

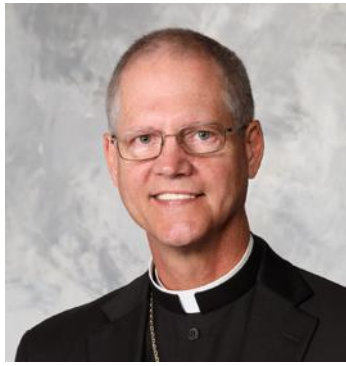


Archdiocese  
of Seattle  
**ANNUAL  
IMPACT  
REPORT**



**2023  
2024**

# Welcome from Archbishop



Dear Sisters and Brothers in Christ,

As I traveled around our archdiocese this past year, I witnessed the joy and love of our Lord in action. I saw his forgiveness and mercy; his gentleness and peacefulness; his comfort and welcoming – all through his people, the living Body of Christ.

Through you – his missionary disciples.

This past year was a year of listening. Listening through the global synod, listening to the Holy Spirit, listening through parish consultations and listening to each other. Listening is a cornerstone of how we truly become a synodal Church – a Church that recognizes the co-responsibility of the Baptized while celebrating the great contributions of our clergy and lay leaders to be the living Body of Christ today.

Another important milestone to highlight is the beginning of our historic journey with Partners in the Gospel. This renewal effort is focused on re-invigorating how we bring Jesus Christ to others so they too can become missionary disciples. We started with the first phase of restructuring our parishes so that we can be better organized and resourced to more effectively live out our mission.

This past year the people of the Archdiocese of Seattle have been very active in living out our mission in our parishes, our schools, our ministries and even with others throughout the world while celebrating our Catholic faith and bringing the Good News to all. You'll read some of these stories in the pages that follow.

I wish to take a moment to share my sincere gratitude for all the people in our archdiocese and for the gift of the Catholic Church in Western Washington. As always, I remain,

In the heart of Christ,

A handwritten signature in black ink that reads "Paul D. Etienne". The signature is written in a cursive style with a cross symbol at the beginning.

Most Rev. Paul D. Etienne, D.D., S.T.L.  
Archbishop of Seattle

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# By the Numbers 2023-2024

**4,894**

Employees

**1,760**

School Staff

**174**

Locations  
including

**60**

Parish families

**72**

Schools

**1,409**

Parish Staff

**1,305**

Teachers

**60+**

Ministries

**17**

Seminarians

**90**

Permanent  
Deacons

**160**

Diocesan Priests

**18**

Brothers

**251**

Sisters



**5,234**

Baptisms

**5,431**

First Communions

**5,762**

Confirmations

**967\***

Marriages

**2,299**

Funeral Services

\*713 Both Catholic  
130 Catholic and Baptized Christian  
124 Catholic and Non-Baptized

## Safe Environment

**21,520**

children and youth trained in Children's Teaching Safety programs in our schools and parish faith formation programs.

**28,165**

active adults in the Archdiocese of Seattle who completed the background check and training requirements, including all priests, deacons, seminarians, employees and volunteers.

**5,333**

adults completed Protecting God's Children for Adults foundation training.

Approximately

**11,000**

background checks were completed.





# Who We Are

Serving more than a million Catholics in Western Washington, the Archdiocese of Seattle offers more than 60 ministries and 500+ weekly Masses celebrated in eight languages. From Canada to Oregon and the Cascade Mountains to the Pacific Ocean, the archdiocese covers a vast area in Washington State.

Serving  
**1 million+**  
Catholics

Offering  
**60+**  
ministries

Celebrating  
**500+**  
weekly Masses



Archbishop Paul D. Etienne leads the archdiocese with support from his two auxiliary bishops, Bishop Eusebio Elizondo and Bishop Frank Schuster. Together they oversee the pastoral needs of people in Western Washington.

The Chancery, also known as the Central Offices of the local Catholic Church, provides centralized services for parishes and schools such as Lifelong Faith Formation, liturgy guidance, Human Resources, Office for Catholic Schools, building and construction support, payroll, insurance, priest support, deacon formation, lay ecclesial ministry and much more.



Additionally, the Chancery provides dozens of pastoral care and outreach ministries – many of which are ministries that no one parish family could offer alone. These include ministries like the hospital and healthcare ministry, prison ministry, immigrant and refugee ministry, the disability inclusion ministry and many more.

