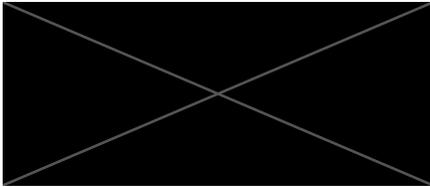


Financial Analysis of St. Hubert Catholic School

January 31, 2026



St. Hubert Catholic School & Holy Archangels Parish
729 Grand Canyon Street
Hoffman Estates, IL 60169
United States

Financial Analysis of St. Hubert Catholic School

Families were informed that the Archdiocese had approved the school’s 2025–2026 budget; thereafter, the Archdiocese of Chicago announced the closure of St. Hubert Catholic School, even though the FY2025 financials show the school could operate for more than five years at its current deficit and become cash-flow positive within two years with a modest 10% reduction in salary costs.

St. Hubert School, a mission of Holy Archangels Parish, ended fiscal year 2025 with a documented **operating loss of \$140,998 before parish support**, representing **less than 10% of total salaries and benefits**. The deficit is driven primarily by staffing costs rather than enrollment decline, facilities, or debt service, and is materially smaller than losses incurred in several prior years.

In the same fiscal year, **the parish generated an operating surplus of \$173,944 before supporting the school and \$48,218 after that support**, demonstrating ongoing financial capacity to sustain the school as a parish mission. A **targeted and achievable turnaround plan**—eliminating two full-time positions and replacing the full-time gym teacher with a part-time role—would generate approximately **\$145,000 in annual savings**, fully eliminating the FY2025 deficit and producing a **small operating surplus** at the school level.

With **\$618,843 in unrestricted parish cash reserves**, the combined parish–school entity has the financial capacity to continue operations for **more than five years even without corrective action**. Based on FY2025 operating results, the proposed staffing realignment is projected to **restore cash-flow positive operations** within two years, **confirming that immediate closure is not financially required**.

Dynamic Five-Year Cash-Flow Bridge

The following table illustrates the financial impact of reducing SG&A wage expenses by approximately 10% over a five-year period. This reduction represents a **targeted and immediately implementable turnaround plan** that would return St. Hubert School to **cash-flow positive operations within two years**, while preserving core educational functions. This analysis is based on **FY2025 financial performance** and assumes **no additional revenue growth**.

Fiscal Year	Current Losses	Post-Restructuring Gains	Ending Cash	Explanation
FY2025 - actual	-\$92,780	-\$92,780	\$618,843	Consolidated operating deficit
FY2026 - transition	-\$92,780	-\$20,000	\$598,843	Partial-year savings
FY2027	-\$92,780	+\$50,000	\$648,843	Full savings realized
FY2028	-\$92,780	+\$50,000	\$698,843	Surplus accumulates
FY2029	-\$92,780	+\$50,000	\$748,843	Continued surplus
FY2030	-\$92,780	+\$50,000	\$798,843	Cash exceeds FY2025 level

Consolidated Parish–School Financial Comparison (FY2025)

Operating Results — Side-by-Side

Category	School	Parish	Consolidated (Eliminating Transfers)
Operating Revenue	\$1,759,616	\$2,064,510	\$3,824,126
Operating Expenses	\$(1,900,614)	\$(1,890,566)	\$(3,791,180)
Operating Result (Before Transfers)	\$(140,998)	\$173,944	\$32,946 surplus
Parish support to school	\$125,726	\$(125,726)	—
Net Cash Impact	\$(15,272)	\$48,218	\$(92,780)

Note: Internal parish support is eliminated in the consolidated column to reflect the true combined operating cash impact.

Balance Sheet Summary (Post–Debt Relief, June 30, 2025)

Category	School	Parish	Consolidated
Cash & Equivalents	\$77,422	\$618,843	\$696,265
Other assets	\$33,543	\$1,105,629	\$1,139,172
Total Assets	\$110,965	\$1,724,472	\$1,835,437
Accounts payable & accrued	\$40,349	—	\$40,349
Inter-fund balance	\$73,760	\$(73,760)	—
Other liabilities	\$53,251	\$216,743	\$269,994
Total Liabilities	\$167,360	\$142,983	\$310,343
Net Assets	\$(56,395)	\$1,581,489	\$1,525,094

Financial Context: Ten-Year Perspective (2015–2025)

A ten-year horizontal analysis shows that St. Hubert School experienced **recurring operating losses from 2015 through 2025**, totaling approximately **\$4.27 million**. These losses were consistently addressed through parish savings, government assistance, endowment draws, and Archdiocesan invoice forgiveness.

Losses exceeded **\$500,000 annually** in several years prior to FY2025. By comparison, the **FY2025 loss of \$140,998** represents a **material reduction in scale**, demonstrating that the deficit has reached a level that is **structurally correctable**.

Consolidated Parish–School Operating Burn

The combined parish–school entity consumes approximately **\$92,780 per year**, or **\$7,750 per month**, under FY2025 conditions—supporting **more than six years of operating runway** on existing unrestricted cash.

Personnel costs represent approximately **77% of total school expenses**. A **10% reduction in salary costs** is sufficient to eliminate the deficit without impairing core educational operations.

Basis of Report and Scope

This report evaluates whether the **FY2025 operating deficit** of St. Hubert School necessitates closure or whether it can be corrected through **reasonable and proportionate financial restructuring**. The analysis treats **Holy Archangels Parish and St. Hubert School as a single financial and mission entity**, consistent with how the school is funded and governed in practice.

The report relies on:

- **Holy Archangels Parish FY2025 Annual Stewardship Report**
- Supporting income statements and balance sheets
- **Ten-year horizontal analysis** of school losses and funding (2015–2025)
- **Email correspondence** indicating that the 2025–2026 school budget was reviewed and accepted, as communicated to families

Footnote: FY2023–FY2024 operating results and related liabilities are fully reflected in the FY2025 financial statements following Archdiocesan debt forgiveness and are summarized in the ten-year horizontal analysis (2015–2025); separate prior-year reports are therefore not required to evaluate current financial viability.

Disclaimer

This report is based on financial information provided in Holy Archangels FY2025 Annual Stewardship Report, supporting financial statements, and related correspondence. The analysis reflects historical financial data and reasonable, good-faith assumptions regarding staffing adjustments and operating structure. This report does not constitute an audit, attestation, or prospective financial guarantee, and actual results may differ. The author assumes no obligation to update this analysis for subsequent events.

