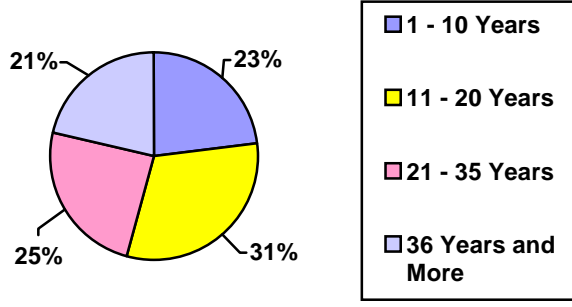


SUMMARY OF PERSONAL INTERVIEW RESPONSES

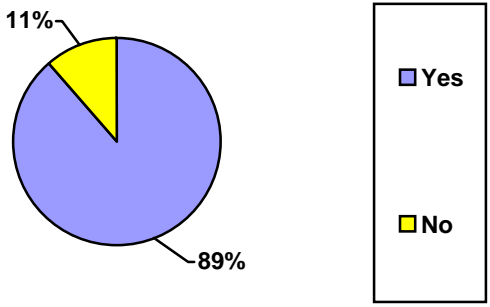
A total of 61 personal interviews were conducted. A summary of the responses follows.

1. HOW LONG HAVE YOU BEEN A MEMBER OF ST. CECILIA CATHOLIC CHURCH?



	Number	Percent
1 – 10 Years	14	23%
11 – 20 Years	19	31%
21 – 35 Years	15	25%
36 Years and More	13	21%

2. DO YOU ACTIVELY PARTICIPATE IN ANY PARISH MINISTRIES?



	Number	Percent
Yes	54	89%
No	7	11%

Ministries frequently mentioned:

Board of Education	Adoration Circle
Children's Liturgy	Greeter
EME	Teen Choir
Homebound EME	Bible School
Usher	Band
Social Concerns	Generations of Faith
Parish Council	Lector
60 Plus	Finance Council
Spiritual Growth	CCD
Knights of Columbus	Funeral Meals
Hospitality	Perpetual Adoration
Catholic Daughters	Building Committee
Prayer Chain	GALA
Music	Money Counter
RCIA	Religious Ed.
Last Supper	Deacon
Stewardship	General Volunteer

3. WHAT DO YOU CONSIDER TO BE THE THREE STRONGEST ATTRIBUTES OF ST. CECILIA CATHOLIC CHURCH?

The following were consistently mentioned and are listed alphabetically:

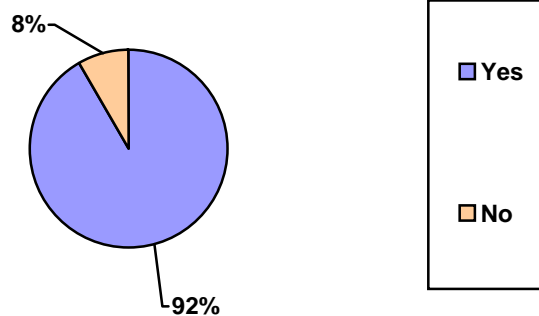
Adoration
Can do attitude
Chapel location
Comfortable atmosphere
Community
Diversity
Energy
Friendly
Homilies
Location
Music
Narthex
Opportunities to join different groups
Pastor
Preschool
School/Catholic Education
Staff
Teachers
Variety of age groups
Vibrant community

4. ARE THERE ANY CHANGES THAT COULD BE MADE TO THE SCHOOL OR CHURCH WHICH WOULD MAKE THEM STRONGER?

Changes proposed are listed alphabetically:

