



FREQUENTLY ASKED QUESTIONS

+ Feedback from 12 forums throughout the month of DEC 2017 +

Together We Live is our response to God's invitation to love our neighbors.

As we've done for the past 160 years, we are continuing to expand our ministries with the hope of reflecting Jesus to more people on a daily basis, especially those whose paths we otherwise might never cross.

Through athletics, community activities, and other opportunities, we will experience genuine relationships in a loving environment that reflects the heart of God.

We believe it is through relationships that Jesus will transform lives and grow His Kingdom.

The first eight questions were frequently raised by the attendees of the forums.

1. What are the four specific areas of ministry expansion?

- 1. NEIGHBORING** - Being actively involved with our neighbors
- 2. LIFE | FITNESS & COMMUNITY SPORTS** - Glorifying God by using sports and fitness to naturally build relationships with our friends and neighbors
- 3. SCHOOL ATHLETICS** - Providing after-school programs that will help athletes grow as disciples
- 4. GROWING & ENGAGING JESUS FOLLOWERS** - Providing a variety of activities to equip disciples of all ages for service. This definitely includes our growing children's and youth ministries, as well as adults

2. What are the guiding principles for the new facility?

- ***Safety of our children is our number one priority*** (i.e. secure access, safely crossing Chestnut Street, and well designed schedules for rooms used by students)
- Hospitality: ***Our commitment is that all who enter these doors will experience genuine relationships in a loving environment that reflects the heart of God.***
- Keep space as "multi-purpose" as possible
- Construction of the new facility dependent on approval of voters on Feb. 25, 2018

3. What can you count on from Church Council?

- Faithful management of all campaign funds
- No long-term debt; we will build based on campaign commitments
- Intentionally seek input and communicate regularly with church members

- Nominate a building design team to earnestly consider all input and seek out subject matter experts (i.e. the kitchen, concessions, childcare, youth & children’s ministry, etc.)
- Establish a governing board to implement the guiding principles and to oversee the scheduling process which balances community and church activities

4. What are the funding priorities?

1. New multi-purpose facility located on the east parking lot and four years of operating expenses
2. Additional parking
3. Remodel current gym and athletic office areas into multi-purpose room
4. Remodel current cafeteria, kitchen, bathrooms, and locker rooms

5. What future building projects are not included in this campaign?

A master site plan team, led by Adam Cline (Operations Board), is working on a 50-year plan to share in the near future. Projects under consideration:

- Chapel using the 1904 sanctuary stained glass windows
- Columbarium next to the sanctuary
- Future renovation of the 40s and 60s wings

6. What are the plans for the new multi-purpose facility?

- Two high school regulation basketball courts with wood floors
- Area for a stage to host programs with larger audiences (speakers, concerts, etc.)
- Two changing rooms for PE and athletic events (strategically located to ensure safety)
- Several multi-functional spaces for Life | Fitness, community programs, children’s ministry, and youth ministry (Trek and Venture)
- Space for childcare during activities/programs
- Kitchen for meals and community events
- Concessions area located close to kitchen and gym doors
- Adult locker rooms with showers, securely separate from children

7. What are the plans for the current gym and cafeteria?

- Keep current gym space for K-2 PE, 5-8 athletic practices, and community youth leagues
- Increase lunch room space for the school
- Add dimming lights and new paint to update area for Bible classes and special events
- Storage for tables and chairs
- Improvements to the kitchen

8. What is the timeline?

- January - Home visits and the sermon series
- January 25 - 28, 2018 - Commitment weekend
- February 25, 2018 - Seeking approval of voters to build the new facility
- Summer of 2019 - New facility doors open