Signature

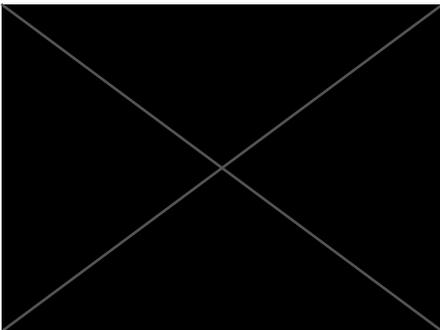


Exhibit Index

Exhibit A

Holy Archangels Annual Stewardship Report (FY2025), pages 7–25

Exhibit B

Email Correspondence Confirming Acceptance of the 2025–2026 School Operating Budget, pages 26–33

Exhibit C

School Horizontal Financial Analysis (2015–2025), page 34



BUILDING UP THE BODY OF CHRIST WITH WELCOMING ARMS,
LOVING HEARTS AND JOYFUL WORSHIP.



HOLY ARCHANGELS PARISH ANNUAL STEWARDSHIP REPORT 2024-2025

PARISH LEADERSHIP

Parish Pastor Letter

Dear Parishioners,

It is with profound joy and a heart full of thanksgiving that we present to you the 2025 Annual Report of our Parish. As your pastor, I am thrilled to share this report, which shows our shared journey in faith, service, and community. In these pages, you will find not just numbers and narratives, but the living story of God's grace at work through each of you—our faithful stewards of time, talent, and treasure.

From the moment I arrived in our parish, I have been continually amazed by the outpouring of generosity that defines our parish. You have blessed this parish beyond measure with your unwavering support, not only in financial contributions but in the selfless offering of your unique gifts and talents. I feel truly blessed to shepherd such a giving flock, where every act of kindness echoes the call of Christ to "give, and it will be given to you" (Luke 6:38).

This year, a major event that is reflected in the financial statements which follow is the debt relief, which includes the elimination of the capital debt and accrued interest payable thereon owing to the Archdiocese and the cancellation of some invoices the school owed to the Archdiocese. This was done to give the parish a fresh start. We give thanks to the Archdiocese for their extraordinary gesture of forgiveness: the long-held capital loan that once weighed heavily on our shoulders has been fully released, lifting a burden that spanned decades. Equally heartening, the outstanding school invoices have been graciously waived. These acts of grace are more than financial relief; they are divine affirmations of our mission, freeing us to invest even more boldly in the spiritual and faith formation of our children and families.

As you turn the pages of this report, you will discover a detailed chronicle of how your stewardship has been stewarded in return. Every dollar spent is accounted for with clarity and care, accompanied by vivid photographs and explanations of our ministry events. On the personnel front, I am delighted to report that, as of today, we have successfully filled all staff positions—a milestone achieved through prayerful discernment and your enthusiastic recommendations.

Financially, as in years past, the parish's core operations reflect prudent management and your faithful tithing: our income and expenses close with a healthy surplus of \$ 173,944. This allows us to save money for the upcoming facility improvements. Even with increased fundraising and cost-cutting measures, we must acknowledge the sobering reality at our school, which operated with a deficit exceeding \$140,998. This shortfall, driven by rising operational costs and enrollment fluctuations, calls us to collective action. Thank you for your continued support through tuition assistance and other fundraising efforts.

In closing, my dear sisters and brothers, I offer my deepest gratitude for your kindness, generosity, and abiding love for this parish—our spiritual home. You are the heartbeat of this community, and it is an honor to serve alongside you. May the Lord, who multiplies loaves and fishes, continue to bless our efforts, drawing us ever closer to His kingdom.

Father Tomy Abraham

"Among you I am a man of faith, with you I am a Christian
and for you I am a priest."

PARISH LEADERSHIP

Finance Council & Parish Council

Finance Council

The Finance Council plays a key advisory role in the financial management of a Catholic parish. Its main purpose is to assist the pastor or parish administrator in overseeing the parish's financial resources and ensuring transparency, accountability, and good stewardship.

2024-2025 Holy Archangels Parish Finance Council

Fr. Tomy Abraham, *Pastor*
John Lackinger, *Chairperson*
Paul Caponigri, *Secretary*

Karen Altman, Bob Jachnicki, Bill Kindelin,
Nancy Newman, Marty Ross, Samantha Shultz, David Willeumier

Pastoral Council

The Parish Council is a group of parishioners who assist the pastor in planning and coordinating the pastoral activities and mission of the parish. It is usually a consultative body, meaning it provides advice and support to the pastor but does not have decision-making authority over him.

2024-2025 Holy Archangels Parish Pastoral Council

Fr. Tomy Abraham, *Pastor*
Roger Malinski, *Chairperson*
Theresa Sulentic, *Secretary*

Dennis Brooks, Mary Joan Capati, Barbara Catrone,
Williams Frances Clark, Vanessa R. Colletti, Stephen Govea,
Joan Linnane, Jessica Muza, Marcel Olano, Kent F. Perry

PARISH ANNUAL REPORT

JULY 1, 2024 - JUNE 30, 2025

Introduction of Our Parish and School Financial Report

Introduction

A major event that is reflected in the financial statements which follows is debt relief which includes the elimination of the capital debt and accrued interest payable thereon owing to the archdiocese from the parish, and the cancellation of some invoices the school owed to the archdiocese from FY 2023 and FY 2024.

The archdiocese has eliminated the capital of the debt of the parish that was owing to the Archdiocese in exchange for a cash payment of \$566,179. The details of the transaction are as follows:

Capital debt eliminated	\$2,364,716
Accrued interest eliminated	\$402,032
Less cash payment on debt	<u>(\$566,179)</u>
Sub Total	<u>\$2,200,569</u>
FY25 Interest Expense	\$70,941
FY23 & FY24 Unpaid School Archdiocese Bills	<u>\$673,417</u>
Total	<u><u>\$2,944,927</u></u>

We are thankful to the archdiocese for this gift.