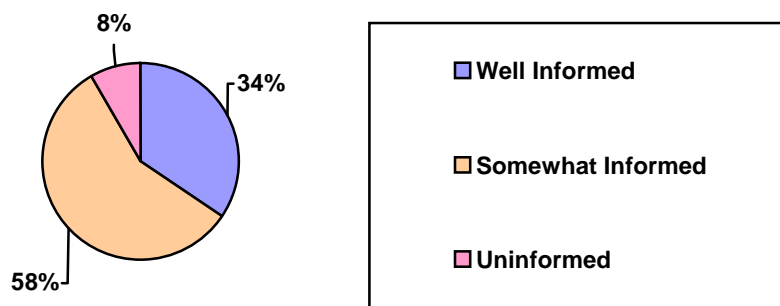
- Acoustics
- Additional green space needed
- Church needs to be cheerier.
- Communicate more
- Current church needs replacing
- Expand the school
- Have additional Masses
- Improve participation from all parishioners
- Liability insurance
- Make improvements to the heating/cooling and lighting systems
- More emphasis on stewardship
- More priests
- Need a cry room
- Need more space
- Religious education for 7th through 12th grades
- Use narthex for donuts and coffee
- Youth ministry

5. ARE YOU AWARE OF THE PLANS TO BEGIN PHASE II OF THE BUILDING PROCESS?



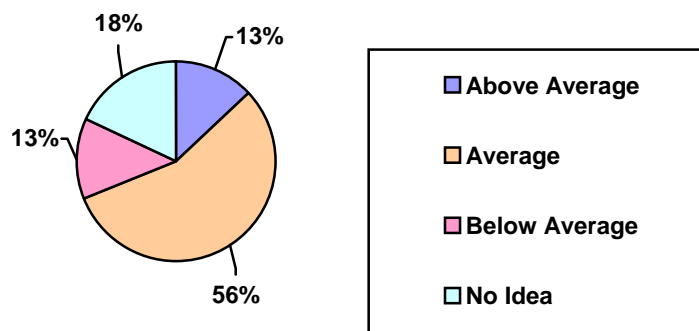
	Number	Percent
Yes	56	92%
No	5	8%

6. HOW WELL INFORMED ARE YOU ABOUT THESE PLANS?



	Number	Percent
Well Informed	21	34%
Somewhat Informed	35	58%
Uninformed	5	8%

7. HOW WOULD YOU RATE THE ACCEPTANCE TO BEGIN A \$9 MILLION CAPITAL CAMPAIGN?



	Number	Percent
Above Average	8	13%
Average	34	56%
Below Average	8	13%
No Idea	11	18%

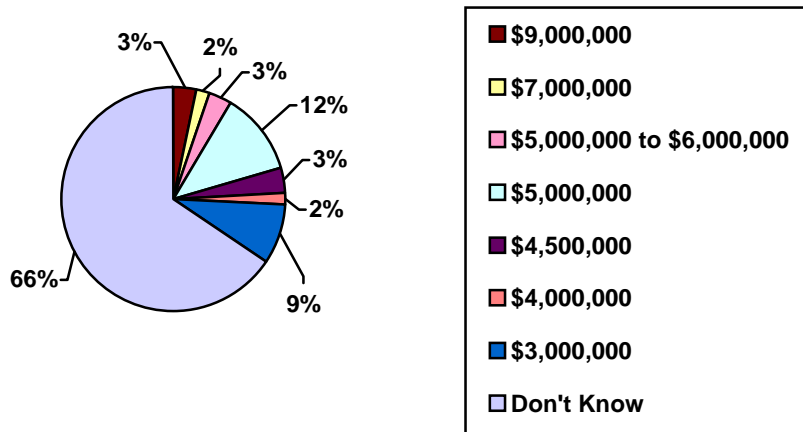
8. IN YOUR OPINION, WHO WOULD BE THREE INDIVIDUALS IN OUR PARISH MOST QUALIFIED TO LEAD A PARISH FUND-RAISING CAMPAIGN?

