed the minimum recommended goal, to achieve the greater challenge goal, and possibly reach the stretch goal. This will require a strong number of lead-tier gifts and strong support at the mid-tier level.
 5. Cultivation and solicitation should begin in the early months of the campaign with the top 30+ potential lead tier donors. These donors will immediately impact the likelihood of exceeding the minimum recommended goal, reaching the challenge goal, and possibly attaining the stretch goal. GPS further recommends that this early lead tier donor solicitation phase be “Quiet” and that St. Anthony of Padua reassess the final campaign goal after the top 30+ solicitations and pledges are realized. Based on this assessment, St. Anthony of Padua and GPS can plan forward taking the campaign “Public” with the campaign announcement weekend.
 6. GPS recommends that parish leadership, in concert with its architect and/or project engineers, work closely at the onset of the campaign to further prioritize and refine the scope and budgets of its respective campus improvement projects. For planning and budgeting purposes, we recommend that St. Anthony of Padua utilize the \$2.1 million challenge goal.
 7. GPS recommends St. Athony of Padua align its campus improvement projects in accordance with parishioner and school family priorities. Utmost priority should be given to
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repairing the Church back (east) wall. Then, include school flooring and asbestos abatement, school parking lot and driveways repaving, Church pews, kitchen, and storm windows, and the cemetery “income care” fund. Thereafter, prioritize school kitchen and certain church enhancements (meeting room remodel and Church video capability), Church décor and sacred art, Church and school endowment Church, and school scholarships endowment. Consider funding mission and ministry (staff salary share), Director of Liturgical Music, and certain other enhancements (school speaker system) from annual parish operations. Consider underwriting Capital Campaign fundraising fees and replacement for savings given to the tithe for the Diocese from dedicated restricted funding and not the capital campaign. Donors will appreciate all their capital gifts going exclusively and directly to capital improvement projects.

8. GPS will work with St. Anthony of Padua to draft a compelling Case for Support that effectively presents the refined and prioritize campus improvement projects, their updated budgets, and the improved Church and school campuses’ individual and collective ‘value proposition.’ The Case for Support much provide sufficient answers to key questions posed by parishioners and school families during the study. The Case for Support forms the basis for all campaign solicitation materials
 9. With the assistance of our professional counsel, Father Tom must take a pivotal role in meeting individually with as many potential lead tier donors as Father’s schedule allows. To achieve seeing a larger number of mid-tier family donor prospects, a plan to schedule smaller intimate receptions or gatherings will be employed.
 10. Lay leader support is critical. Involved and influential parishioners and school families will allow the campaign to broaden its access throughout the parish. Recruitment of these leaders should begin immediately with support of GPS.
 11. We recommend that parish leadership begin communicating to parishioners and school families the results of the feasibility study by publishing the study report on the parish website(s). It is vitally important that parishioners and school families understand that their input is taken into consideration as St. Anthony of Padua plans forward. Communication, transparency, and involvement are key to going forward.
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Final Thoughts

We find St. Anthony of Padua Catholic Parish to be comprised of highly engaged, faith-filled, and committed people. There is a tremendous spirit of hospitality, community and parish pride, and a deep-seeded Catholic faith among the parishioners we encountered.

Every campaign is a great challenge, however, with the dedicated leadership of Father Tom and the strong support of key lay leaders, along with the assistance of our professional counsel, prayer, and the Grace of God, we firmly believe that St. Anthony of Padua can achieve success.

Let us express our sincere thanks, gratitude, and honor for the ability to serve your wonderful parish and Catholic community.

Appendix A – Feasibility Study Engagement Timeline

[X]	SAPCC and GPS Conduct Study Launch Meeting -7/28/26 GPS Drafted Agenda for SAPCC Leadership -Agenda and Support Materials Finalized and Shared with SAPCC -Reviewed Study Engagement Timeline & Study Process -Discussed Parishioner Wealth Screening & Capacity Analysis -Reviewed Existing and Potential SAPCC & SDCES Capital Projects Wishlist -Reviewed Development of Preliminary Case & Interview Request Letter -Discussed Developing List of Prospective Interviews -Discussed Onsite Interview Week and Town Hall(s) -Discussed Fr Tom's Study Launch Announcement to Parish -Reviewed Interview Scheduling and Other Study Logistics	Thursday, 8/13/26 @ 6 PM
[X]	Fr. Tom Provided Confidential List of Parishioner Interviewee Candidates	8/13/26
[X]	SAPCC Provides GPS Access to Parish Donor Data for Wealth Screening	8/13/26
[X]	SAPCC Provides SDCES Family, Grandparent & Alumni Lists	Week 1 – 8/17/26
[X]	GPS Completed Wealth Screening & Capacity Research -Wealth Screen Parish Records (486) -Wealth Screen St. Dominic & St. Anthony School Alumni Records (1,090) -Wealth Screen St. Dominic Parent and Grandparent Records () -Shared with Fr Tom, SAPCC	Week 1 – 8/17/26
[X]	GPS Drafts Preliminary Case for Support and Interview Request Letter	Week 1 – 8/17/26
[X]	SAPCC and GPS Draft Fr Tom's Joseph's Study Announcement to Parish	Week 2 – 8/24/26
[X]	SAPCC and GPS Review and Finalized List of Prospective Interviewees (40+)	Week 2 – 8/24/26
[X]	GPS Creates and Shares Scheduling Spreadsheet w/ Available Timeslots	Week 2 – 8/24/26
[X]	Fr Tom's Announcement to Parish of Feasibility Study	Week 2 – 8/29/26 & 8/30/26
[X]	SAPCC Finalizes Study Case for Support & Interview Request Letter	Week 3 – 8/31/26
[X]	SAPCC Mails Letter & Case to Prospective Interviewees	Week 3 – Friday, 9/04/26
[X]	SAPCC and GPS Finalized Town Hall Agenda	Week 3 – 8/31/26
[X]	GPS Develops Interview Questionnaire & Gift Plan	Weeks 3 – 8/31/26
[X]	GPS Develops Written and Online Survey	Week 3 – 8/31/26
[X]	Labor Day	Monday, 9/07/26
[X]	Calls & Emails by SAPCC for Interview Appointments Begin	Week 4 – 9/07/26
[X]	GPS Finalizes Interview Questionnaire, Gift Plan, Survey	Week 4 – 9/07/26
[X]	Online Survey Posted Live	Week 4 – Saturday, 9/12/26
[X]	SAPCC Town Hall Meeting (Estimated 50+ Attended)	Week 4 – Sun, 9/13/26 @ 11:45 AM
[X]	Online Survey Posted on SAPCC Website; SAPCC Communicates	Week 4 – 9/14/26
[X]	INTERVIEWS CONDUCTED (29) -Onsite Tuesday, 9/15/26 @ 9 a.m.; End Fri, 9/18/26 @ 3 p.m. -Zoom Interview 9/23/26	Weeks 5 & 6 – 9/14/26 & 9/21/26
[X]	SDCES Town Hall Meeting (Estimated 25+ Attended)	Week 5 – Tues, 9/15/26 @ 6:30 PM
[X]	GPS Prepare and Produce Preliminary REPORT & RECOMMENDATIONS	Weeks 6 & 7 – 9/21/26 & 9/28/26
[X]	Online Survey Concludes	Week 7 – Mon, 9/28/26
[X]	Preliminary REPORT & RECOMMENDATIONS Review with Fr Tom	Week 7 – Early Week 9/28/26
[X]	Present Final REPORT to SAPCC Parish Councils	Week 8 – Tues, 10/06/26 @ 7 pm Zoom



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