

**Salem Lutheran Church + Public Safety Foundation (PSF)
Potential Partnership
Frequently Asked Questions (FAQ): Updated April 1, 2024**

Why is Salem considering this partnership?

The Public Safety Foundation approached Salem leadership with this idea after considering several other spaces on the East Side. **In discerning this opportunity, the church council found several ways that this partnership could help advance Salem's mission.**

- One of our goals is to benefit the community and be a resource for the East Side. **This partnership is a real way that we can help our neighbors access needed services, including physical and mental health care.**
- **Salem would receive significant financial benefit** from this partnership, which would help us carry out other programs that are important to our congregation and community.
- Salem's building would benefit from **needed repairs and updates.**
- As the role of church changes in society, Salem's goal is to be relevant in this time and place. **Using our building to provide services to the community is one way that we can continue to "church" while expanding what Salem means to our neighbors and community.**

The intention is to create a mutually beneficial relationship between Salem and the PSF. In addition to the financial obligation, the PSF will meet monthly with stakeholders, including Salem, to discuss concerns and opportunities. The PSF will also provide a public annual report.

While the Outpost will be non-religious and open to people of any and all faiths, this is an opportunity to bring people into our building and welcome them to the Salem community. This is within Salem's long-term stated mission of **Making Jesus Known.**

While the Church Council has led the project to this point, the entire congregation will be involved in the final decision making. We have tentatively scheduled a special congregational meeting for a congregational vote on **May 19.**

This FAQ addresses some of the questions we have heard from the congregation; other opportunities and events will also be held to help everyone make an informed decision.

Space Concerns

How much space would be used by the Outpost?

The plan is for the Outpost to use around 3,000 square feet of our education wing, which is about 10% of our total space. The area in question includes Door C, conference room, mens' and handicapped restroom, some offices and two classrooms on the second level.

How will we make up that space?

Part of the partnership includes the PSF paying for a remodel, which includes adapting the space for their use and also constructing new areas for Salem's use.

While the plan is fluid, the PSF and Council are both aware of the following needs.

- **Handicap-accessible men's bathroom:** The current men's bathroom is badly in need of an upgrade, and it is not handicap-accessible (there is a gender-neutral accessible bathroom). As part of the partnership, the PSF will pay for construction of a new handicap-accessible men's room (likely in the or near the Caring Ministry lounge).
- **Conference room:** The conference room may become shared space on the main floor or upstairs, or we may repurpose an existing downstairs room into a conference room accessible only to Salem (the downstairs is accessible by elevator). We also have used the great hall for meetings.
- **Parking:** The Outpost will not be open during high-traffic days at the church (Sunday, Wednesday evenings). When the church hosts other events, like funerals, we will provide advance notice to the PSF and they will respect our needs for this important ministry.
- **Office space:** In the past few years, Salem has combined several positions and eliminated other positions. The proposed floor plan includes office space for our current staff. If needed in the future, existing storage areas or classrooms could be repurposed into office space.
- **Library:** The library will still be accessible by Salem and not shared with PSF.
- **Door C:** Door C would not have access to Salem facilities.

What about security?

- All access points would be accessible only to keyholders and monitored by security cameras.
- Any connection between the space used by the Outpost and the space used by Salem will only be accessible to authorized persons with a key.
- Part of the plan includes a police presence.
- This will be a private facility, and the PSF and Salem will be able to ask people to leave and take additional steps as needed.
- Other Outposts have shown that the police presence has reduced neighborhood crime.

Finance

What does this partnership mean to Salem's finances?

This partnership would be greatly beneficial to the church's financial picture.

- Salem's roof is in need of repair within the next two years. The PSF partnership would allow us to make these repairs without raising additional funds from the congregation.
- The monthly lease would help fund the upkeep of our building, including heating, lighting and maintenance.
- The PSF will pay for initial construction costs. Construction will necessarily meet code.
- This is a lease, not a sale. If at the end of the lease period Salem determines this is not a beneficial partnership, we have the option to terminate the lease.

What happens next?

The Outpost does not proceed without a congregational vote. That vote is tentatively scheduled for Sunday, May 19. Before the vote, there will be both in-person and written opportunities to learn more about the proposed Outpost.

- If the Outpost is approved, the PSF will take their next steps to fundraise and start construction as soon as possible.
- If the proposal fails, the PSF will look for other options and Salem will need to figure out how to fund and complete the necessary building upgrades.