PARISH ANNUAL REPORT

Summary of the Parish Revenue and Expenses

1. Following is a summary of Church Revenue And Expenses

	Actual 6/30/2024	Actual 6/30/2025
Revenues:		
Parish Collections	\$ 1,733,531	\$ 1,755,836
Religious education fees & Tuition	86,379	74,600
Fundraising	5,941	-
Lease/Rental Income	40,503	41,654
Interest /investment Income	36,673	50,969
Other revenues	131,545	141,451
Total Revenues	\$ 2,034,572	\$ 2,064,510
Expenses:		
Salaries and benefits	\$ 983,112	\$ 925,727
Utilities	147,698	155,533
Assessments from archdiocese	288,480	275,990
Books & Supplies	66,054	72,152
Maintenance & repairs	233,336	198,365
Administrative Expenses	102,681	88,065
Interest Expense on loan	70,941	-
Insurance	99,702	110,414
Furnishings	3,477	3,229
All other operating expenses	55,201	61,091
Total Expenses	\$ 2,050,682	\$ 1,890,566
Operating revenues Over (Under) Expense	\$ (16,110)	\$ 173,944
Donation to school	\$ (190,948)	\$ (125,726)
Operating revenues Over (Under) Expense after donation to school	\$ (207,058)	\$ 48,218
Restricted Donations (Expenses) & Nonrecurring Items		
Capital Collections	\$ 84,509	\$ 12,153
Sale of St Hubert Rectory . net		245,338
Sharing Collections & Archdiocese Collections	79,923	58,420
Other Fund Collections	22,559	
Proceeds from Parishioner Estate		70,000
Other extraordinary Income	11,341	120
Sharing Collections & Archdiocese Payments	(73,307)	(57,066)
Capital Improvements	(111,852)	(104,322)
Net Other Income (Expense):	\$ 13,173	\$ 224,643
Subtotal	\$ (193,885)	\$ 272,861
Debt Relief:		
Elimination of Capital Debt, net of cash payment of \$566,179	\$ 1,798,537	
Elimination of Accrued interest on Capital debt as of 6/30/2024	\$ 402,032	
Subtotal debt relief	\$ 2,200,569	
Net Income after debt relief	\$ 2,473,430	



Summary of the School Revenue and Expenses

2. Following is a summary of School Revenue And Expenses

	Actual 6/30/2024	Actual 6/30/2025
Revenues:		
Tuition & Fees	\$ 984,619	\$ 1,068,576
Fundraising & Outside Funding	419,468	602,356
Other	-	88,684
Total School Revenues	\$ 1,404,087	\$ 1,759,616
School Expenses:		
Salaries and benefits	\$ 1,587,425	\$ 1,461,695
Books, Equipment and supplies	25,449	20,061
Utilities	81,430	83,365
Insurance	63,105	71,263
Repairs & Maintenance	130,902	116,864
Ocs Assm't, Admin. And Misc. expense	74,305	147,366
Total School Expenses	\$ 1,962,616	\$ 1,900,614
School Loss before Funding By Parish	\$ (558,529)	\$ (140,998)
Donation from Parish	\$ 190,948	\$ 125,726
Net loss after donation from parish	\$ (367,581)	\$ (15,272)
Debt relief from archdiocese - cancellation of unpaid school invoices from the archdiocese for payroll and benefits for Fiscal years 2023 and 2024		
	0	\$ 673,417
Net Income (loss) after debt relief*	\$ (367,581)	\$ 658,145

* FY 2024 Loss was funded by not paying archdiocese invoices of \$367,581. This debt was eliminated by debt relief in FY 2025. FY 2025 debt relief was comprised of unpaid archdiocese invoices for FY 2023 of \$305,836 and FY 2024 of \$367,582 totaling \$673,417.



PARISH ANNUAL REPORT

Balance Sheets for the Church and School

3. Balance sheet for the Church and School

The archdiocese provided debt relief to the parish and school. The balance sheet for the church and school as of June 30, 2025 are below along with the debt relief entries and the final after debt relief totals.

Balance Sheet For Church

Assets

Unrestricted Checking and Savings
 Cash from prepaid tuition & Fees
 Restricted checking
 Restricted Savings:
 Savings for Vision 2020 School Sprinkler System, etc.
 Savings for St Matthew Roof & Other
 St Matthew endowment fund
 Due from School

Total Assets

Liabilities

Accounts payable/other
 Prepaid Tuition & Fees
 Deferred Income- Parking lot
 Accrued interest on debt
 Loan from Archdiocese

Total Liabilities

Net Assets more (less) than Liabilities

Balance Sheet for the School

Assets

Cash
 Tuition and other Receivables
 Other Assets

Total Assets

Liabilities

Accounts payable/Accrued expenses
 Due to Church
 Unpaid Archdiocese school invoices
 Prepaid Tuition & Fees

Total Liabilities

Net Assets more (less) than Liabilities

CHURCH

	Before Debt Relief	Debt Relief	After Debt Relief
	Actual	Relief	Relief
	6/30/2025	6/30/2025	6/30/2025
	\$		\$
Unrestricted Checking and Savings	618,843		618,843
Cash from prepaid tuition & Fees	37,751		37,751
Restricted checking	19,466		19,466
Restricted Savings:			
Savings for Vision 2020 School Sprinkler System, etc.	1,209,028	(566,179)	642,849
Savings for St Matthew Roof & Other	299,864		299,864
St Matthew endowment fund	31,939		31,939
Due from School	73,760		73,760
Total Assets	\$ 2,290,651	\$ (566,179)	\$ 1,724,472
Liabilities			
Accounts payable/other	\$ 46,730		\$ 46,730
Prepaid Tuition & Fees	37,751		37,751
Deferred Income- Parking lot	58,502		58,502
Accrued interest on debt	402,032	402,032	-
Loan from Archdiocese	2,364,716	2,364,716	-
Total Liabilities	\$ 2,909,731	\$ 2,766,748	\$ 142,983
Net Assets more (less) than Liabilities	\$ (619,080)	\$ 2,200,569	\$ 1,581,489

SCHOOL

	Before Debt Relief	Debt Relief	After Debt Relief
	Actual	Relief	Relief
	6/30/2025	6/30/2025	6/30/2025
	\$		\$
Cash	77,422		77,422
Tuition and other Receivables	12,858		12,858
Other Assets	20,685		20,685
Total Assets	\$ 110,965		\$ 110,965
Liabilities			
Accounts payable/Accrued expenses	\$ 40,349		\$ 40,349
Due to Church	73,760		73,760
Unpaid Archdiocese school invoices	708,428	(673,417)	35,011
Prepaid Tuition & Fees	18,240		18,240
Total Liabilities	\$ 840,777		\$ 167,360
Net Assets more (less) than Liabilities	\$ (729,812)		\$ (56,395)

