Our Growing Region

North Carolina is among the fastest growing states in the U.S., and the Roman Catholic Diocese of Charlotte covers the western half of the state. The diocese covers three major population centers, along with many smaller cities and towns throughout western North Carolina. These areas are designated as the Charlotte area, the Piedmont Triad, and the Asheville area. The diocesan administration is located in the vibrant South End district and walking distance to uptown Charlotte.

Charlotte is the most populous city in North Carolina. Located in the Piedmont, it is the county seat of Mecklenburg County. In 2019, the U.S. Census Bureau estimated the population was 885,708, making it the 15th-most populous city in the U.S. and the second-largest in the Southeast behind Jacksonville, Florida. The city is the cultural, economic and transportation center of the 16-county Charlotte metropolitan region, which ranked 22nd in the nation with a population of more than 2.6 million in 2018. Between 2004 and 2014, Charlotte ranked as the country's fastest-growing metro area, and was first in attracting millennials with its mix of opportunity, reasonable cost of living and high quality of life.

Charlotte became known as ‘The City of Churches’ due to its high concentration of churches. In earlier times, people of many denominations were attracted to the area to escape the religious persecution they suffered elsewhere. This tolerance has continued to the present day. Today, the metropolitan area of Charlotte has about 1,500 places of worship, including 1,246 churches.

Charlotte is home to the corporate headquarters of Bank of America, Truist Financial, and the East Coast operations of Wells Fargo, which along with other financial institutions has made it the second-largest banking center in the country since 1995.

Among Charlotte's notable attractions are the Carolina Panthers (NFL), Charlotte Hornets (NBA), NASCAR All-Star Race, Wells Fargo Championship, Charlotte Ballet, Children's Theatre of Charlotte, Carowinds amusement park, and the U.S. National Whitewater Center. Museums include the Bechtler Museum of Modern Art, the Harvey B. Gantt Center for African-American Arts and Culture, Discovery Place, Levine Museum of the New South and the NASCAR Hall of Fame.
The **Piedmont Triad** (or simply the **Triad**) is a north-central region of North Carolina that includes the cities of Greensboro, Winston-Salem and High Point and surrounding area. In 2017, the Triad had an estimated population of 1.7 million.

Long known as one of the primary manufacturing and transportation hubs of the southeastern U.S., the Triad is also an important educational and cultural region and occupies a prominent place in the history of the American Civil Rights Movement. After many of the old industries in the area began to die out, many Triad cities began encouraging technology companies to move into the Triad.

Major art and historical museums contribute to the cultural climate of the region, including the Southeastern Center for Contemporary Art, The Reynolda House Museum of American Art, Old Salem, High Point Historical Museum, Mendenhall Plantation, the Weatherspoon Museum of Modern Art (located on the campus of UNCG), Blandwood Mansion and Gardens, the Greensboro Historical Museum, Guilford Battleground National Military Park, and the Charlotte Hawkins Brown State Museum.

The area also features scientific museums including SciWorks, the International Civil Rights Center and Museum, Wake Forest Museum of Anthropology, and the Greensboro Science Center. The North Carolina Zoo, the world's largest open-air natural habitat zoo, is located just outside the Randolph County city of Asheboro.

**Asheville** is a nationally renowned city in western North Carolina’s Blue Ridge Mountains. It's known for a vibrant arts scene and historic architecture, including the dome-topped Basilica of Saint Lawrence. The vast 19th-century Biltmore estate displays artwork by masters such as Renoir. Attracting numerous visitors, the Downtown Art District is filled with galleries and museums, and in the nearby River Arts District, former factory buildings house artists' studios.

Many outdoor activities are also popular in this area, including skiing, hiking, rafting, camping and fishing.

Asheville is located at the confluence of the French Broad and Swannanoa rivers, and is the largest city in western North Carolina. According to 2019 estimates, the city's population was 92,870, up 11 percent from 2010. It is the principal city in the four-county Asheville Metropolitan area, which had an estimated population in 2019 of 462,680.

