



Sisters of Notre Dame  
of the United States

# NATIONAL SPONSORSHIP AND NETWORK OFFICE

## FY 23 Annual Report

Our NSNO Annual Report for FY 2023 provides documentation of the significant activities and accomplishments of the National Sponsorship and Network Office (NSNO) in collaboration with the National Ministry Corporation (NMC) in working with the SND USA sponsored ministries network.

### NSNO Mission Statement

*The National Sponsorship and Network Office advances the mission of the Sisters of Notre Dame providing support and services that sustain their role as sponsor to ensure Catholic identity and the SND mission in our ministries.*

Overall, it was a productive year as we continue to develop and implement ideas and programs that support our sponsored ministries in advancing the mission of the SNDs. To that end, this year we worked to articulate the mission and strategic priorities for the NSNO.

These help us focus our work on having the most impact in providing services to our ministries and supporting the NMC as the member of each sponsored ministry, requiring accountability for mission and Catholic identity and promoting best practices for sustainability. The NSNO Mission and Strategic Priorities 2023-26 are directed at implementing the role of the office in these crucial areas over the next several years. The strategic priorities for the office include:

- *Operational support to the National Ministry Corporation (NMC)*
- *Strategic and effective communication process*
- *Programs and resources to promote sponsorship, mission and Catholic identity*
- *Training and formation for sponsored ministry boards*
- *Effective support for ministry leadership*
- *Networking across ministries*
- *Collaboration with SND USA national offices in promoting the SND mission*

A major focus of the NSNO and the NMC this year was to promote understanding of sponsorship today and into the future. Our National Leadership Gathering in November provided an excellent platform to launch the conversation. Fr Charles Bouchard, OP was our keynote speaker at the meeting where he facilitated fruitful conversations about the significance of our SND sponsorship to our SND ministries. Subsequently, we took significant points of this presentation to each of our sponsored ministry governing boards in presentations titled *Sponsorship and Catholic Ministry*.



The NSNO continues to support the transition to lay leadership in our ministries and on our boards. As fewer sisters are present to us in the work of our ministries, our lay leaders have welcomed the opportunity to be collaborators on this mission journey. It is vital and urgent that we ensure the Catholic identity and integration of our SND sponsors' charism and mission for those leaders.

This year we welcomed Sr. Joanne Keppler as the Associate Director for Mission and Formation, and she began the important process of developing a formation program for our boards and ministry leaders. This is set for initial implementation with our NMC Board starting in September of 2023.

Several other significant projects highlighted in this report include:

- NMC Annual Retreat in September
- Annual Leadership Gathering in November
- Initial implementation of Assessment for Sponsored ministries process with 7 ministries
- Implementation of the annual report process with our sponsored ministries
- Reporting process and event calendar for NMC and sponsored ministries
- Implemented first annual Rural Healthcare Student Experience Program
- In person presentations and updates to each governing board

## National Ministry Corporation (NMC)

### NMC Board of Directors 2023

Bruce Jarosz, Chair	Jane Meier
Nancy Coonis	Sr. Mary Ethel Parrott, SND
Sr. Pat Garrahan, SND, Secretary	Sr. Mary Frances Taymans, SND
Sr. Carol Gregory, SND, Vice Chair	Laura Koehl, (ex officio)

NMC Board members represent all four regions of SND USA. In June, board terms were renewed for Bruce Jarosz and Jane Meier through fiscal year 2026. Each board member served as a board member to one or more

ministries and provided ministry updates as well as helped support relationship building with the ministry leadership.

The National Ministry Corporation Board held a board retreat in September at Lial Renewal Center in Whitehouse, OH. Items discussed included *Board Formation and Effectiveness* and *NMC Board as Call and Vocation* led by Sr. Joanne Keppler; *Catholic Identity and Current Realities in Sponsored Ministries* led by Laura Koehl; and *How We Work Together* led by Bruce Jarosz. The group toured Lial School, Notre Dame Academy and Maria Early Learning Center in Toledo during the retreat. The NMC Board also attended the National Ministry Leadership Gathering in November.