PARISH ANNUAL REPORT

Life of the Parish

4. Life Of the Parish

	6/30/2024	6/30/2025
Average weekend Mass Attendance		2,000
Number of Registered Families		3,100
Number of Registered Families contributing to parish via envelopes or online giving		1,599

Ministering the Sacraments

Baptisms	128	58
First Communions	97	83
Confirmations	100	86
Marriages	17	16
Funerals	108	109

Education of Youth

Religious Education Students	460	328
Parish School Students	206	177

Giving Alms: Collections received and Paid out

Archdiocese Collections	\$ 33,249	\$ 41,661
Sharing Parish	33,964	18,763
Community Life - Help for Parishioners in Need	24,057	18,948
St. Zacchaeus House		15,312
	<u>\$ 91,270</u>	<u>\$ 94,684</u>

Sunday Offerings

Annual Amount Given	Number of Families	% of Families	Total \$	Total %
\$0 *	1763	52.44%	\$0.00	0.00%
\$1 - \$499	862	25.64%	\$146,244.62	10.90%
\$500 - \$999	274	8.15%	\$188,759.30	14.06%
\$1,000 - \$1,999	290	8.63%	\$388,545.50	28.95%
\$2,000 - \$2,999	91	2.71%	\$217,934.04	16.24%
\$3,000 - \$3,999	40	1.19%	\$136,272.00	10.15%
\$4,000 - \$4,999	12	0.36%	\$53,074.00	3.95%
\$5,000 - \$9,999	28	0.83%	\$185,693.64	13.84%
\$10,000 - \$14,999	2	0.06%	\$25,600.00	1.91%
Total	3362	100.00%	\$1,342,123.10	100.00%

* - Includes families who contribute cash not in envelopes. There may also be families who are no longer active that need to be purged but this is not easily determined.

Baptisms under age 7	55
Baptisms 7 years and older	3
Reception into full Communion under age 18	0
Reception into full Communion 18 and older	2
First Communion under age 18	83
First Communion 18 and older	0
Confirmations under age 18	80
Confirmation 18 and older	6
Catholic Marriage (Both Catholic)	12
Interfaith Catholic Marriage (One is Catholic)	4



PARISH COMMUNITY

Registered and Non-Registered Families and Persons

Our parish community is made up of both registered and non-registered members who participate in the life and mission of the Church. We encourage those who are non-registered members to attend one of our Welcoming Events to become a registered member.

Registered Families (Estimate)	3,100
Registered Persons (Estimate)	8,000
Non-Registered Families (Estimate)	1,200
Non-Registered Persons (Estimate)	3,500



LIFELONG FAITH FORMATION AND EDUCATION

Morning Bible Study and The Chosen Series

Involved with the Lifelong Formation Ministry, there are literally hundreds of volunteers and several Holy Archangels Parish staff. This ministry spans from Baptismal preparation classes to daytrips to visit Catholic shrines to the Order of Christian Initiation for Adults (OCIA) to Inspirational Movie Night to Bible Study to Theological Seminars to The Chosen series. Activities take place throughout the entire year, with the majority taking place during the academic year. Plans are already underway for activities and events in 2026! Anywhere from 15 to 40 adults participate in Men4Jesus. The Chosen series attracts about 20 participants on a weekly basis. During the year, we hosted 9 theological seminars and 5 Inspirational Movie Nights. Many, many people adore Our Lord and Savior Jesus Christ on Tuesday afternoons at St. Matthew, and we just began Eucharistic Adoration at St. Hubert on Wednesday afternoons/evenings. Suffice it to say, faith formation is alive and well at Holy Archangels Parish!



Morning Bible Study

The Morning Bible Study group meets on Tuesday Mornings for 2 sessions a year, one in the Fall and one in the Spring. Each session meets for around 12 consecutive weeks to study one or more books of the Bible.



The Chosen Series

Every Wednesday night, a group of parishioners gather in fellowship to watch The Chosen, a popular series that portrays the life of Jesus and his disciples. These weekly viewings offer a space for reflection, discussion and spiritual connection, as members explore the show's themes and deepen their understanding of Scripture together. It's more than just watching a show—it's a shared journey of faith, friendship, and inspiration.



FAITH FORMATION AND EDUCATION

LENTEEN FAITH FORMATION ACTIVITIES



Parish Day Trip to Holy Hill
March 15



Altar Server Commitment Mass &
Luncheon - April 6



Children's Choir Invited to Sing at Holy
Name Cathedral - March 23



2 Days of cleaning the Stations of
the Cross and the Grotto for
Good Friday



Feed My Starving Children
Schaumburg, IL - March 26 & April 11



Parish Lenten Mission
with Frank Runyeon
April 6-8



Missionaries of Charity Soup Kitchen
In Chicago - March 29

FAITH FORMATION AND EDUCATION

Faith & Family Ministry and Totus Tuus 2025

Totus Tuus 2025



A Joyful Week of Faith and Fun!

This summer, our parish was blessed to host Totus Tuus, a dynamic Catholic summer program led by a passionate team of missionaries who brought incredible energy, joy, and love for Christ to our community.

Over the course of the week, children and teens learned more about their faith through engaging lessons, songs, skits, prayer, and games.



In the evenings, our middle and high school students had the chance to go deeper with thought-provoking discussions, prayer, and community building.

Faith & Family Ministry

The Faith and Family Ministry is a welcoming community where young families come together to build lasting friendships and deepen their Catholic faith. Rooted in the love of Christ and the teachings of the Church, this ministry provides a space for parents and children alike to grow spiritually, support one another, and experience the joy of family life within a vibrant faith community.

Whether you're new to the parish or looking to connect with other young families, the Faith and Family Ministry is a place to belong, be encouraged, and be inspired. Together, we're building a foundation of faith for the next generation—one family at a time.



FAITH FORMATION AND EDUCATION

St. Hubert School



ST. HUBERT
Catholic School



HUMAN CONCERNS

Funerals & The Bereavement Ministry

Funerals and Bereavement Ministry

Throughout the year, our parish community gathered in faith and love to mourn the loss and celebrate the lives of those who have gone before us.