# Partners in the Gospel

**In January 2023, Archbishop Paul D. Etienne called the largest gathering of the archdiocese's pastoral leaders to learn about Partners in the Gospel – a strategic pastoral planning initiative aimed at renewing and re-envisioning parish life for mission.**

As Partners in the Gospel began, the first year was a year of consultation and listening – listening to each other and the Holy Spirit. In April 2023, after research, discussions with other dioceses and discernment, the archdiocese developed an initial draft of parish families, taking into consideration the needs, diversity, geography and realities of parish communities. This early draft was first reviewed by the Partners in the Gospel Oversight Committee and the Presbyteral Council, followed by two phases of consultations with archdiocesan priests in May and June 2023.

During the summer, the draft was shared with lay leaders and parish staff for input. Then in the fall, consultation using a synodal model of listening was held throughout the archdiocese.

More than 140 parishes and missions hosted in-person listening sessions.

Overall, the sessions were fruitful. Staff, lay leaders and parishioners listened to the Holy Spirit and provided their input on their proposed parish families:

“

*“It was helpful to hear the thoughts, insights, optimism and reservations our fellow parishioners and school community have with these coming changes to our parish structure. My mind was opened to some different and broader considerations that filled me with more hope than heartache as I continue to process this plan.”*

*“In our listening session, we struck a beautiful balance between preserving our parish's cherished traditions and embracing change.”*

*“Our table had a good cross-section of parishioners who expressed a variety of thoughtful opinions from trepidation to anticipation. I'm excited to see what the future brings.”*





## PARTNERS IN THE GOSPEL

The listening sessions produced more than 3,000 pages of feedback, along with more than 800 online submissions from individuals, each of which was read by at least two people and were summarized into this [feedback report](#).

This listening resulted in changes to 25 proposed parish families, which impacted 75 parishes that were invited to host a second round of listening and feedback.

In early 2024, the final parish family configurations were released followed by the pastoral appointments in the Spring.

This slow rollout gave staff and parishioners time to absorb the news before it went into effect July 1, 2024. For more information, please visit the [Partners in the Gospel website](#).



# What's New

## Focus on Youth

In fall 2023, Youth Ministry Services invited Catholic sophomores and juniors to apply for a two-year term on the new Archdiocesan Youth Council. Twenty-three high school students representing all 10 deaneries in the archdiocese were selected. Members act as representatives for their peers, providing a voice for Catholic youth in the archdiocese.



Selena Acquarider

On Nov. 4, 2023, around 450 teens and chaperones from 32 parishes gathered for “Revival,” the Catholic Youth Convention at St. Michael Parish School. The annual event featured speakers, games, adoration and confession.

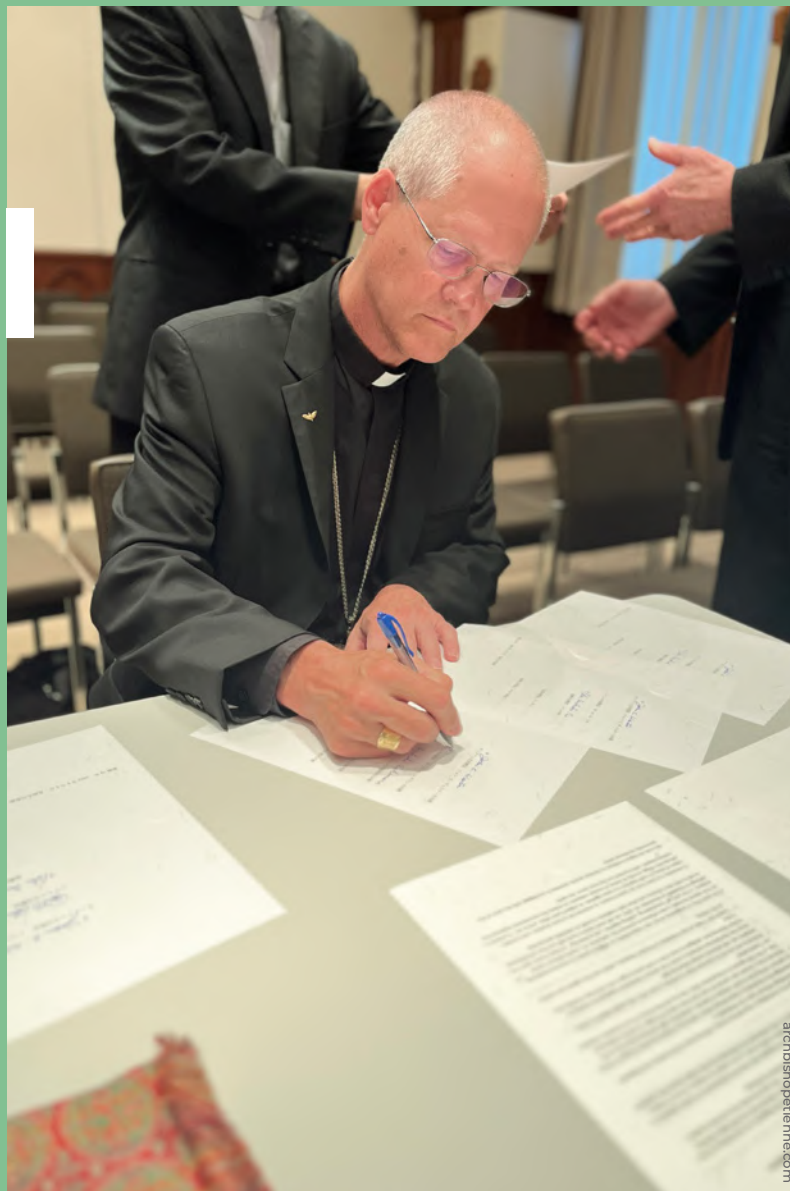
Similarly, around 460 middle school students and chaperones from 31 parishes visited Kennedy Catholic High School on March 2, 2024, for their own “Revival,” a daylong retreat focused on helping encounter Christ in the Eucharist. The event experienced a boost in attendance from the previous year, almost doubling its turnout. Students were invited to share their thoughts at the end of the day, with a majority crediting adoration as having the greatest impact on them.