The NMC promotes best practices for governing boards in the areas of CEO assessment, strategic planning, fiscal management, and self-assessment. To ensure sustainability, the NMC requests specific financial reports that document the assets of each ministry and how they are being managed. These include annual budgets (projected and actual), audited financial statements

NMC Liaisons Assignments	
Bruce Jarosz	Notre Dame Schools, OH
Nancy Coonis	Notre Dame Academy Schools CA Notre Dame Learning Center Preschool, CA
Sr. Pat Garrahan, SND	Julie Billiard Schools, OH
Sr. Carol Gregory, SND	Lial Elementary, OH Maria Early learning Center, OH Notre Dame Academy, OH
Jane Meier	Julie Learning Center, KY Notre Dame academy, KY Notre Dame Urban Education Center, KY
Sr. Mary Ethel Parrott, SND	St. Charles Community, KY St. Claire Healthcare, KY
Sr. Mary Frances Taymans, SND	La Reina High School and Middle School, CA

and capital expenditures. The NMC capital expense limits spending to each ministry based on their net unrestricted assets. This year the NMC approved all spending requests that required approval. The NMC approved 15 new members to 9 ministry boards as well as resolutions related to bylaws for Notre Dame Academy LA; La Reina; and St. Claire HealthCare.

# Sponsored Ministries

## Sponsorship and SND USA

All the institutions founded by Sisters of Notre Dame in the United States are official ministries of the Catholic Church.



## Annual Meetings and Reports

Each ministry presented their annual report to the NSNO and NMC liaison. The written Annual Reports were due and received by June 30, 2023. Highlights from annual reports include the following:

### Significant Challenges

- Difficulty in hiring/competitive job market
- Demographics/maintaining enrollments
- Concerns about inflation and the economy
- Cultural issues and church teaching
- Commitment to Catholic faith/changing value proposition for Catholic education
- Mental health issues
- Division in communities
- Aging buildings

### Successes

- Innovative programming
- Program expansion
- 50 and 60 year anniversaries
- Successful accreditations and certifications
- Local, regional and national recognition
- Employee, student and teacher recognition
- Diversification of funding sources

## Mission Assessments

The Assessment of Sponsored Ministries process was implemented this year starting with 6 of the sponsored ministries. The National Ministry Corporation (NMC) Board, acting on behalf of the Sisters of Notre Dame USA, requests that each ministry complete the *Assessment of Sponsored Ministries* process every three years. This is

meant to be a formative process evaluating Catholic identity and mission effectiveness in the framework of sponsorship by the Sisters of Notre Dame through conversations and reflections.

This year, the NMC Board reviewed mission assessments from the Julie Billiart Network; Julie Learning Center; Notre Dame Academy Park Hills; Notre Dame Urban Education Center; St. Charles Community; and St. Claire HealthCare. Each ministry employed a process that allowed for a broad range of their constituents to reflect on Catholic identity and SND mission.

The Assessment process includes 5 domains. Each ministry identified areas for future development to support their ongoing commitment to Catholic identity and our SND mission. Each ministry is asked to indicate which domain will receive their priority attention going forward. The remainder of the ministries complete this process in the coming year.

### Assessment for Sponsored Ministries Domains

Charism in Action  
Mission and Vision  
Leadership and Collaboration  
Transformative Education and Care  
Stewardship and Sustainability



## Transitions

On June 30, the SNDs determined they were no longer equipped to meet their canonical obligations as the sponsor and officially relinquished their sponsorship of **Notre Dame College**, which they founded in 1922. The SNDs pledged to work with leadership and support them as they identify a path forward that's right for the College, its students, staff and faculty and the important work of the College. Many of our sisters are alumnae and past faculty, staff, or board members whose ties to Notre Dame College remain strong.

The **Julie Billiard Network** Board passed a resolution to purchase property in Brecksville, Ohio as the site for their fourth school. The NMC Board unanimously approved the Sources and Uses plan detailing the funding plan for the project. Julie Billiard Brecksville will open in August of 2024 for grades K-4 and add 5-8 in 2025.