We apologize for any name misspellings. The following names were mentioned frequently and are listed alphabetically:

Bortle, Mark
Clancy, Todd
Dalhoff, Randy & Jo Anne
Frankl, Jerry & Amy
Gilarski, Dr. Chuck
Halbur, Dr. Pat
Hurd, Scott
Koehler, Ken
Kresse, Jean
Nelson, John
Pollard, Jamie
Rudman, Dr.
Simodynes, Tim & Terri
Stark, Dr. Tom & Cindy
Streit, Monty & Patty
Tallman, Pat
Volcko, Ed & Cyndi

9. WHAT AMOUNT DO YOU BELIEVE CAN BE RAISED IN A CAMPAIGN WITH PLEDGE PAYMENTS:

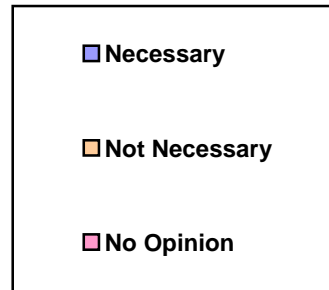
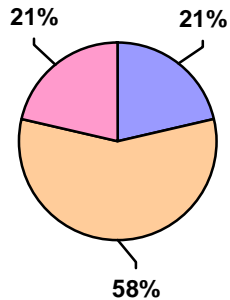
OVER 3 TO 5 YEARS



	Number	Percent
\$9,000,000	2	3%
\$7,000,000	1	2%
\$5,000,000 - \$6,000,000	2	3%
\$5,000,000	7	12%
\$4,500,000	2	3%
\$4,000,000	1	2%
\$3,000,000	5	9%
Don't Know	38	66%

*Note: 3 individuals believed that \$9,000,000 could be raised over 8 to 10 years. The majority of interviewees preferred a 5 year campaign.

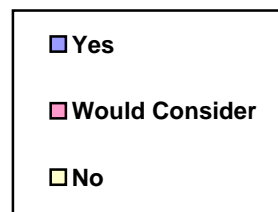
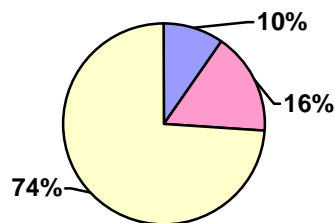
10. CONSIDERATION IS BEING GIVEN TO ADDING A 200 SEAT CHAPEL ON THE WEST SIDE OF THE CHURCH AS PART OF PHASE II? DO YOU FEEL THIS IS:



	Number	Percent
Necessary	13	21%
Not Necessary	35	58%
No Opinion	13	21%

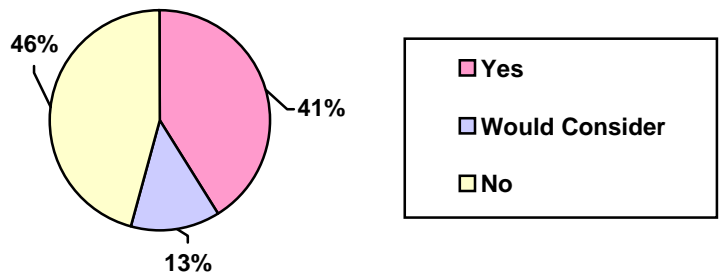
11. IF A CAMPAIGN IS CONDUCTED, WOULD YOU.....

A. ACCEPT A POSITION OF LEADERSHIP?



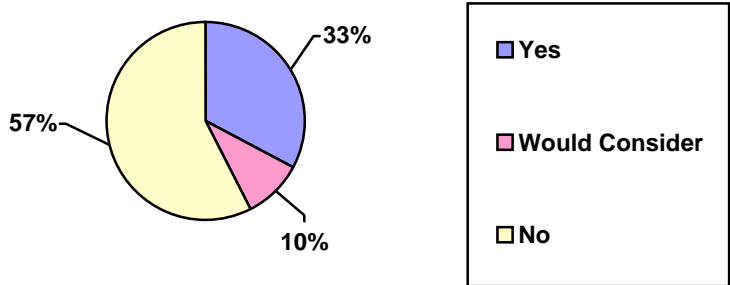
	Number	Percent
Yes	6	10%
Would Consider	10	16%
No	45	74%