Burial of Body within the Archdiocese of Chicago	47
Burial of Cremains within the Archdiocese of Chicago	15
Body Burial outside the Archdiocese of Chicago	6
Cremains Burial outside the Archdiocese of Chicago	1
Other Deaths	40

We are honored to have walked with **109** families this year during their time of sorrow, providing liturgies, pastoral support, and the comforting presence of our parish family.

Bereavement Ministers support grieving families by guiding them through the funeral planning process with compassion and care. They help families choose Scripture readings, hymns, and share information about the deceased to personalize the services. The ministry also offers continued support throughout the year with prayers, follow-up calls, cards, and an invitation to the parish's All Souls' Day Mass of Remembrance.

Community Life

Through the monthly Community Life/Sharing Parish and Catholic Charities PEAR system, the faith community of Holy Archangels Parish contributes financially to assist the needs of both parishioners and our area neighbors. Members of the community life ministry assist and enlist the help of parishioners in our monthly collections.

Our ministry is to extend the care and concern of the parish community to people in need by sponsoring:

- **Monthly** donation drives collecting non-perishable food, \$25.00 gift cards from Jewel, Aldi, Walmart, and Target.
- **Winter Coat** and clothing drive in October, to Our Lady of Unity, St. Simon of Cyrene and Our Lady of Angels.
- Annual **Thanksgiving** Food and gift card drive to parish and local needy.
- Annual **Christmas** tree Gift Giving, assisting needy parents in providing gifts for their children. And gifts to organizations: Children's Advocacy, Alden Poplar Creek Senior Nursing, Journeys, WINGS, Our Lady of Unity, St. Simon of Cyrene, Zacchaeus House, and Holy Archangels Parish.



Those we help throughout the monthly collections: St. Gregory of Nyssa, Our Lady of the Angels, Our Lady of Unity, St. Simon of Cyrene, Schaumburg Township, Zacchaeus House, and Kolbe House.



In addition, the Deacon oversees the Community Life Program and distribution of financial emergency needs, food gift cards all within reason, as we depend on the generosity of our parish people. We also, provide a monthly check to Catholic Charities...for New Hope Project.

HUMAN CONCERNS

Prayer Shawl Ministry

The Holy Archangels Prayer Shawl Ministry is a dedicated group of ministers who work to provide comfort to those in need through the creation of knit or crocheted shawls.

On average, we have maintained a roster of 25-30 ministers, including students from elementary and high schools. This past year, we have given away 94 shawls, either during our dates in the narthexes of both campuses, or when people request them in the ministry center.



Respect Life Ministry

Holy Archangels Respect Life Ministry works to promote a culture of life in our parish where every human being is valued and protected.

Respect Life Ministry Activities include:

- Supported an Archdiocesan initiative to provide website access to “Walking with Moms in Need”, a collection of the best resources from a coalition of churches in Chicago’s Northwest suburbs.
- Financially support TLC Pregnancy Center/Life Choices through our annual Baby Bottle Campaign. In 2025, Holy Archangels raised \$11,505!
- Schedule several Respect Life Month activities in October, including Respect Life displays in the Narthex, prayer card distribution, a Respect Life Rosary at St. Matthew, partnering with the Knights of Columbus to promote USCCB’s Respect Life Novena, and promoting & participating in the Knights’ Bridges for Life awareness event.



Job & Networking Ministry

The Holy Archangels Parish Job & Networking Ministry (formerly the St. Hubert Job & Networking Ministry) provides free services and resources to expedite job seekers' job search. It is a non-denominational, free job and networking group operated entirely by volunteers. Currently, has 7 volunteers on its core team. Founded in March 2003, it has supported an estimated 20,000 job-seekers over the years.



Domestic Violence Outreach

Holy Archangels Domestic Violence Outreach Ministry is dedicated to raising awareness, understanding and the prevention of domestic violence by educating our Community and supporting victims and survivors of emotional, financial, physical and sexual abuse.



PARISH LIFE

Hospitality Team

SERVING GOD THROUGH SERVING OTHERS

Although our team is just barely a year old we have been extremely busy serving coffee, cakes, donuts, sandwiches and every possible treat you can imagine at a multitude of events.

The team almost immediately grew to 24 members serving at both campuses. We hosted events including Day of Reflection, Holy Archangels Inaugural Mass, Corpus Christi, monthly Coffee & after 5 Sundays Masses, and several other events. We also act as mentors and advisors to other ministries looking to serve refreshments at their activities.



Sunday Volleyball (Ages 18-65)

What started as a small group of adults just looking to have some fun has grown into a vibrant, welcoming church volleyball team! Formed last year, our co-ed team for adults ages 18 to 65. Now it's become one of our favorite Sunday traditions.



Stewards for Holy Archangels

The Stewards help coordinate events and activities that enhance the community life at Holy Archangels Parish. We run events and assist other ministries that wish to do the same. We act as a clearing house for fundraising opportunities and other fellowship activities. Many of our members are active in other ministries as well. We currently have 20 members on our immediate team roster, but we have an extended roster of over 35 volunteers who join us when we need assistance.



The Marriage Ministry & Marriage Preparation Program

The Marriage Ministry works with engaged couples through our Marriage Preparation program, which is held twice a year. We also facilitate the FOCCUS program, working one-on-one with the couples preparing for marriage. We offer opportunities for married couples to come together for enrichment programs and activities throughout the year.



In this fiscal year we served 6 couples in Marriage preparation, 9 couples with FOCCUS review, 37 couples at the Celebration of Marriage and 18 couples at our Summer Social Evening. Our Thanksgiving Reception served approximately 120 people.

WORSHIP

Through worship, we deepen our relationship with God and each other. Our liturgies are made possible by many dedicated ministers.



Worship Ministry Stats Estimate:

Eucharistic Ministers	111	Lectors	66	Greeters	15
Mass Coordinators	21	Ushers	49	Altar Servers	30

Altar Servers

The role of an altar server is to assist the priest or deacon during liturgical celebrations, especially the Mass, in the Catholic Church and other liturgical Christian traditions. This role is both practical and symbolic, serving to support the smooth and reverent conduct of the liturgy. In the spring, we celebrated and honored our dedicated altar servers at the Altar Server Commitment Mass. Currently we have 30+ altar servers.