# Global Connections

### Peace Pilgrimage to Japan

In August 2023, Archbishop Paul D. Etienne and four U.S. and Japanese bishops signed a [formal pledge](#) to work toward “a world without nuclear weapons.” The five bishops all come from areas “impacted by nuclear weapons,” — Seattle, Santa Fe, Hiroshima and Nagasaki. The pledge outlines steps each bishop will take in their archdiocese/diocese to see “concrete progress” on this effort by August 2025, the 80th anniversary of the 1945 Hiroshima and Nagasaki atomic bombings.



## World Youth Day in Lisbon

Over 100 parishioners from the Archdiocese of Seattle traveled to Lisbon for World Youth Day 2023. Over 60 U.S. bishops — including Bishop Frank Schuster — and 28,600 individuals were present for the Aug. 1-6 gathering, with Pope Francis joining them Aug. 3. In addition to Bishop Schuster, the archdiocese sent an official group including Father Justin Ryan, ministers, seminarians, youth and young adults.



Photo: News, St. Stephen and Mary, Astoria



CNS/Vatican Media

## Global Synod in Rome

Appointed by Pope Francis, Archbishop Paul D. Etienne attended the first session of the Synod of Bishops in Rome Oct. 1-29, 2023. Archbishop Etienne wrote a letter from the synod near the end of its session, calling for the Church to “listen to everyone, starting with the poorest,” as well as victims of racism and abuse, children and the elderly, families and clergy. Read his reflection [here](#).

# Care for Creation

On Earth Day, April 22, 2024, the Archdiocese of Seattle announced the launch of the new Care for Creation ministry. The ministry is inspired by Pope Francis' 2015 encyclical "Laudato si'" and the Vatican's Laudato si' Action Platform, which calls for us to take action against the climate crisis facing our planet. Archbishop Paul D. Etienne wrote, "It is through creation that we can grow closer to God and to each other — and why it is so imperative that we become even better stewards of God's creation."





## Civil Rights Pilgrimage

Thirteen representatives of the Archdiocese of Seattle's schools, missions, youth, young adults, women religious, outreach, Black Catholic and other communities and ministries traveled to New Orleans for the civil rights pilgrimage. The goal of the pilgrimage was to educate the pilgrims on the experiences of Black people and Black Catholics — combining faith with social justice. From New Orleans, the pilgrims traveled to Montgomery and Selma, Alabama, where they visited several key sites of Black history in America before returning to New Orleans.

## National Black Catholic Congress

Archbishop Paul D. Etienne and a group from the Archdiocese of Seattle attended the National Black Catholic Congress in Maryland July 20-23, 2023. Cardinal Wilton Gregory concelebrated the Mass with Cardinal Sean P. O'Malley and around 25 bishops. Archbishop Etienne called it, "joyful and educational to learn more about the experience of our Black Catholics."