**Notre Dame Schools** in Chardon opened the new Notre Dame Middle School in August. They exceeded enrollment targets and welcomed 170 students. In May of 2023, Dr Michael Bates resigned his position as President of Notre Dame Schools. Dr. Jackie Hoynes was appointed to serve as interim President. Notre Dame Cathedral Latin welcomed a new Principal, Ms. Jodie Ricci.

After an extensive search process, **Notre Dame Academy** in Kentucky welcomed their 4th President on July 1, 2023. Ms. Trish Miller brings a wealth of experience in business and education to her new leadership role.

**St. Charles Community** opened the new Lourdes Hall and welcomed 17 SNDs from St. Joseph Heights where the former Lourdes Hall was located. Several other sisters moved into the Lodge and Cottages at St. Charles.

## Governing Boards

Board Chair Transitions		
Ministry Board	Current Chair	Incoming Chair
NDS - Chardon	Lynne Ernes	David Payne
Julie Billiard Schools	Tricia Gerak	Nick Russo
St. Charles Community	Sr. Marla Monahan	Edward Buechel
NDA - OH	Dave Koenig	Kathy Korducki
St. Claire	Sr. Marla Monahan	Bill Redwine

Several ministry boards have transitioned to new chairs for the coming year. Letters of gratitude were sent to our outgoing chairs thanking them for their leadership and years of service to advancing the SND mission. Our newest board chairs will attend an online welcome meeting hosted by the NSNO in September.

The NMC board approved 15 new board members to 9 sponsored ministry boards. New Board members will be invited to an SND onboarding webinar in October presented by Sr. Joanne Keppler and Laura Koehl.

Each Board is required to have at least one sister as a member and also have SND representation on the Executive Committee of the board. Twenty-one SND sisters served on ministry boards this year.

SNDs on Sponsored Ministry Boards 22/23	
Name	Ministry
Sr. Betty Mae Bienlein	Notre Dame Learning Center Preschool
Sr. Carol Mary Bogner	Maria Early Learning Center
Sr. Gina Marie Blunck	La Reina/Notre Dame Academy LA
Sr. Rita Geoppinger	Notre Dame Urban Education Center
Sr. Jacquelyn Gusdane	Notre Dame Academy Toledo
Sr. Rosemary Hug	Lial Catholic School
Sr. Judine Lambert	Notre Dame Academy Park Hills
Sr. Marla Monahan	St. Charles/St. Claire
Sr. Rose Moser	Notre Dame Urban Education Center
Sr. Marge Mouch	St. Claire HealthCare
Sr. Frances Murray	Notre Dame Schools
Sr. Lisa Novak	Julie Billiard Schools
Sr. Carol Marie Papet	Notre Dame Learning Center Preschool
Sr. Cormarie Rebhan	Julie Learning Center
Sr. Kathleen Ryan	Notre Dame Schools
Sr. Mary Jo Szpila	St. Charles Community
Sr. Patricia Marie Tyree	Julie Learning Center
Sr. Mary Nancy Vance	NDA Toledo
Sr. Jean Marie Walczak	Maria Early Learning Center
Sr. Mary Karlynn Werth	Notre Dame Learning Center Preschool
Sr. Alice Willman	Lial Catholic School

## Meetings and Presentations

The **National Ministry Leadership Gathering**, *The Call to Mission: Sponsorship and Leadership*, took place from November 2-4 at St. Joseph Heights in Covington, KY. Over 40 leaders representing all 13 SND sponsored ministries participated along with members of the Provincial Leadership Team, National Ministry Corporation, and Justice Peace and Integrity of Creation office. Fr. Charles Bouchard, OP, STD, celebrated Mass and led a session on *Prophetic Leadership for Transformation: Sponsorship in Catholic Ministry Today and Into the Future*. Srs. Mary Ethel Parrot and Shauna Bankemper presented *Leadership for Mission* in two parts exploring *Inspiration, Relationship, and Influence* on the first day and *Call to Go Forth to Inspire and Influence* at the conclusion of the gathering. Other presentations included *Catholic Identity and Catholic Social Teaching* led by Sr. Joanne Keppler; *Catholic Social Teaching in the Work of Your Ministry* by Ann Clark and Katie Drager, Co-Directors of Justice, Peace and Integrity of Creation office; and *Priorities for Leadership and Governance* with Bruce Jarosz and Laura Koehl facilitating the discussions. Participants enjoyed a tour of local ministries including St. Charles Community; Notre Dame Urban Education Center; and Notre Dame Academy Park Hills.