**Diocese of Charlotte Statistics and Growth**

The Diocese of Charlotte was established on January 12, 1972. It encompasses the 46 counties of western North Carolina and covers 20,470 square miles from the North Carolina Piedmont to the state’s majestic mountain region. The estimated Catholic population is more than 500,000 among a total population of 5.3 million. The diocese is led by Most Reverend Peter J. Jugis, its fourth bishop.

At the time of its founding, there were approximately 34,000 Catholics in the diocese. In the intervening years the Catholic population has grown exponentially. Between 2011 and 2018, the Catholic population jumped from 4.8% to 5.4% of the total population.
The diocese encompasses 92 parishes and missions, 19 diocesan schools, two retreat centers, three Catholic Charities regional offices and St. Joseph College Seminary. Campus Minsters are active on many college campuses, and Hispanic Ministers are assigned to each of the diocese’s 10 vicariates.

The diocese is supported by 128 diocesan priests, 30 religious order priests, 133 permanent deacons, 10 brothers and 128 sisters. It also is blessed with 41 seminarians studying for the priesthood.

The 16 elementary and middle schools educate 5,119 students, and three high schools support 1,869 students.

Catholic organizations within the diocese include:

- Special care facility – Holy Angels Services, Inc.
- Nursing Home – Maryfield Nursing Home
- Monastery – Belmont Abbey
- Campus Ministry Centers
- Retreat Center – St. Francis Springs Prayer Center
- Reflection Centers – Well of Mercy
- Conference Centers – Catholic Conference Center, Living Waters Catholic Retreat Center

The diocesan policy of welcoming refugees has changed the ethnic diversity of the Church. Aside from traditional African-American, Native-American and European cultures, the diocese has large numbers of individuals from Southeast Asia, and an increasing number of families from Latin America and Mexico. Two Korean cultural centers have been established in the diocese. St. Joseph Church in Charlotte was initially established to serve Vietnamese Catholics, and has maintained its Vietnamese culture while serving increasing numbers of English-speaking Catholics in the area.

The relocation of industries from the Northeast and other areas to North Carolina has also increased the number of Catholics in the diocese.

**Diocesan Activities**

The annual Eucharistic Congress is the premier event for the diocese. Thousands gather each year for the inspirational event, which includes a Eucharistic Procession through uptown Charlotte, a Holy Hour with the Bishop of Charlotte, the celebration of the Holy Mass, Eucharistic adoration, engaging speakers and other devotional ceremonies.

**Organization**

The following organizations operate under the auspices of the diocese:

- **The Central Administration**, which provides administrative and other services to parishes, schools, and agencies of the diocese. Services include coordination and support of educational programs and
multicultural ministries; the vocations program; continuing formation of priests and support of retired priests; employee benefit program; property/casualty insurance program; diocesan tribunal; operation of the Catholic Conference Center, Living Waters Catholic Retreat Center, and Cathedral Publishing, Inc., the publisher of the Catholic News Herald.

- **Catholic Charities Diocese of Charlotte**, a professional human services agency that provides counseling, adoption support, pregnancy support, foster care, crisis intervention, material assistance, burial assistance, immigration services, refugee resettlement, justice and peace advocacy, and education and family enrichment services.

- **The Foundation of the Roman Catholic Diocese of Charlotte, Inc.**, which receives, administers and disburses funds through the creation of endowments for educational, religious and charitable purposes for the benefit of the diocese and its various parishes, schools and agencies.

- **The Catholic Diocese of Charlotte Housing Corporation**, whose mission is to create, maintain, promote and operate housing facilities and provide accompanying services for low-income seniors, individuals and families, and other vulnerable populations.

- **DL Catholic, Inc.**, which holds funds on deposit from the Central Administration, parishes, schools and other Catholic institutions in the diocese. These amounts generally represent funds in excess of current operating needs that have been set aside to fund future programs and facility needs. DL Catholic also provides loans to the Central Administration, parishes, schools, and other Catholic institutions in the diocese, primarily for the purchase of property and acquisition or construction of facilities

- **The Catholic Diocese of Charlotte Advancement Corporation**, which conducts diocesan-wide fundraising campaigns (the Forward in Faith, Hope, and Love campaign and the annual Diocesan Support Appeal) to support operating, capital and endowment activities of the Central Administration and other entities of the Diocese of Charlotte.