# Educating the Future

## Schools

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**72** schools (**61** PreK - 8th, **11** 9th - 12th)

**21,530** students

**3,065** faculty/staff

## 2024 CYO Athletics

- increased youth teams from 1,029 to **1,084**
- increased overall participation from 6,200 student athletes to **7,100** student athletes



Courtesy/ CYO Athletics





## Creating cultures of belonging

Dr. James Knight, an accomplished author and advocate for cultural humility, spent two weeks in Seattle, working with over 20 schools to cultivate a deeper understanding of what it means to build cultures of belonging. His approach, deeply rooted in Gospel values, connected with students and educators at both elementary and high school levels. Through thought-provoking discussions and storytelling, he encouraged participants to embrace a posture of humility—a mindset of openness and self-awareness that fosters understanding and compassion across differences. His presentations not only challenged students to consider how they could contribute to environments of belonging but also provided practical tools for educators to embed these values into daily school life.

## Competing in the Decathlon

The Archdiocese of Seattle marked its inaugural participation in the National Catholic Academic Junior High Decathlon. Spearheaded by Principal Shawna Richards of St. Joseph School in Issaquah, the competition brought together over 100 students from six schools across the Archdiocese. Held in March at Kennedy Catholic High School, the event featured teams of 10 students each, with participants tackling individual subject tests in areas such as science, math, history, and literature. The success of the event was capped by the advancement of 10 talented students to the national competition, where they proudly represented the Archdiocese of Seattle on a larger stage. The National Catholic Academic Junior High Decathlon not only fosters a love for learning but also strengthens bonds within the Catholic school community, reflecting the Archdiocese's dedication to cultivating well-rounded, faith-filled scholars.



Educating the Future

# Innovative Housing



Courtesy: St. Alphonsus Parish

**The Innovative Housing Program** builds leadership capacity for our schools, parishes, and ministry programs by bringing new life to underutilized spaces at parishes or schools. Specifically, it helps recruit and retain young professionals in areas with high costs of living, while providing parishes with young professional engagement.

The project really came to life at St. Alphonsus Parish in Seattle, which converted a former convent into an intentional living community for young educators and ministers. Each resident enjoys a private room with shared common areas, as well as shared experiences including weekly community dinners, monthly Masses in the chapel and more.



*“Having this housing means I have been able to grow as a teacher, build relationships, establish myself in my career — while setting myself up for financial success — and deepen my personal spiritual life,”* teacher resident Paulina Thurmann said. *“This community has been supportive, walking with me in difficult and celebratory times alike.”*

The Innovative Housing Program is currently expanding to other parishes across the Archdiocese of Seattle. To learn more click [here](#).

# Supporting Catholic Causes 2023-2024

In solidarity with Catholics locally and globally, the Archdiocese of Seattle fundraises for specific global and national needs. Many of these collections are run on behalf of the United States Catholic Conference of Bishops or other global Catholic organizations. The missions and national collections are executed by our local Church, but all funding is passed through to the intended donor. The exceptions are the three local archdiocesan special collections. Learn more about collections [here](#).

## National and Mission Collections

The national, mission and special collections provide an opportunity to educate Catholics about specific causes while providing much needed support to our brothers and sisters domestically and internationally. The continued generosity of local donors provided \$145,000 in Rice Bowl grants used by local agencies for hunger alleviation efforts.

**Annual Catholic Appeal 2024**

**One Mission, One Family, Together in Christ**

The **Annual Catholic Appeal 2024** enables the local Church to carry out Jesus Christ's ministry in our communities.

Every year, the Archdiocese of Seattle invites Catholics to support important collections. This calendar outlines opportunities so you can plan your giving and support the causes most important to you.

2021 | Scan the QR code

Seattle WA 98104 | [aca@seattlearch.org](mailto:aca@seattlearch.org)