Lisa Fredrickson, Sr. Joanne Keppler and Laura Koehl participated in the **Charism Experience** held at Bethany Center in Chardon, OH from March 29-31. This program is led by Srs. Lisa Novak and Donna Paluf and is in its 23<sup>rd</sup> year. The office assisted in the planning of the experience and worked with Sr. Lisa and Sr. Donna to expand participation, which included seven sponsored and one affiliated ministry representing all four regions. Participants included teachers, advancement staff and ministry leaders, including Trish Miller, new President at NDA KY, and Jodie Ricci, new Principal at NDCL.

Laura Koehl conducted in person **Sponsorship Presentations** with all ministry boards (Notre Dame Urban Education Center is scheduled for this November). This provided a great opportunity to engage with the ministry boards and have a conversation about what sponsorship means and the significance of this to governing boards in terms of Catholic identity and mission. This will help set the stage for ongoing board formation as this process continues to develop.

Laura Koehl attended the three-day **Outreach LGBTQ Catholic Ministry Conference**, held at Fordham University's Lincoln Center campus in Manhattan from June 16 to 18. The conference featured keynote presentations, panels, liturgies and opportunities for networking and friendship. Leadership from Notre Dame Academy in Toledo and Los Angeles also attended.

The NSNO hosted online **ministry leadership meetings** on January 31 and May 9. Discussion topics and updates included CND 2022 Chapter; NMC reporting process; Assessment for Sponsored Ministry process; JPIC resources; networking and collaboration ideas; best practices for boards and leadership; and SND USA operations as they relate to the ministries.

The NSNO hosted a Zoom session with Kelly Holden of DBL Law titled *Employment Law Overview for SND Sponsored Ministries* on April 24. Attendees represented 11 of the sponsored ministries.

## Programs

### Rural Healthcare Student Experience

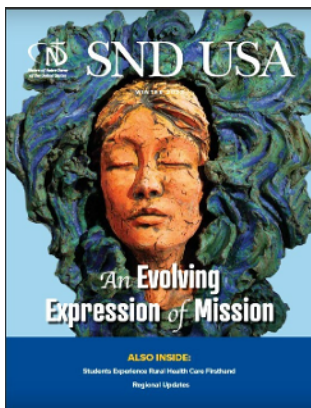
Four students from Notre Dame Cathedral Latin School in Chardon, OH; 3 students each from Notre Dame Academy in Park Hills, KY and Toledo, OH; and 2 students from Notre Dame Academy Los Angeles along with 5 chaperones participated in the second year of the Rural Healthcare Student Experience at St. Claire HealthCare in Morehead, KY in June. The students shadowed home healthcare and hospice providers for one day and providers in the hospital for a day and a half as well as participated in boxing and distributing food at the Elliott County Christian Community Center for a half day. The students celebrated Mass at Jesus Our Savior Parish and enjoyed activities including movie night; a barbecue supper; swimming, playing cards and ice breaker games at the hotel; and dinner and discussion with Don Lloyd at his home. A follow-up call for students with representatives from St. Claire took place on August 7 continuing the discussion on "Considerations for Health Professions Education."



### Prayer Partner Sisters

The office coordinated with the existing Prayer Sister program in the Chardon Region to pair sisters with participating SND sponsored and affiliated schools to expand on the program which was implemented the previous year. Fifteen sisters were identified as Prayer Partner Sisters in 11 SND sponsored and affiliated schools.

## Communications



### RHSE Featured in *SND USA* Winter Edition

This year's *SND USA* Winter edition focuses on "An Evolving Expression of Mission." Laura Koehl contributed to the opening article, which described how Sisters of Notre Dame and their ministries continue to respond to the social, cultural, economic, and demographic changes in the United States to meet the needs of the times. The Rural Healthcare Student Experience is featured as a creative way for students from SND sponsored high schools to continue the SND mission of caring for the poor and marginalized and learn firsthand about rural health care and its unique challenges.