Questions by Theme

MINISTRY EXPANSION

9. **Neighboring** - We will seek to impact our community, starting with the Lincoln Central Neighborhood (LCN). Please share what this means. The impact we seek to have will begin with building relationships with our immediate physical neighbors; those who reside in the Lincoln Central Neighborhood. One of ministry expansions is **Neighboring**. Neighboring recognizes that there are leaders, assets, resources and solutions right in the midst of those where we find ourselves to be. Neighboring is about teaching, encouraging, loving, supporting, equipping, and releasing people to love their neighbors. Examples include:

- Community BBQ
- Block movie night with refreshments
- Coffee House Open Mic
- International, multicultural Storytime
- After School tutoring/socials
- Concerts
- Career Development
- Speakers Bureau
- Cooking Classes
- Employment support
- Money Management Classes
- Date Nights, free childcare
- Swing Dance Classes
- Community Service Events

10. **Life | Fitness and Community Sports** - What is being considered?

- **Purpose:** To glorify God by using sports and fitness as tools to build relationships with our neighbors while sharing and demonstrating the love of Christ.
- **Program Elements:** Christ-centered, Relational, Multicultural, Model Christ-like behavior, Competitive, and Skill development. Training of all volunteers.
- **Proposed Youth Programs (ideas):** Must be done well (quality coaching, organization, etc.) but with a primary focus of reaching kids for Christ. Basketball, Volleyball, Speed/Agility, Soccer, Flag Football, Kickball
- **Proposed Adult Programs (ideas):** Provides a natural and easy way for adults to be in fellowship with one another (risk free, comfortable, breaks past barriers). Basketball, Volleyball, Kickball, Badminton, Soccer, softball, Ultimate Frisbee, Group Fitness Classes, Dodgeball, and Group TV Sporting Events (i.e. Monday Night Football Bible study). And pickleball too.

11. **School Athletics** - How does the new building provide different experiences that will help athletes grow as a Jesus disciple? One of the four areas of ministry expansion is focused on School Athletics. Our school, in partnership with Life | Fitness, will expand our offerings to develop all athletes to grow as Jesus' disciples. Many of you have heard Pastor Teike talk about the power and the potential of athletics to teach us valuable life lessons about hard work, teamwork, how to win and how to lose in our many life experiences. In all that we do, we will continue to cultivate loving relationships and reflect God's heart.

12. What mechanisms are in place to ensure that the impact of this facility continues to serve its priorities and vision, rather than simply becoming only a new school gym?

- The Church Council will establish a board to develop and ensure the goals for this new facility will be met. This board will include residents of the Lincoln Central Neighborhood. We will create a policy that will include:

- Council will review the vision annually to ensure we are staying the course.
- Monthly board meetings. This board will be organized like our other boards serving under the Church Council, but will be required to include members of the LCNFC.
- Board will monthly monitor strategic alignment to the vision.
- For overall accountability, if the Board and Church Council identify a change in the direction of the Community Center, per policy, the Voters' will be notified.

13. What would the new facility look like on a Sunday morning? This is a multi-purpose building, so we will maximize this space. Ministries will be placed to most efficiently use our whole campus.

14. Do we have a method in place to ensure maximum impact that others know about us and what we are doing to reach out in the community? The new facility would require a board to operate, as well as include people from the neighborhood to ensure operation successfully. Relationships are critical for operation and success of the building to ensure successful outreach.

CURRENT MINISTRIES & FACILITY

15. Where will the Lawn Maintenance Ministry (aka Yard Dawgs) and Auto Ministry storage buildings go? We currently own 2 storage garages on the WEST lot, as well as a large garage behind the new Life | Works Training Center at 915 4th Street. We will use these three garages to meet the needs of both ministries. The Operations Board, in collaboration with both ministries and the building design team, will create a long-term strategy to support these two ministries along with Life|Works, School, Church, and other storage requirements. The Foundation is also working with us to locate storage areas.