**“God loves a cheerful giver”** 2 Corinthians 9:7

**Local, national and worldwide Catholic appeals**

<p><b>JAN</b></p> <p><b>Church in Latin America</b> Support pastoral programs throughout Latin America and the Caribbean.</p> <p><b>FEB</b></p> <p><b>PREPARE!</b> Porch-based pregnancy and parenting classes for women in need of a healthy, thriving healthy support network.</p>	<p><b>MAR</b></p> <p><b>Northwest Catholic Campaign</b> Support the official annual development collaboration for the Archdiocese of Seattle as well as the Catholic Charities network operating for the USCCB.</p> <p><b>Lenten CBS Rice Bowl</b> Donations to CBS Rice Bowl support agricultural, health and educational projects overseas as well as grants to Western Washington for food and hunger projects.</p> <p><b>Catholic Relief Services</b> Worldwide emergency relief and development of Catholic organizations that address global and local disasters, help build peace in areas of conflict and restore to regions and individuals specific pastoral needs.</p>
<p><b>APR</b></p> <p><b>Holy Land Good Friday</b> Financial support for the Holy Land as well as general Catholic, interfaith and social works in the Holy Land.</p> <p><b>JUN</b></p> <p><b>Pope's Pence</b> Support the needs of the Holy Father in helping to reduce the suffering of the world's poor. The requirement of Pope Francis by Pope of Justice.</p>	<p><b>JUL</b></p> <p><b>Military Services, USA</b> Support the pastoral care of Catholics in the armed forces on both the domestic, military installations, Veterans Affairs Medical Centers and their families in the United States and the Holy Government beyond U.S. borders.</p>
<p><b>SEPT</b></p> <p><b>Catholic Campaign for Human Development (CCHD)</b> Provide grants that address the most basic needs of the world's poor through provision and support of emergency relief and development initiatives.</p> <p><b>OCT</b></p> <p><b>World Mission Sunday</b> Support to various groups, local and national, that are the Church's outreach to the most vulnerable communities globally.</p>	<p><b>AUG</b></p> <p><b>Church in Africa</b> Support pastoral programs in Africa including outreach, evangelization and education of young people by formation.</p> <p><b>Catholic Home Missions</b> Financial resources to strengthen the Church in the U.S. by providing a security through education, spiritual and social formation, education and spiritual care.</p>
<p><b>NOV</b></p> <p><b>Church in Central and Eastern Europe</b> Help to ensure the Church in Central and Eastern Europe is able to minister to the needs of its people through education and spiritual care.</p> <p><b>DEC</b></p> <p><b>Catholic Charities Services of Western WA Appeal for the Holy Family</b> Support the needs of the Holy Family in helping to reduce the suffering of the world's poor. The requirement of Pope Francis by Pope of Justice.</p>	<p><b>NOV</b></p> <p><b>Church in Central and Eastern Europe</b> Help to ensure the Church in Central and Eastern Europe is able to minister to the needs of its people through education and spiritual care.</p>

LEARN MORE AND DONATE AT: [archseattle.org/collections](http://archseattle.org/collections)

## MISSION COLLECTIONS

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Catholic Relief Services Rice Bowl	\$376,887
Catholic Relief Services	\$187,388
Peter's Pence	\$141,275
Holy Land	\$132,410
Catholic Home Missions	\$106,325
World Mission Sunday	\$77,629
Catholic Campaign for Human Development	\$48,658

## NATIONAL OR SPECIAL COLLECTIONS

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Annual Catholic Appeal	\$14.9 million
Northwest Catholic	\$148,460
Priest Pension	\$46,458
Maui Wildfires	\$3,222
Archdiocese for the Military	\$2,958
General Domestic Disasters	\$1,818
Church in Eastern Europe	\$1,479

## SPECIAL APPEALS

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CYO Camp Fire Circle	\$27,255
iGiveCatholic	\$16,055
Welcome Circles	\$7,090
2023 Year-End Appeal	\$735

# Supporting Catholic Causes

## 2023-2024

# The Crozier Society



The Crozier Society is the largest local Catholic social group focused on supporting seminarians. In fact, financial support from this group is the leading source of seminarian funding. This past fiscal year the Crozier Society raised \$160,000 from membership and fundraising to support seminary education. Over the last 20 years, the Crozier Society has contributed to the ordination of more than 65 priests in the Archdiocese of Seattle. This past year the group has shifted to expand its offerings, launch a new brand and welcome new members.

Crozier members of all ages participate in:

- Spring Lenten Retreat
- Summer Mass and BBQ
- Annual Golf Tournament
- Advent celebrations
- Quarterly prayer circle
- Speaker Series



# Financials

## **ARCHDIOCESAN FINANCE COUNCIL MEMBERS 2023-2024**

Adam Janicki, Chair

Ignacio Martinez, Vice Chair

Dave Boitano

Jeannie Crone

Rino Caruccio

Leah Gray

Tom Kearney

Marti Lundberg

Fr. Matthew O'Leary

Marcia Yanuss

## **STAFF**

Caitlin Moulding, Chief Operating Officer

Mary Jo Gillis, Senior Controller

Ben Altenhofen Chancellor



Dear Members of the Catholic Church of Western Washington:

Before we discuss finances, I would like to first thank all the employees, volunteers, and parishioners throughout the archdiocese for their incredible work this past year. God's blessings to all of you!

At the end of this fiscal year, parishes were on the cusp of beginning the formal process of joining into parish families. We finished the year with some uncertainty but conviction that the strategic pastoral planning process would strengthen the future of our archdiocese.