### NSNO Newsletter

The NSNO publishes *Network Notes* quarterly and the newsletter is emailed to over 450 contacts, mailed to 60 people, and distributed throughout the Chardon Provincial Center. The newsletter averages 54% "opens" whereas a good open rate is between 17% and 28% and a successful open rate is 50%. The newsletter email averages 20% "clicks" where the average click rate across similar industries is 3%.

The NSNO developed a communication plan which included a calendar of events and important dates for the sponsored ministries and NMC.



## Justice, Peace, and Integrity of Creation

The NSNO collaborates with the SND USA Justice Peace and Integrity of Creation Office (JPIC) to share information about the initiatives and resources of the office. A survey was conducted of our sponsored ministries this year to assess ways to effectively engage them with JPIC. Significant findings from the survey include:

- Mixed results of awareness of the work of the JPIC office and resources available to the ministries: average score of 2 out 5 have used JPIC resources in the last 12 months.
- Most ministries have a good understanding of the SND commitment to Catholic Social Teaching (CST) and would like more information about how to engage CST in their community.

The following list presents information from the JPIC Office that was shared with the leadership of the sponsored ministries.

- JPIC quarterly newsletter
- Joint statement on gun violence following the Uvalde mass shooting
- SND corporate stance on racism and antiracism action plan manual
- Information about Catholic Social Teaching (National Meeting presentation)
- *Mission and Ministry 2023* video during National Catholic Sisters Week celebrating the work of 7 religious communities in the Catholic Diocese of Cleveland
- Care for Creation information including Our Common Home document published by the Holy See and the Stockholm Environment Institute

## Network Awards

All SND sponsored schools and 24 affiliated schools recognized a total of 49 middle and high school graduates with the **Distinguished Graduate Award**. Congratulations to the following:

School	City	Name	Name
Clearwater Central Catholic High School	Clearwater, FL	Fatima Celis Galindo	Matthew Turner
Cleveland Central Catholic High School	Cleveland, OH	Myrie Allen	Darius Johnson
Guardian Catholic School	Jacksonville, FL	Jayden Scott	
Julie Billiart School - Lyndhurst	Lyndhurst, OH	Matthew Efron	
Julie Billiart School - Akron	Akron, OH	Dillon Rogers	
Julie Billiart School Westlake	Westlake, OH	Karl Matias	
La Reina High School	Thousand Oaks	Ava Lucanish	
Lial Catholic School	Whitehouse, OH	Elenore Jaffe	
Metro Catholic School	Cleveland, OH	Nathan Tran	Kelly Vong
Notre Dame Academy - LA	Los Angeles, CA	Victoria Conroy	Giselle Lucas
Notre Dame Academy Elementary School	Los Angeles, CA	Tessa Taloma	
Notre Dame Academy - KY	Park Hills, KY	Kira Louise Kent	
Notre Dame Academy - Toledo	Toledo, OH	Grace Crowell	Marla Morris
Notre Dame Cathedral Latin School	Chardon, OH	Alex Simerale	Aubriana Hills
Notre Dame Middle School - Chardon	Chardon, OH	Melanie Haberman	Jack Printz
Our Lady of the Assumption School	Ventura, CA	Catherine Anne Galbraith-Albutt	
Our Lady of Victory School	Washington, DC	Thomas Donohue	Maggie Mann
St. Agnes Catholic School	Arlington, VA	Andrew Dunlap	Madeline Smith
St. Agnes School	Ft. Wright, KY	Andrew Long	Bailey Russell
St. Columban School	Loveland, OH	Ashley Keller	
St. Francis Elementary School	Cleveland, OH	Kalia Kennedy	Dia Robinson
St. Helen Catholic School	Newbury, OH	John Paul Leopold	Stella Morgan
St. Helen School	South Gate, CA	Alan Camargo	Antonio Perea
St. John School	Ashtabula, OH	Grace Biggins	Jacob Timonere
St. Joseph School	Cold Spring, KY	Maura Franzen	
St. Jude the Apostle School	Westlake, CA	Alyssa Nalbandian	Logan Novak
St. Leo School	Versailles, KY	Elijah Danford	
St. Mary Magdalen Elementary School	Camarillo, CA	Anthony Nocon	Jack Norton
St. Mary of the Immaculate Conception	Avon, OH	Sarah Stoessel	
St. Mary's Elementary School	Leipsic, OH	Tevin (Charlie) Knisley	
St. Peter School	Lorain, OH	Troy-Matthew Degnegaard	
St. Peter School	North Ridgeville	Olivia Sherman	
St. Pius - St. Matthias Academy	Downey, CA	Charl Anthony Roda Alegado.	