16. What about the maintenance plan for our CURRENT building?

This topic was discussed at previous forums and was included in the January Voters' FAQ's. We are currently saving \$15,000/month for current and future improvements, secured in a designated fund. The Operations Board has created a "Maintenance Matrix" to ensure we have a long-term strategy and savings plan for our current campus. (The matrix includes roofs, HVAC, parking lots, etc.) A quarterly review of the Maintenance Matrix is conducted to adjust priority of targeted items. Any designated gifts for our building will be deposited into our Capital Improvement designated fund. [110,000 sq. ft. x \$200 per sqft for replacement, saving 1% per year = \$18,000 per month] We currently have \$350,000 designated in savings for maintenance of our current building.

17. What is the plan for renovation of current space? Renovations are tentative depending on commitments (pledges). Renovations will be included in the building design team priority list.

- **Cafeteria & Kitchen** - As we maximize our school's potential, the kitchen and cafeteria are strained beyond their capacity. We will modernize the facilities and replace what's needed to effectively use the space. And, as an added benefit, our Sunday Morning Fellowship Hour will be blessed with a new, clean, open space.
- **Current Gym** - will stay a gym (see above).

18. What can we do to support children and youth ministry?

- Design team needs to consider a game room for kids who don't fit into normal athletic programs.
- Make sure youth ministry has weekly designated times to use the new facility. Our current space is getting too small.

FINANCIAL

19. Once we know how much has been pledged, who will determine the use of funds and priorities for the overall project? The building design team has been tasked by the Church Council to determine the design priorities. If we have a different commitment (pledged) amount than what we are praying for, we will adjust the plans (reengineer) accordingly.

20. What is the operating budget for the new facility and who will oversee?

- **How many new full and part-time staff?** Facility coordinator, custodians, welcome desk greeters, fitness instructors, and child care. (We already have a full-time director's positions for this facility in our budget.)
- Weekly offerings will cover the majority of the operational expenses.
- It is not the goal for this facility to be self-funded through program fees/events.
- Potential revenue options: Grants, Silversneakers, class fees, camp registrations, rental for large events, etc. We are not planning on membership fees as a revenue.
- Utility expenses for 40,000 sq feet (estimate)
- Depreciation amount for future improvements
- The new facility board, appointed by the Church Council, will govern usage, ensure the goals and vision for this facility will be met, set annual program goals, apply for grants, and oversee the annual budget.
- The new facility budget will be included in the overall St. Peter's fiscal budget.

21. Together We Live commitments will cover the annual operating expenses of the new facility for four years, with a predetermined percentage decreasing each year. Who will determine percentage decrease?

- The Church Council will appoint a finance team to provide a recommendation.
- **After 4 years, where will the money come from to operate the new building?**
The overall St. Peter's budget will take over, minus any revenue generated.

22. Who will see my commitment card?

Your commitment card will be counted and entered into our accounting system by three people,

Tim Bense, Director of Generosity, Mike Hinckfoot, Executive Director of Ministries, and Angela Cognota, Finance Manager. Only these three staff will have access to your gift.

23. Will there be any financial support from the Lincoln Central Neighborhood?

There are people who consider St. Peter's their church home and live in the LCN, we hope they will support this campaign. We have not discussed the LCN Family Centers financial engagement.

24. How will tuition be impacted by this new facility?

From the January 2017 Voters' FAQ... "Tuition is calculated by a formula that takes into consideration teachers, administrators, teacher aides, school support staff, cafeteria workers, shared staff, including our director of youth ministries, technology, front desk, etc., as well as a percentage of utilities and miscellaneous expenses. When the overall operating costs increase with the new facility, the percentage of the new facility used by the school ministry will increase the per pupil cost proportionately. Regardless of actual increases to the per pupil cost, the maximum tuition increase can be 4% per year, as indicated in our new Partnership Plan Guidelines. Tuition and school choice dollars will not be used to build the new facility or furnish it."

- The Partnership Plan 3.0 will begin with the 2021/2022 school year. We will review and update during the fall of the 2020/2021 school year and communicate during the winter of the the 2020/2021 school year.