In anticipation of the changes in parish life, the Chancery Offices adjusted to meet and support the needs of our staff and parishioners. For example, the Office of the Vicar for Clergy held a first-of-its-kind retreat for priests and separate regional trainings to prepare for re-envisioning the local Church. Additionally, the Office of the Vicar General restructured into three teams: Life-long Formation, Pastoral Care and Outreach, and Multicultural ministries to provide faith education for lay people, support for immigrants, criminal justice and people with disabilities; and support for youth and young adult programs as well as multi-cultural celebrations.

Investments were made to strengthen the health and vibrancy of the CYO Camps and Information Technology infrastructure. The Chancery Offices budgeted a deficit for the fiscal year in anticipation of necessary capital and operating expenses; however, our actual expenses were less than budget. These infrastructure investments are vital as we look to the future and how the Chancery Offices continues to support parishes, schools and ministries.

The annual audited financial statements are posted on the Archdiocese of Seattle website ([archseattle.org](http://archseattle.org)) for the following:

- [Program and Administrative Offices of the Corporation of the Catholic Archbishop of Seattle](#)
- [Parish Revolving Fund](#)

Thank you for your support, trust and prayers as we continue to be diligent in our efforts to be strong and transparent stewards of our finances. May God bless you and your families.



Adam Janicki,  
Chair, Archdiocesan Finance Council



# FY23/24 FINANCIAL UPDATE

All audited financial statements are available online [here](#).

- Program and Administrative Offices
  - Parish Revolving Fund

The Chancery Offices of the Corporation of the Catholic Archbishop of Seattle (“CCAS”) have an operating budget that is primarily funded through the parish assessment, the Annual Catholic Appeal, fees from programs such as CYO Athletics or camps, and grants. These sources of income support central operations teams such as the Tribunal, archdiocesan ministries, Northwest Catholic, human resources, accounting, and property and construction departments among others.

The Statement of Financial Position for the Chancery Offices contains the operating assets for ongoing activities, as well as restricted and designated funds, endowments, and custodial assets on behalf of other entities. Additionally, the priest pension assets and clergy medical plan asset as well as the liabilities for all archdiocesan priests are held centrally on this statement. The parishes and their associated schools, which are separate canonical units, are not included as they are managed under local control.

## FINANCIAL RESULTS FOR THE YEAR

The Chancery Offices had a \$1.6M loss for the year ending June 30, 2024. The loss was budgeted to cover strategic investments in our ministries and other infrastructure.

To see detailed financials [click here](#).

	2024	2023
<b>INCOME</b>		
Parish Assessments	\$8.7M	\$6.7M
Annual Catholic Appeal	\$11.1M	\$10.8M
Program Fees	\$7.7M	\$6.1M
Interest and Other Income	\$8.1M	\$5.7M
<b>Total Income</b>	<b>\$35.6M</b>	<b>\$29.3M</b>
<b>EXPENSES</b>		
Program Costs	\$19.2M	\$16.2M
Management and General	\$16.3M	\$14.2M
Development	\$1.7M	\$1.2M
<b>Total Expenses</b>	<b>\$37.2M</b>	<b>\$31.6M</b>
<b>Change in Net Assets from Operations</b>	<b>(\$1.6M)</b>	<b>(\$2.3M)</b>

### **PARISH ASSESSMENTS**

Assessment on parishes to support the operation of the Catholic Church of Western Washington and billings to parishes for specific needs and services.

### **ANNUAL CATHOLIC APPEAL**

Annual fundraising campaign across Western Washington. The amount reflected does not include parish rebates.

### **PROGRAM FEES**

User fees for specific programs and services. It consists of CYO Athletics, summer camps, retreat center's facility rentals, and employee benefits administration fees.

### **INTEREST AND OTHER INCOME**

This income includes interest, dividends, and all other sources of operating funds including the advertising revenue from Northwest Catholic Magazine, facility usage, general donations, and other miscellaneous income. Also included this fiscal year are Paycom fees reimbursement.

### **PROGRAM COSTS**

Program costs include payroll and associated operational costs of the programs and ministries of the Central Offices.