Our **National Network Awards** formally recognize outstanding contributions of SND Network employees and volunteers to the achievement of the mission, vision and charism of the Sisters of Notre Dame. The SND National Network Awards were announced on May 1 honoring 11 employees representing all 4 regions, sponsored and affiliated schools and health care:



St. Claire HealthCare professionals David Gross receives the Transformative Leadership Award, and Shellie Wilburn-Smith receives the Gospel Witness Award from (left to right) Laura Koehl, Executive Director of NSNO; Sr. Mary Ethel Parrott, SND, National Ministry Corporation Board Member; and Sr. Judi Lambert, SND, VP of Missions and Director of Pastoral Care.

### Transformative Leadership Award

Jim Deputy, Principal, Clearwater Central Catholic High School, Clearwater, FL

David Gross, Administrative Director for Education and Research and Director of Northeast Kentucky Area Health Education Center, St. Claire HealthCare, Morehead, KY

Jayden Julian, Human Resources Coordinator, St. Charles Community, Covington, KY

Dick Williams, Director of Finance and Human Resources, Notre Dame Academy Schools, Los Angeles, CA

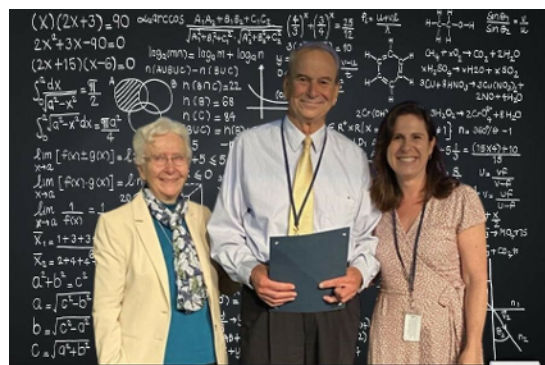
### Gospel Witness Award

Sr. Mary Luann Bender, Mission and Ministry Coordinator, St. Charles Community, Covington, KY

Sue May, 4th/5th Grade Teacher and Minister, St. John's School, Delphos, OH

Kara Passow, Director of Faith Formation, St. Mary School, Chardon, OH

Shellie Wilburn-Smith, Behavioral Health Unit Program Director, St. Claire HealthCare, Morehead, KY



Dean of Mission Sr. Regina Robbins and Principal Maggie Marschner honor Dick Williams as he receives the Transformative Leadership Award.

### Father Bernard Overberg "Teacher of Teachers" Award

Jenny Chirico, Middle School Teacher, Lial Catholic School, Whitehouse, OH

Stan Hirsch, Math Teacher, La Reina High School & Middle School, Thousand Oaks, CA

Trish Sanders, Visual and Performing Arts Teacher, Notre Dame Academy, Toledo, OH

Pictured left Trish Sanders, seated in center, receives the Father Bernard Overberg "Teacher of Teachers" Award. Honoring her are (back row, left to right) Sr. Colleen Cousin, SND; Sr. Vivette Baker, SND; Kim Grilliot, NDA President; and Jean Walker, Language Arts Teacher; and (front row, left to right) Beth Corrigan, Dean of Academics; and Andrea Zimmerman, NDA Principal.



A list of all DGA and National Network Award recipients can be found on the NSNO website and in a book at the Motherhouse in Rome.







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