B. MAKE A FEW CALLS ON PROSPECTS?



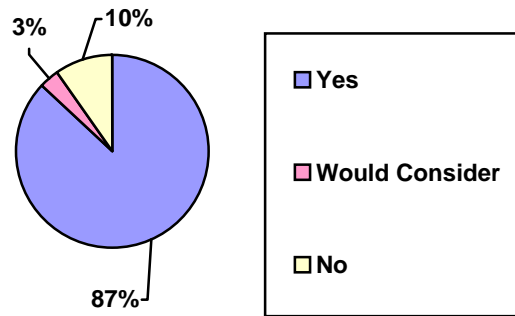
	Number	Percent
Yes	25	41%
Would Consider	8	13%
No	28	46%

C. SERVE ON A COMMITTEE?



	Number	Percent
Yes	20	33%
Would Consider	6	10%
No	35	57%

D. MAKE A GIFT OR PLEDGE?

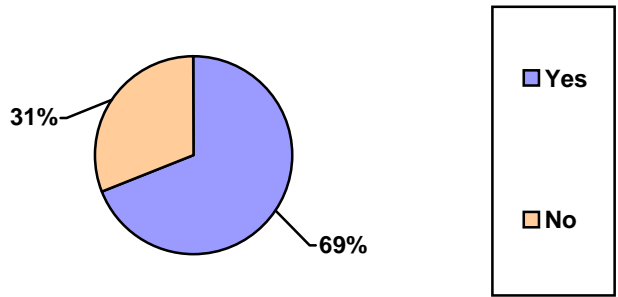


	Number	Percent
Yes	53	87%
Would Consider	2	3%
No	6	10%

IF YES OR WOULD CONSIDER (55), PLEASE ESTIMATE AMOUNT OF YOUR GIFT (5 YEAR PERIOD)

Number	Amount
1	\$100,000
1	\$ 75,000
3	\$ 50,000
1	\$ 35,000 - \$50,000
1	\$ 30,000
6	\$ 25,000
1	\$ 20,000
2	\$ 15,000 - \$20,000
2	\$ 12,000 - \$15,000
2	\$ 10,000 - \$15,000
4	\$ 10,000
1	\$ 9,000
2	\$ 7,500 - \$10,000
2	\$ 6,000
8	\$ 5,000
2	\$ 3,000
1	\$ 2,500
1	\$ 1,000
14	Not known at this time
55	\$759,500 to \$805,500

12. WOULD YOU BE INTERESTED IF THE PARISH PRESENTED SOME ESTATE PLANNING SEMINARS?



	Number	Percent
Yes	42	69%
No	19	31%

13. ARE YOU AWARE OF ANY FOUNDATIONS, GRANTS OR AREA BUSINESSES THAT HAVE MATCHING GIFT PROGRAMS WHICH COULD ASSIST THIS PROJECT?

- Interviewees mentioned these two:
1. Check with United Way.
 2. Sauer – Dan Foss

In the research done by the Cosgriff Company, we found possibilities that may exist. Catholic family foundations generally give only after the parish seeking the gift has shown that it fully supports the project. Also, the project proposal gains considerable momentum if an elementary school is involved. Children today are the hot button for many Catholic foundations. Very few foundations give strictly to church projects.

The following foundations should be attempted:

1. Krause Gentle Foundation
4201 Westown Parkway, Suite 220
West Des Moines, IA 50265
2. Rehm Private Foundation
1716 Locust Street
Des Moines, IA 50308
3. Mary Louise Slattery Charitable Trust
8804 New York Ave.
Des Moines, IA 50322
4. Stark Foundation
601 Locust Suite 1100
Des Moines, IA 50309

Also, once the campaign is launched a further evaluation of business and corporate opportunities including matching gifts will take place.