### **GENERAL AND ADMINISTRATION**

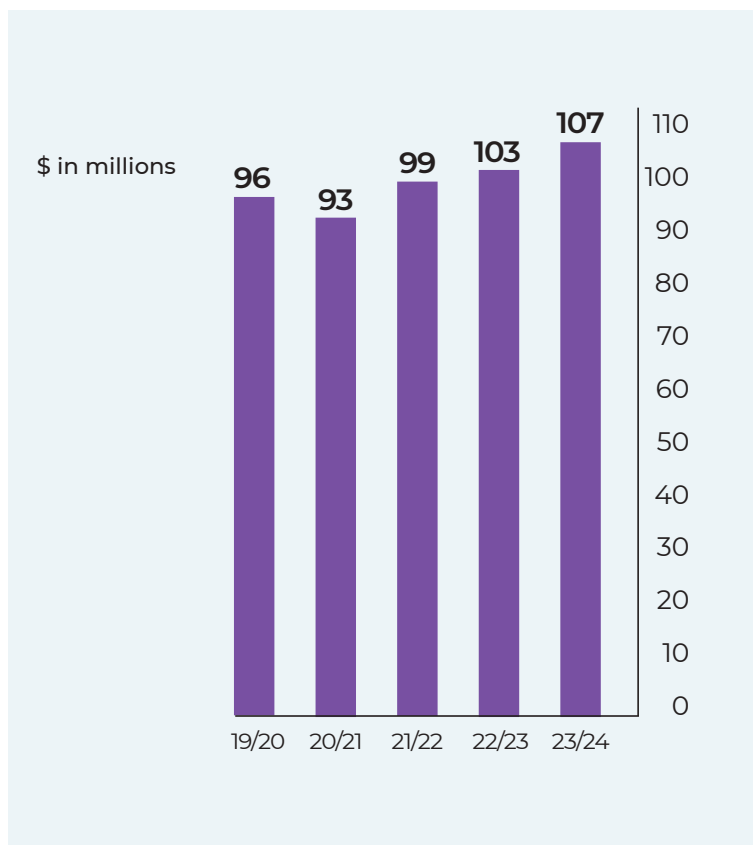
Assists the archbishop in supporting the overall operations of the business, legal, and financial affairs of the archdiocese.

### **DEVELOPMENT**

Assists parishes with annual collections and manages fundraising campaigns including the Annual Catholic Appeal, stewardship, the Crozier Society, and more.

## PARISH ORDINARY INCOME

Parishes in Western Washington overall saw an increase in collection income. From July 1, 2023 through June 30, 2024, Ordinary Income (Sunday and Holy Day Collections) increased by 4% to \$107 million. Total parish revenue from all sources, including parish schools but excluding intra parish transfers was \$299 million. In FY 2023/2024, 33 parishes exceeded \$1 million, with another 4 parishes exceeding \$2 million, in Ordinary Income. Twenty parishes and missions, primarily in rural areas, had Ordinary Income under \$100,000.

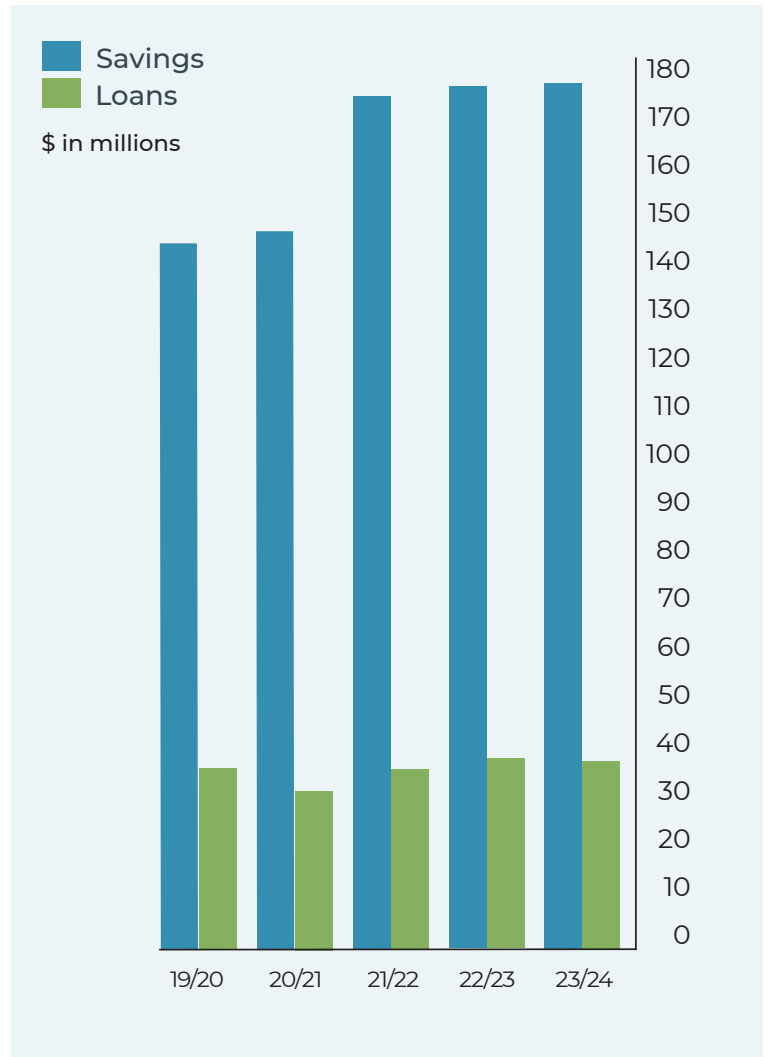


## PARISH REVOLVING FUND

The Parish Revolving Fund (PRF) is a separately maintained and audited savings and loan organization within the archdiocese created specifically for parishes and schools. A nine-member Commission oversees PRF operations.