25. Are we going to tithe 10.6% of the funds raised for the Together We Live campaign? *From*

January '17 Voters' FAQ... "No. Church Council discussed that the goal of the building is outreach, therefore, all funds raised will be applied to the new building. If individuals wish to give additional gifts to other funds/missions, we will assist in this request. The money received for the Together We Live campaign is expected to be over and above the current tithe of those who consider St. Peter's their church home."

26. How will the custodial staff be managed? The current custodial staff is stretched very thin, how will adding an additional building effect their responsibilities?

The Operations Board has reviewed the current needs and will own future staffing needs for both the current and property expansion, buildings and property (ie. snow removal and lawn care). New staff for this facility will be in the operating budget.

27. Can you explain the timeline in greater detail, in particular, the commitment weekend? This

is a three-year giving commitment, above and beyond current weekly offerings. The commitment weekend will be January 25-28, 2018, the last of four sermons focused on Together We Live.

28. Are there other creative ways to fund this project? Yes. The congregation will be the biggest avenue of support. We'll seek grants & "Friends of the Congregation" to raise funds.

SAFETY

- 29. Will there be two separate changing rooms for adults and kids?** Yes, there will be two separate rooms for safety and privacy. Adults will have a locker room and showers. Students will not use the adult shower-lockers. Students will have a space for changing for PE and events.
- 30. How will the two buildings communicate? Intercom systems? Phone system?** School and Church communication needs will be considered in the detailed design work in partnership with subject matter experts/stakeholders.
- 31. How will students walk safely from the main school building to the gym space?** Safety is a top priority for the building design team. They will collaborate with subject matter experts and key stakeholders to ensure that the appropriate safety measures, such as clearly marked and painted crosswalks, sidewalk railings, flashing lights with push buttons, etc., are in place. Additionally, we would consider budgeting for a crossing guard during times of peak usage.
- 32. What about secure access points?** The design team will research the best options (keys, swipe cards, etc.) for securing certain areas during PE classes, changing rooms, etc. and student foot-traffic throughout the building.
- 33. Will there be surveillance safety cameras?** Cameras will be installed in various locations to monitor various activities, including parking lots.
- 34. Could Chestnut be one-way?** This will be added to the work of the Building Design Team to research this idea with the city planner/engineering. Design team will connect with traffic safety expert.
- 35. Can we still add the raised covered crosswalk over Chestnut Street? This would be much more convenient, safer, and a really cool feature.** As seen in the original design drawings (January 2017), the raised crosswalk was removed due to extremely high cost and loss of half of the playground, however, if sufficient funds are available, the outcome of this safety feature can be reconsidered by the Design Team for current and/or future planning.
- 36. Will people need to sign in when they enter the building?**
- "The building design team, which includes the Executive Director of Ministries and Principal, will work with the School Ministry Board to make sure a system exists that both protects the students and creates a welcoming environment for visitors."
 - We plan to have a "greeter-navigator" at the front desk during open hours to personally welcome all who enter our doors to help ensure a friendly experience and be available for unique needs as they arise.