14. DO YOU HAVE ANY SUGGESTIONS, COMMENTS OR WORDS OF WISDOM THAT WOULD BE HELPFUL IN PREPARING THIS STUDY?

1. *We need a new sanctuary and the sound system is poor.*
2. *Preserve the Stations of the Cross.*
3. *The church is not adequate. The space shortage looks terrible along the side of the narthex.*
4. *We are opposed to a new chapel.*
5. *We are unable to give any additional funds.*
6. *We were misled.*
7. *What happened to the GALA proceeds?*
8. *We are hopeful.*
9. *The church is desperately needed.*
10. *St. Cecilia's is growing and will continue to do so.*
11. *Don't over look the young people. They want to be included in building the church.*
12. *The increase to 1,200 seats is plenty. We do not need the chapel.*
13. *The pastor is a breath of fresh air.*

14. *I can help identify where the money is.*
15. *Where did the \$9 million dollar goal come from?*
16. *We do not want a Phase III campaign.*
17. *Is there a cry room in the proposed church?*
18. *Get realistic with the numbers!*
19. *Look to the future in planning.*
20. *The church is overcrowded and has poor ventilation.*
21. *The narthex is beautiful but we need to use it more, for example have coffee and donuts there.*
22. *People have a reputation of getting things done here.*
23. *Good luck!*
24. *The project is too expensive. Figure out things that can be cut, like the chapel.*
25. *We need open communication from the leaders to the general parish. Acknowledge the previous mistakes that were made. Make sure all the estimates are accurate. Have town hall meetings to invite parishioners' ideas and opinions.*
26. *The school and church need to cooperate. One cannot exist without the other.*
27. *Contact ALL parishioners. A lot of people were missed in the last campaign.*
28. *It is not overcrowded at this time.*
29. *Parishes around us will be closing.*
30. *There is an extreme shortage of priests.*
31. *Father Nienhaus spends a lot of time at school. This is great because the children love it.*
32. *Make the new church expandable.*
33. *The timetable of the last campaign was too short.*
34. *We need lots of volunteers to make this campaign a success.*
35. *Father Nienhaus will need to be very active if the campaign is to be successful.*

36. *What happens to the parishioners who gave in the last campaign for specific items in the church?*
37. *Be conservative.*
38. *Someone must take responsibility for the previous misunderstandings.*
39. *The school is growing and needs some additional space. There is some unused space that could be converted to their use.*
40. *The GALA has done an outstanding job. Keep it up!*
41. *We are very supportive of the campaign.*
42. *Pray! Pray! Pray!*
43. *Look at the growth patterns in the area.*
44. *The school attracts new parishioners.*
45. *The Iowa State parishioners are very supportive.*
46. *We need some new leaders to help those who served last time.*
47. *We must be successful in Phase II! It has to be done right.*
48. *Focus on spirituality, not the physical aspects of the church.*
49. *We need a fourth Mass. Hired a retired priest temporarily.*
50. *It will be a challenge.*
51. *We have no chance to raise \$9 million. It is too ambitious.*
52. *Let's have an honest dialogue.*
53. *Conserve the green space.*
54. *We need a development director.*
55. *The parish needs to be involved in estate planning.*
56. *Upkeep of the current church facility has been very inadequate.*
57. *Adoration Chapel in the church is very small. Keep the Burke Chapel. People love it.*
58. *The poor are getting left behind.*
59. *We still owe on our pledge. We will complete it before we consider another one.*
60. *There is a lot of potential in this parish.*
61. *We can't give any more.*
62. *Maintain the Burke Chapel.*

63. *Explain the previous mistakes. What went wrong? What was learned from these mistakes? What will be done differently this time? People are forgiving if mistakes are acknowledged and apologized for.*
64. *Religious Education and Youth Ministry need to be made more attractive to the youth.*
65. *Ask for pledges one on one. The money is here.*
66. *We are hopeful that this will be a success.*
67. *Don't overspend. Build what is needed.*