Music Ministry

The Music Ministry is formed of several choirs that serve the Holy Archangels Parish churches, St. Hubert and St. Matthew. There are 3 adult choirs of between 15 and 30 members that sing at the 9 AM, the 10 AM, and the 11 AM Masses. The Holy Archangels Children's Choir sings at the 12:00 PM Mass and for the Children's Ministry Masses. The choirs sing every Sunday and for important liturgical events and solemnities, ie Christmas, Confirmations, Church Anniversaries, etc. The choirs also sing for some outreach projects, such as parish receptions, and perform in hospitals and senior homes in the area. Besides choirs, there is a large group of cantors whereby every Mass has a song leader who reads the parish announcements.



Environmental & Art

The Environmental & Art Ministry beautifies our church buildings using God's natural creation to provide an environment that reflects the liturgical seasons throughout the church year. We use such things as natural plants and flowers, fabric and other enhancements of quality beauty and appropriateness to lift our hearts and minds to God in the liturgy. Imagery, vestments and other liturgical symbols exist in the permanent worship environment.



ORGANIZATIONS

Helping Hands

We are parishioners willing to respond to requests for assistance with practical realities that people, for one reason or another, cannot handle themselves. The kinds of things we do include:

- Making a meal for someone recovering from an illness
- Driving a person to a doctor appointment
- Picking up a parishioner to take him/her to Mass
- Relieving a caretaker by sitting with a homebound spouse
- Doing grocery shopping for someone with mobility problems

Scout Troop 399

Scout Troop 399 is currently **celebrating our 50th year of sponsorship with St Hubert Church.** Membership today includes **35 scouts and 12 adult volunteers.** Over the years, Scouting has evolved. The traditional “Boy Scouting”



program is now known as Scouting America and is open to boys and girls, but the mission stays the same: *The mission of [Scouting America](#) is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.* Troop 399 is proud to have **recognized 99 of our youth as Eagle Scouts.**

We offer ongoing support to the community through various programs:

- Annual Food Drive – We work with the Hoffman Estates Post Office to assist them in their collect.
- School Supply collection: All donations are delivered to the Grant A Wish organization of Chicago.
- GiGi’s Playhouse: Each year our scouts act as hosts for their New Year’s Eve party.
- At St Hubert we completed multiple projects: mulching the grounds, painting the yellow striping around the school, painting the brown doors and windows around the school, installing a bench outside the school lunchroom, completely repainted the lower level of the Church.
- Our scouts thrive on the outdoor program. Over the years we have hiked the mountains of Colorado, slept in submarines, caves, survival camps, sailed the seas around the Florida Keys, rafted the rivers of Wisconsin, hike trails of dozens of State parks in Illinois, Indiana, Wisconsin, and Michigan.

The Bayanihan Association

Formerly known as the St. Hubert Bayanihan Association (SHBA), our group was founded in 1998 by a dedicated circle of Filipino parishioners. Today, with more than 20 committed volunteers, we continue to embody the Filipino spirit of hospitality at every gathering.



Over the years, we have proudly supported parish initiatives such as the Stewards in the Taste of Holy Archangels and organized fundraising activities like the annual Bible Diary sale. Our community also celebrates cherished Filipino traditions, including Simbang Gabi, the Feast of Santo Niño, Flores de Mayo, and the Feast of San Lorenzo Ruiz—the first Filipino saint. We hold a Holy Mass each quarter as a celebration.

ORGANIZATIONS

Manglorean Konkani Christian Association

The coastal city of Mangalore is an industrial port city in the Indian state of Karnataka, on the west coast of India. The city is also home to a small percentage of the Catholic population who speak Konkani and are very proud of their culture and traditions. MKCA or Manglorean Konkani Christian Association is the brainchild of Dr. Austin D'souza Prabhu, who had the burning desire and dream of gathering Manglorean Konkans under one umbrella to preserve and promote Christian and Konkani culture, heritage, tradition and values, in the USA. Dr. Prabhu's idea struck a chord among other Konkani lovers and he took the lead to publicize this event. Today, as MKCA celebrates their 24th year in existence, they have grown leaps and bounds and have enthusiastic members eagerly participating in events organized by MKCA. MKCA organizes 3 events throughout the year, Nathal Fest (Feast of the Nativity of our Lord or Christmas) in the month of December, Monthi Fest (traditional Konkani Fest or Nativity of our Lady) in the month of September and a Picnic for our members and their family and friends held in the summer. MKCA organizes all our events for our members every year at Holy Archangels Parish, who have not only welcomed but also encouraged us to celebrate our events at their premises. Our upcoming event at St Huberts is the Nathal Fest or Christmas party celebrated on Saturday, December 20, 2025 at 4:30 PM Mass followed with a party at the Church Hall.



The Ugandan Community of Greater Chicago (UCiGC)

The Ugandan Community in Greater Chicago (UCiGC) is a 501 (C) (3) non-profit organization. Established in 2009 and officially registered in July 2011, UCiGC covers the area of Greater Chicago (Chicago, Indiana and Wisconsin). The organization endeavors to holistically promote, advance and empower the Ugandan immigrant, refugee and their descendant community through providing vital information, linking them to opportunities, fostering unity and cultural preservation, and enhancing their capacities to positively impact their lives, the host communities and those of origin.

UCiGC enjoys services of 15 volunteers. These are charged with the responsibilities of policy making, management and execution of its programs. With its model of 'Technical Working Committees', it enjoys the services of 32 people altogether. Across the years, UCiGC has and continues to host activities which bring its members, partners and friends together. These include Annual General Meetings (AGMs), annual leadership planning retreats, community picnics, cultural galas, fundraisers, conventions, joint prayer meetings, mothers' day, independence and Christmas celebrations. A number of other activities include learning and information sessions on various topics of interest.



ORGANIZATIONS



Chicago Tamil Catholics

Chicago Tamil Catholics (CTC) is a vibrant and faith-driven community uniting Tamil-speaking Catholics across the Chicagoland area. For over 15 years, CTC has provided a platform to celebrate the Catholic faith in the Tamil language while preserving rich cultural traditions. With over 100 families, CTC cultivates a Christ-centered life through prayer, worship, service, and fellowship. Its ministries actively promote spiritual growth, community outreach, and cultural heritage, nurturing empathy, unity, and peace. Guided by the Gospel's call to "love and serve," CTC continues to strengthen faith, family bonds, and cultural identity among generations of Tamil Catholics in Chicago.



The Knights of Columbus

Hoffman-Schaumburg Knights of Columbus Council 6964

What we do: We support our Parish. We build fraternal bonds through social, religious, educational and athletic activities. We provide comfort and assistance to the sick, disabled, needy members and families. We reach out to meet community needs through programs of charity and service. We provide financial security of our members and their families through our fraternal insurance program.