- **Saint Joseph College Seminary** is a house of formation whose primary mission is to form undergraduate men for the Catholic priesthood while attending Belmont Abbey College.

### Financial Activity

- Fiscal 2020 annual revenue: $184 million, of which $93 million represents parish revenue
- June 30, 2020 total assets: $803 million, of which $496 million represents parish assets

### Diocesan Finance Office

The mission of the diocesan Finance Office is to sustain the highest standards of fiscal integrity, accountability and transparency as it relates to all financial activities of the diocese. It is the responsibility of the diocesan Finance Office to ensure that accounting policies and procedures are adhered to, and internal controls are in place to safeguard diocesan assets and ensure all financial activity is accounted for properly.
Chief Fiscal Officer

This position encompasses both Chief Financial Officer and Chief Administrative Officer of the diocese. The position is responsible for managing the finances and financial planning process for the diocese, analyzing key business issues/challenges, and developing and implementing strategies to advance the financial health of the diocese. The position is responsible for financial reporting, tax compliance, cash management, debt financing and investments. It also oversees Accounting, Internal Audit, Real Estate, Risk Management, Technology Services, Planning and the diocesan retreat centers.

Primary Responsibilities:

- Manage the finances and financial planning process for the diocese, analyzing key business issues/challenges, developing and implementing strategies to advance the financial health of the diocese.
- Evaluate, update and promulgate financial policies and procedures for the Central Administration, all diocesan-level entities, parishes, schools and other juridical persons under the oversight of the bishop, advancing sound practices for the care of the temporal goods of the local Church.
- Provide financial guidance to parishes and schools, developing strategies to meet their present and future financial needs.
- Evaluate, update and develop accounting policies to advance compliance with generally accepted accounting principles.
- Assess tax exposures of the diocese, evaluate, update and develop policies to advance compliance with tax regulations by all diocesan entities.
- Direct, provide guidance, leadership and support for the following:
  - Accounting Department
  - Internal Audit function for diocesan parishes and schools
  - Properties and Risk Management Department
  - Technology Services Department
  - Office of Planning
  - Catholic Conference Center and Living Waters Catholic Retreat Center
- Manage banking relationships for diocesan entities, directing cash management and debt financing of the diocese.
- Administer the investment activities of the diocese and consult with the diocesan Investment Committee and the Finance Council on all matters relating to the investment of the diocese’s portfolio. Serve as primary contact for the diocese’s investment managers, investment consultant and master trustee.
- Manage the process of budget creation, implementation and review. Make recommendations as to available resources and financial limitations.
- Manage the process for allocating funding from the proceeds of the diocesan annual appeal and other fundraising endeavors.

Key Relationships:

- Collaborate with the Judicial Vicar, the diocesan Attorney and other legal counsel on issues pertaining to financial/temporal affairs.
- Collaborate with Human Resources in the administration of employee benefit matters, such as health plan, retirement plan, FSA, etc.
- Collaborate with the Stewardship and Development Office to develop fundraising strategies to meet the current and future financial needs of the diocese.
Essential Requirements:

- Practicing Catholic in good standing.
- Bachelor’s degree in accounting or finance, CPA or MBA.
- Ten years of professional experience with multiple responsibilities in leadership positions in accounting or finance.
- Administrative leadership in a not-for-profit organization preferred, preferably the Catholic Church, to include working with consultative bodies, supervision, accounting, investing, borrowing, and business law.
- Advanced knowledge of budgeting principles and practices, accounting principles, not-for-profit tax issues, internal control systems, treasury management, investment, and financial reporting methodologies.
- Working knowledge in the following: properties, risk management, insurance programs, employee benefits, computer systems, business law and fundraising.
- Excellent written, verbal and public speaking skills.
- Excellent strategic planning and organizational skills.
- Ability to maintain confidential information.

For consideration:

Interested candidates are invited to send a letter of interest with resume and salary history to: Ms. Gretchen Filz, 1123 South Church Street, Charlotte, NC 28203, or to gmfilz@charlottedioce.org.

The letter of interest should elaborate on why the candidate is interested in this position with the Catholic Church and explain (with examples) why they are uniquely qualified for this position.

Applications accepted through February 25, 2021.