PARKING QUESTIONS

37. During construction phase we will likely lose the EAST grass lot. During the school day, where will staff park when the main parking lot is needed for worship/funerals/grilled cheese Thursdays?
- Additional parking areas need to be identified by the building design team before construction begins. Some research is already underway.
 - Idea - We may need to use a portion of the WEST lot for parking, even if it is temporary (one year).
 - **What about Thursday night games?** We need volunteer parking attendants on Thursdays to ensure spaces for worshipers who are mobility challenged.
38. Who would work with the WEST lot neighbors & city to help them embrace idea of a 12 month temporary (gravel) parking lot or ½ the lot being green space and ½ blacktop parking? If needed, Bob Schwartzkopf and Mike Hinckfoot would do this.
39. How many parking spots will we lose/gain with the new building, taking into consideration how often we use the grass for parking with school, athletic, and church events? As for paved, we'll increase the number of parking spots. The building design team will have an event parking plan that includes the new parking area in the EAST lot, potential parking in the WEST lot, and potential other areas. We will need to encourage members to use the north parking lots by Central and Cummins during off work hours.
40. What about Cummins staff and Central Middle School that use the EAST parking lot? The building design team will evaluate facility usage during the day then communicate to both if we have spaces to share.
41. Who is talking with Cummins about parking changes? SPL had an initial discussion with the Cummins facility manager in regards to our vision for the EAST Lot. The design team will work with Cummins.
42. Who will meet with our neighbors to discuss the two-story multi-use facility on the EAST lot and the potential parking issues? SPL is working to set up times to meet with our adjacent neighbors.
43. Has there been any discussion on building a parking garage? And what is the plan for the 40s and 60s wings? Right now, this is a long-term master site plan discussion. The Operations Board is looking at long-range facility planning for the next 50 years. Without question, the 40s and 60s wings are part of this conversation.

WHAT ABOUT...

44. What about **storage** in the new facility?

The building design team has the following storage needs on their priority list:

- Tarps for wood floors
- Chairs/tables
- Production equipment
- Washer/dryer
- IT systems
- Ministry supplies
- Custodial
- Office
- Sports equipment
- Concession
- Dumbbells/ kettlebells
- Spinning bikes

45. What about a **coffee bar - hangout area with free wifi**?

It is a goal to have a coffee - hangout area. This concept will be on the building design team priority list. The team will take into consideration accessibility, sound, etc. We will visit other facilities for ideas. We will provide a safe, secure wifi just like the SPL Cafe.

46. What about **meeting rooms**: There will be many multi-purpose areas for meetings. The building will be designed with sitting/hang out areas for people waiting to pick up kids, small group meetings, and hanging out after fitness classes and Bible studies.

47. What about a **kitchen**? A goal for the facility is a kitchen, bigger than room 2164, with a stove, large refrigerator etc.. The building design team will work with subject matter experts and key stakeholders to design this space and ensure it meets code and the needs for multiple users (ie. funeral luncheons)

48. What about a **basement** or **half-floor raised building** been considered (**storage/more space**)? It is not in the plan, this would likely be a very expensive option.

49. Where will the **childcare area** be for small children of adults using the facility (**community programs, Life Fitness, etc.**)? On the current drawings, a child care area is not included. This space is definitely needed for community programs, and will be included by the building design team as they set priorities. The building design team will design a space for childcare during activities/programs, not a paid day care or early childhood.

50. What about a **concession stand** for sporting and social events? The building design team will bring in subject matter experts/stakeholders to design this space and to ensure health requirements/inspections are to code. Goal is to have it located next to the kitchen, across from gym.

51. What about requiring signed **Conflict of Interest agreements** for people making decisions?

Yes, for current leadership (Council, Operations, Elders and School Ministry) members have signed agreement. The Council will require signed agreements by all building design team

members.

52. What about lighting? The building design team, in collaboration with our production specialist and stakeholders will review the designs.

SIGNAGE

53. What is the name of the new facility? At this time, a name has not been determined.

54. Will guests entering the new building be aware that the new building is an extension of St. Peter's Lutheran Church and School?

- We are working hard to create an overall brand or experience for our entire campus. It would be very clear that this facility is an extension of our Purpose, 2020 Vision, and our commitment that all who enter our doors will experience genuine relationships, in an authentic and loving environment, that reflect the heart of God. The facility will be an outreach for people that may not have a strong relationship with Christ.

FACTS

54. How big are the rooms compared to our current facility?

- The current gym is approx. 5100 sq. ft. Proposed new courts...more than double current gym.
- The 1st and 2nd floor multi-purpose areas (one above the other) are each approx. 4,000 sq. ft.
- The multi-purpose room above the locker rooms is approx. 2300 sq. feet.
- 2164 is 1367 sq. ft.
First floor multi-purpose room, divided up, each room is approx. 1300 sq. ft.