In the past year, we have given to charities \$51,694. Of this, we gave to Holy Archangels Parish \$3,668 in various donations, St. Hubert School was given \$16,210, and for Seminary support \$4,316. For kids with Intellectual Disabilities, we gave \$19,768.

We volunteer our time to help: During church services as Mass Coordinators, Eucharistic Ministers, Usher and the Choir. The Intellectual Disability Drive (Tootsie Roll Drive), Holy Archangels Family Picnic, Taste of Holy Archangels, Family and Memorial Masses, Quarterly Blood Drives, Men 4 Jesus, Food pantry collections, Parish Special Projects and needs, FMSC, Independence Day Parade, Wreaths Across America, and Honor Guards.

This past year we volunteered 8,821 hours of service. Of these hours, we provided 3,511 for Holy Archangels Parish and St Hubert School.



HOLY ARCHANGELS PARISH

WHEN YOU'RE HERE, YOU'RE HOME



Corpus Christi



Inauguration & Installation



Schaumburg Firefighters Memorial Mass



Fr. Mike's Anniversary Mass



Parish Picnic



Relic of St. Jude



Elaine Leshock
2024 Christifideles Honoree



Jim Elder
Welcome Ministry

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]



[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

----- Forwarded message -----

From: **Matthew D. Walter** <mdwalter@archchicago.org>

Date: Fri, Oct 3, 2025 at 10:33 AM

Subject: Re: Urgent Plea for Clarity and Intervention at St. Hubert School

To: [Redacted]

Hi [Redacted] I should be able to call around 12:30pm.

Thanks

Matt

[Redacted]

From [REDACTED]

Sent: Friday, October 3, 2025 9:47:31 AM

To: Matthew D. Walter <mdwalter@archchicago.org>

Subject: Re: Urgent Plea for Clarity and Intervention at St. Hubert School

[REDACTED]

Hi Matt,

Yes, I would appreciate that. I have a great deal of flexibility before 1:00pm today. My number is [REDACTED]

[REDACTED] When should I expect a call?

Thank you,

[REDACTED]

On Fri, Oct 3, 2025 at 8:36 AM Matthew D. Walter <mdwalter@archchicago.org> wrote:

Hi [REDACTED]

Do you have time for a quick call today or Monday? We're working on getting a couple meetings on the calendar, but I'm happy to answer any questions you have today.

Thank you

Matt Walter

From: [REDACTED]

Sent: Thursday, October 2, 2025 1:03:31 PM

To: Livier Salazar <lsalazar@archchicago.org>; [REDACTED]

Cc: Matthew D. Walter <mdwalter@archchicago.org>; Office of Catholic Schools <ocs@archchicago.org>

Subject: Re: Urgent Plea for Clarity and Intervention at St. Hubert School

[REDACTED]

Hi Livier,

I've cc'd the principal on this email, as I've communicated with the school that I am prepared to withdraw my son.

Over a week ago, on 9/24, you stated that information regarding a parent meeting would be shared very shortly. To my understanding, not only has the meeting not been scheduled but you are no longer attending

[REDACTED]

the SAB [REDACTED] Id be.

Please provide the date and time of the meeting that will be held to inform St. Hubert families on the stability of their children's education

Thank you,

On Wed, Sep 24, 2025 at 2:38 PM Livier Salazar <lsalazar@archchicago.org> wrote:

Greetings [REDACTED]

Thank you for sharing your heartfelt concerns with such honesty. I hear and understand the deep anxiety that waiting has caused you and many other families. These matters are not taken lightly, we know they impact decisions about your children's future, which is of the utmost importance.

Please know that we are not delaying to withhold answers but to ensure that the information shared is both accurate and complete. To that end, a meeting with both the School Board and parents is being planned. This will allow us to communicate clearly, address questions openly, and provide a message that is consistent and fair for all families. The details of that meeting will be forthcoming very shortly.

In the meantime, I ask for your continued patience and prayers. We are committed to acting with transparency and walking with you through this process. Your love for St. Hubert School and for your children's education is evident, and it is precisely that commitment which strengthens our community.

With gratitude for your care and with prayers for your family,

Livier

From: [REDACTED]
Sent: Tuesday, September 23, 2025 7:16 AM
To: Livier Salazar <lsalazar@archchicago.org>
Cc: Matthew D. Walter <mdwalter@archchicago.org>; Office of Catholic Schools <ocs@archchicago.org>
Subject: Re: Urgent Plea for Clarity and Intervention at St. Hubert School

[REDACTED]

Dear Livier,

It is unreasonable to ask of us to be patient when you've already taken two weeks to reply to an email. You state it was to gather information to properly address our concerns yet no concerns were addressed. Based on your reply it is safe to assume no answers will be provided to families until well over 2 months into the school year, and at least a month after concerns were originally shared. After pleading for urgency, though these issue just recently got your attention, we've been begging Greg and Father Tomy for months.

To be very candid, this information directly impacts our family's decision to remain at St. Hubert. We are not alone—many families are in a similar position, waiting for answers to make informed choices about their children's education. Unfortunately, some have already left. Continued delays do not support those of us who are already on the fence. If anything, they make the decision to leave easier.

It is disheartening to feel like we are begging for answers about our children's future. I will continue to pray for the schools future, and for your leadership to act, not string families along.

Certainly, there must be some information from yesterday's meeting that could provide families with an update.

Thank you,

[REDACTED]

On Mon, Sep 22, 2025 at 8:12 PM Livier Salazar <lsalazar@archchicago.org> wrote:

Greetings [REDACTED]

Apologies for the delayed response. In order to properly address your concerns, as well as those of other parents, we first needed to meet with the Pastor, Principal, and Operations Director. That meeting took place today at 3 PM. We are now preparing to meet with the Parent School Board in early

October, after we will help prepare a communication to all school parents.

In the meantime, I kindly ask for your continued patience as we work to provide thorough responses to the concerns raised in your email.

Please don't hesitate to reach out to me directly with any further questions or comments.

Thank you, and blessings for a restful evening.