PRF savings: \$178 million

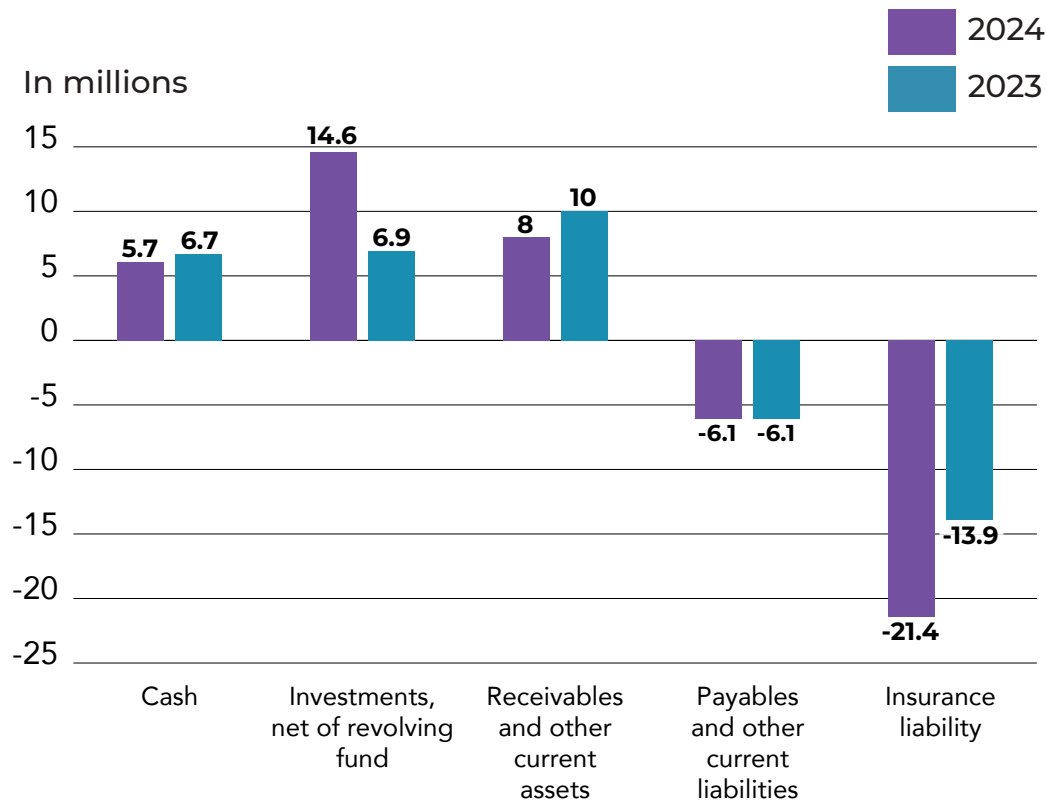
PRF loans: \$37 million



## NET OPERATING LIQUIDITY

The Chancery Offices set a budget that is intended to fully cover its operating costs for the year. During the year, non-operating cash was held in an interest-bearing investment account.

	2024	2023
Cash	\$5.7M	\$6.7M
Investments, net of revolving fund	\$14.6M	\$6.9M
Receivables and other current assets	\$8.0M	\$10.0M
Payables and other current liabilities	(\$6.1M)	(\$6.1M)
Insurance liability	(\$21.4M)	(\$13.9M)
<b>Net Liquidity</b>	<b>\$0.8M</b>	<b>\$3.6M</b>





## HELD IN TRUST AND RESTRICTED ASSETS IN \$MM'S

The Chancery Offices hold assets for the priest pension and health plans, as well as certain endowments, annuities and trusts, which are not part of the operating budget for the organization.

	2024	2023
Endowment Investments	\$23.7M	\$21.5M
Net Annuity & Trust Assets	\$1.3M	\$1.2M
Net Priest Pension Assets	\$13.6M	\$10.0M
Net Priest Health Plan Asset	\$3.7M	\$2.5M