55. Who is the architect? David Force.

56. Where is the main entrance to the new facility? Facing California Street.

57. Did we decide at the January 2017 Voters' Meeting to build the gym? No. We agreed to move forward with the "Fundraising phase". We will have another voters' meeting on February 25 to decide the next steps.

58. What about a room for a video game/rec room? This is not in the current design plan. The design team will add this to the list. A guiding principle is to keep the space "multi-purpose" if possible.

59. What are the operating hours of the building (when can community use walking track, hang out in sitting area, etc.)? This will be determined by the overseeing board at a later date.

60. Would the new building be used for Life | Works ministry? Jan Kiel is using a building/house purchased by the Foundation. We are currently researching additional counseling space. This is on the design teams list for consideration.

61. LEADERSHIP - PLEASE REMEMBER...

- We must have the right people to staff and run the facility to ensure success.
- Be conscientious on how we seek pledges from individual members. (Learn from “Extending His Kingdom” negative approach).
- We must not take on debt and know how we will fund the facility
- To reach out to our Alumni concern and if we are reaching out to fellow alumni
- Provide on our overall campus room for storing archives
- Relationships matter & do not lose the amazing progress we’ve made, something that hasn’t been seen like it is today!
- Not to lose site of the upkeep of existing facility.
- Pursue environmentally safe building materials for the new facility
- Security requirements-visit other locations with a school & multi-purpose facility:
 - Design
 - Process
 - Procedures
- Work with Red Cross and City to identify “Crisis Shelter” regulations (ie. storage, amateur radio roof access)
- Discuss with LCNFC on the idea of a satellite office
- Building Design
 - Consider rotating basketball courts: We could go the opposite direction of the basketball courts, decrease the court footprint, but add additional locker room space.
 - Concessions stand should be close to the kitchen.
 - Tighten up corridor...seems like wasted space
 - Make cut-out by entrance into building space. - Footprint

CONTACT INFORMATION

62. The Church Council will appoint a Building Design Team to oversee and set priorities during the entire Building Phase. Who is on the building design team?

- Project Shepherds: Pastor Teike & Mike Clancy, Jr., Council Chair
- Team Leader: Bob Schwartzkopf, Church Council Member
- Program Manager: Mike Hinckfoot, Executive Director of Ministries
- School Athletics - Tony Wittman
- Life Fitness and Community Sports - Dustin Weber
- Neighboring - Pastor Chad Foster

- School Logistics - Scott Schumacher
- Campus Management - Brett Gardner
- Operations Board & Coach - David Luken
- Foundation Liaison - Tim Bense
- Teacher - Emy Brooks
- Design - Rosemary Wagner
- High School Students - Cameron Kelly and Elliott Koopman
- Welcome & Hospitality Logistics - Molly Humes
- Prayer Champion - Gretchen Newell
- Communication - Thomas Winterstein and Jeff Brown
- Lincoln Central Neighborhood Family Center - YTBD
- Subject matter experts - Carrie Abfall, Steve Forster, Jim Lyons, and Tim Pinnow

63. Who is on the Church Council?

- Mike Clancy Jr. - clancym14@gmail.com
- Amy Elsbury - adelsbury@att.net
- Cindy Forman - cindy.forman@sbcglobal.net
- Christine Gibiser - meand2minpins@gmail.com
- Mark Kelly - mark.m.kelly59@gmail.com
- Erich Miller - ejvirago@comcast.net
- Bob Schwartzkopf - baschwartzkopf@gmail.com
- Jana Thompson - eatmorechinese@gmail.com
- Jason Tracy - jason@tracys.org

64. Who do I contact about giving to the Together We Live campaign?

Tim Bense, Director of Generosity, tbense@stpeters-columbus.org. 812-372-1571 x2140

