

**DRAFT – PREPARED IN ANTICIPATION OF APPROVAL BY THE OLSH PARISH
COUNCIL AND THE ST. NICHOLAS ACADEMY BOARD OF TRUSTEES**

August XX, 2009

Dr. Laura Meibers
Archdiocese of Cincinnati
Catholic Schools Office
266 Bainbridge Street
Dayton, OH 45402

Re: St. Nicholas Academy/Our Lady of the Sacred Heart schools

Dear Dr. Meibers:

Pursuant to the guidance provided by the Catholic Schools Office, please accept this Executive Summary regarding the future of Catholic education between St. Nicholas Academy (SNA) and Our Lady of the Sacred Heart (OLSH) schools. We are pleased to provide this Executive Summary as indicated as **Task 1** as part of the *Linking Tradition, Transition and Transformation: Planning for Catholic Education* process.

Discussions have begun within the St. Francis de Sales Deanery (St. Nicholas Academy) and the St. Andrew Deanery (Our Lady of the Sacred Heart) to determine the future of Catholic education in the area. Both the OLSH Parish Council and the SNA Board of Trustees (SNA Board, a Board of Limited Jurisdiction) have authorized further discussions regarding the future of the schools. The OLSH community participated in a parish-wide meeting in February 2009 where a number of options were presented for consideration. The LT3 committee of OLSH (its Strategic Planning Committee) recommended to the Pastor to proceed with formal consolidation discussions with SNA. The SNA Board has communicated with its stakeholders regarding the opening of the discussions with OLSH.

The Leaders Study Team, (i.e., the St. Nicholas Academy, Our Lady of the Sacred Heart School Transitional Steering Committee) comprised of an equal number of representatives of SNA and OLSH as well as David Reker with the Archdiocese, initially met in late May to begin discussions. The Leaders Study Team's approach is as follows:

1. Assemble Leaders Study Team
2. Study Archdiocese of Cincinnati formula; i.e., LT3
3. Frame the Issues
4. Identify the stakeholders
5. Determine the Group Process:
 - Roles
 - Analysis of Data
 - Communication
 - Implementation Plan

The Leaders Study Team has identified the following triggering issues:

1. OLSH and SNA have declining enrollment and insufficient financial strength to continue long-term operations of the schools.
2. OLSH and SNA are considering the future of Catholic education in the area, and are considering whether a consolidation between the schools is appropriate after consideration of the impact on the community.
3. If a consolidation or similar method of combination is desired, what infrastructure is required to support the mission of the school?

The Leaders Study Team has met several times and considered the triggering issues and the needs of the stakeholders. Further, the Leaders Study Team commissioned a facilities study for OLSH and relied upon the facilities study prepared for SNA in 2007. To achieve a consistent product, OLSH contracted with the same firm used by SNA in its facilities study. In addition, the Leaders Study Team has reviewed the current governance model employed by SNA as well as other governance models used today.

On July 8, 2009, the Leaders Study Team voted to recommend acceptance of the Facility Study report, indicating that the Our Lady of the Sacred Heart campus was the preferred location. In addition, the Leaders Study Team voted to recommend acceptance of the SNA Code of Regulations. The effect of these decisions is a recommendation to the OLSH Parish Council as well as the SNA Board to move forward with a consolidation of the OLSH School and St. Nicholas Academy, to be located at the OLSH campus with the SNA governance model.

On August 6, 2009, the OLSH Parish Council will vote on the recommendation of the Leaders Study Team. On August 11, 2009, the SNA Board will vote on the recommendation as well.

Assuming approval, the Leaders Study Team begins the process of further analysis of data, implications of decisions and the creation of an Implementation Plan.

I hope that this information is helpful and has met the expectations as outlined in the LT3 process. For further information, please do not hesitate to contact me or a member of the Leaders Study Team:

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Thank you for your time and interest. We look forward to your review and comments.

Yours in Christ

Daniel R. Hackett