Thank you,

Livier Salazar

Director of Vicariate Operations – Vicariate IV

 [Put some time on my calendar](#) 

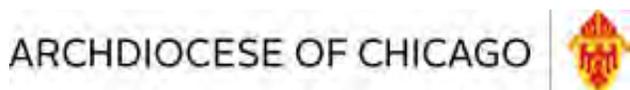
Archdiocese of Chicago

Parish Finance & Administration

[835 N. Rush Street](#)

[Chicago, IL 60611](#)

312-310-1330



From: 

Sent: Monday, September 22, 2025 9:47 AM

To: Matthew D. Walter <mdwalter@archchicago.org>; Livier Salazar <lsalazar@archchicago.org>;
Office of Catholic Schools <ocs@archchicago.org>

Subject: Re: Urgent Plea for Clarity and Intervention at St. Hubert School



Hello,



I'm writing to follow up on the email I sent nearly two weeks ago, in which I raised serious concerns regarding the lack of integrity, honesty, and clarity surrounding recent events at St. Hubert School. I had hoped—at a minimum—for an acknowledgment or response, given the gravity of the issues raised.

Out of respect for the broader community, I've removed the other families from this message. I am not interested in stirring up further unrest. However, it's important to be clear: your continued silence has not gone unnoticed. What may have initially been an opportunity for resolution and healing has now, due to inaction, only deepened the hurt and frustration among the families involved.

While I can't speak for everyone, it's evident that the lack of communication and leadership response has added fuel to an already difficult situation. The trust that many were holding onto is now hanging by a thread.

I urge you once again to respond—not for the sake of optics, but to take meaningful responsibility and begin rebuilding trust.

Sincerely,



On Wed, Sep 10, 2025 at 12:40 PM  wrote:

Dear Archdiocesan Leadership,

I write to you today on behalf of a deeply concerned and disheartened parent community at St. Hubert Catholic School. We are reaching a point of desperation as we continue to witness the rapid decline of our beloved school amidst a total lack of transparency, presumed financial mismanagement, and alarming instability. We implore you to hear us, see us, and act before more is lost.

In April 2023, representatives from the Archdiocese held a meeting at our school and informed us of our significant financial debt and the very real risk of closure. The community responded with urgency and commitment, intensifying our fundraising efforts and remaining hopeful when Mr. Greg Bowman was introduced to help stabilize our financial future.

Sadly, from that moment on, Mr. Bowman has shown a repeated and consistent unwillingness to be transparent with parents. Despite many requests, we have never been allowed to review the school's operating budget. We have been met with excuses, delays, and resistance every time we sought basic information that should be readily available to stakeholders of the school.

In January 2025, parents were informed of substantial tuition increases, compounding our financial strain. Then in April, Mr. Bowman assured families that the Archdiocese had approved the budget for the 2025–2026 school year, and that we would remain open. Still, no clarity was given, and our ongoing requests for understanding the school's financial standing were ignored.

To our shock, we later discovered that the Archdiocese had forgiven the debt of Holy Archangels and included St. Hubert's school debt as of June 2025. This monumental decision was never communicated directly to us, nor were we given any insight into what this meant for the school's future.

In the absence of communication and clear leadership, significant decisions are being made without explanation or collaboration:

- Just one week before the start of the 2025–2026 school year, families were notified—with the rationale of “budget constraints” that Spanish programming had been cut.
- Three weeks into the school year, we were informed that our beloved STEM teacher—a devoted and deeply impactful educator who also stepped in to teach 6th grade math—was no longer with us. We have since learned that her contract was mishandled, and her absence is due to contractual financial negligence.
- Her replacement appears to be an unvetted parent volunteer.

This downward spiral in curriculum quality, staff retention, and educational integrity is happening while tuition continues to rise, with mandatory fundraising minimums and mandatory volunteer hour requirements being imposed on families. The imbalance is unethical and unacceptable. Parents feel manipulated based on what they were led to believe the quality of their child's education would be, and the discrepancy of what's happened before our eyes.

We, the parents, attended the school board meeting on September 8, hoping for clarity and dialogue. Our parish leader, Father Tomy, arrived late—missing the first half of our concerns. Mr. Bowman, the very person who owes us the most answers, excused himself during most of the parent discussion.

We are crying out for accountability, leadership, and most of all, truth. Our children deserve better. Our teachers deserve better. And our community deserves transparency and partnership, not silence.

We respectfully but urgently ask the Archdiocese to:

1. Convene a formal “State of the School” meeting immediately, with representation from the Archdiocese, Mr. Bowman, Dr.  and parish leadership; holding leadership accountable for providing the below information:
2. Present a transparent breakdown of the school's financial status, past and present;
3. Provide justification for recent staffing and program cuts;
4. Outline and SHARE a sustainable plan for future operations;

5. Hold school and parish leadership accountable for communicating honestly and regularly with families moving forward.

While Dr.  appears to be doing his best under extraordinary pressure, he cannot carry this burden alone. The silence and deflection from those in charge is eroding the trust and fabric of our school community.

Please hear our plea. Our families are still committed. We love our school. But we can no longer invest in a system that refuses to be honest with us.

With hope and urgency,

Parents of St. Hubert Catholic School

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Hubert School Losses and Funding
Fiscal Year

School Loss

Funded By:

- Parish savings/earnings
- Forgivable loan from government-covid
- Draw down of school endowment fund
- Unpaid AOC Invoices (Forgiven Debt)
- Unpaid AOC Invoices

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	TOTAL
	(\$183,401)	(\$104,165)	(\$332,378)	(\$334,053)	(\$520,155)	(\$505,045)	(\$514,614)	(\$561,423)	(\$510,672)	(\$558,530)	(\$140,998)	(\$4,265,434)
Parish savings/earnings	\$183,401	\$104,165	\$197,378	\$234,053	\$120,155	\$146,299	\$85,164	\$150,823	\$164,135	\$190,950	\$125,726	\$1,702,249
Forgivable loan from government-covid						\$273,746	\$269,450					\$543,196
Draw down of school endowment fund			\$135,000	\$100,000	\$400,000	\$85,000	\$160,000	\$410,600	\$40,701			\$1,331,301
Unpaid AOC Invoices (Forgiven Debt)									\$305,836	\$367,580		\$673,416
Unpaid AOC Invoices											\$15,272	\$15,272
Total Funding	\$183,401	\$104,165	\$332,378	\$334,053	\$520,155	\$505,045	\$514,614	\$561,423	\$510,672	\$558,530	\$140,998	\$4,265,434
												\$3,048,822