

IPC RENOVATION SURVEY – Response from Task Force

Thank you for your feedback submitted on the IPC Renovation survey! We read **every** comment, discussed at length all the issues raised, brainstormed how to address as many of the concerns as we could—both in the actual **building design**, as well as in our **process**. We are praying for unity as we trust the Spirit to guide us in our Renovation efforts.

This is our response to your questions, suggestions, encouragements, and heartfelt concerns, **organized by topic**. The bold sentences are sentiments and questions expressed on the survey, with our replies following. The most common issues are highlighted. We have tried to respond in a timely manner *and* as thoroughly as possible without overwhelming you with too much information. Please read this prior to the Annual Meeting in order that the meeting time can be used for further questions and clarifications.

Honored to be serving you,

The IPC Renovation Task Force (RTF)

Doug Anderson, Annika Durbin, George Garrison, Susan Garrison, Sarah Holman, Sue Lundin, Rob Noll, Anna Scheidt, Scott Scheidt, Alva Steffler, and Steve Wall (chair)

VISION

- ❖ **Why are we doing this? How will this improve our current ministries? How do our facilities impact hospitality, outreach, and growth?** There were more than a few “why” questions raised on the survey, which was a bit puzzling since almost 80% of the church responded that they have a “good” understanding of the vision for the renovation. Nonetheless, we recognize the importance of vision and mission, and we are working on ways to communicate this more clearly.
- ❖ **How long will these renovations serve our needs? What happens then?**
 - Master Planning is the process of looking into the future for the purpose of planning how a facility/campus will need to **grow and change over time** based on evolving human and congregational needs and the organization’s potential growth patterns. We are considering our future, as well as our immediate needs.
 - The renovation work we are planning for our existing building **needs to be done**, even if/when we eventually expand our building. The **renovation work is not in place of an expansion**—it never was intended to be that—but rather, this work is necessary of its own accord and would be included in work to expand the building.
 - The **renovation work is permanent** and should meet our needs for the foreseeable future (we would not “undo” any renovation work if/when we do expand). The only exception to that would be the Kitchen, as an addition would certainly house a much larger Fellowship Hall and a Kitchen designed to service it. Therefore, we are being as circumspect as we can be for meeting current Kitchen needs without spending unnecessarily, knowing that, down the road, this existing Kitchen room will most likely be transformed for other uses at that time.
 - After years of working on this project, Session, Staff, and the Task Force foresee the need for an **expansion** of our building to fully meet all our felt needs and missional needs. When the church was originally built, future expansion drawings were included; the basement space was “make do until expansion”—and that was twenty years ago.
 - Pastor George will share more about the topic of expanding at the Annual Meeting.
- ❖ **I am concerned that leadership will struggle too much in this long process, which may cause frustration and contention.** A long process will have effects on those managing it, but your leadership is committed. We care about what matters to our people, and we desire to lead you well.
- ❖ **Is the congregation actually being listened to or is the leadership simply on its own path?** We (Task Force, Session) have been listening from the beginning and have been soliciting congregational input as we go along. Just because you don’t see the changes you were looking for doesn’t mean we

weren't listening. There are conflicting requests on almost every design aspect in the plans. As much as we have tried, we simply cannot accommodate everyone's ideas. Also, working within the constraints of the current building footprint means we have had to think creatively and thoughtfully about renovation work. We have had to prioritize, compromise, and make some hard decisions along the way. We need to be gracious with one another and realize we won't get everything we would like.

COMMUNICATION

- ❖ **Can you provide regular Renovation Project updates? We have forgotten about the renovation because it's never talked about.** Thank you for all the suggestions for communication! Going forward, we commit to:
 - Communicate specifics as they are available through the **weekly bulletin, the Renovation webpage, updates during the service** (from more folks than Pastor George), and occasional **emails/informational handouts**.
 - Hold **informational meetings**, as needed, to share updates on financial and work progress.
 - Share **costs and timeline** as they are known. Exact timelines cannot be developed using a pay-as-you-go funding model. Additionally, we cannot know exact costs until we have bids from contractors, which we cannot solicit until we have the funding.
 - Offer information about the **vision** for our church and the connection between **our values, our needs, and our mission**.

- ❖ **Have you thought about making a webpage for the Renovation?** We have had a **Renovation webpage** on our website since last May that provides the vision, phases, cost estimates per phase, plans (blueprints), and a form for submitting feedback and questions. We will update this page as things progress with what work has been done, where we are with funding, and eventually, pictures of building work progress!

IPC Renovation webpage: www.immanuelpresbyterian.net/renovation

*Or visit our homepage, click on **About Us** in the top left menu, then choose **Renovation** at the bottom of the drop-down menu.*

(Please speak with Annika Durbin or Annette LaPlaca if you need help accessing the webpage!)

TIMELINES

- ❖ **What is the start date for the Renovation WORK to begin? Is the Task Force pushing for a Summer 2020 start?**
 - We (Task Force and Session) had been *hoping* for a Summer 2020 start, since the summer months are an ideal time to do renovation work. We have our current **funding numbers** and will share them, as well as their implications, at the Annual Meeting on Sunday. This will bring everyone up to speed about potential start dates for the WORK.
 - We also recognize that *current* needs create a sense of urgency to move forward on the Renovation Project.
 - In our current funding model, Pay-As-We-Go, it is the congregation that determines, through giving, when construction can start, not the RTF.

- ❖ **Can you give us start dates (timeline) for each of the Renovation PHASES?** Any timeline we would give about the phases could only be estimates, due to the nature of the pay-as-you-go model. Since we can't start a phase until we have the money in hand, we can't set any official start dates yet. We also cannot get quotes (bids) from contractors until we have all the money to pay for the work in that phase.
- ❖ **Can you give us target dates for Renovation FUNDING?** We are considering this request and other ideas to improve the fundraising process.
- ❖ **I am concerned this project will take forever to fund, especially at the current rate of giving. Will we lose “steam” and excitement because of the slow pace of fundraising?**
 - The Task Force shares this concern, that we may lose our “steam” along with the congregation.
 - At the current rate of giving, the total project could take **7 or more years to complete.**
- ❖ **By the time we finish this renovation we'll need to start all over again to accommodate the growth. Perhaps one large campaign is what's needed?**
 - Most of the renovation work is still necessary even if/when we expand. As we have worked on the plans, we have accounted for the future to the best of our ability.
 - We do acknowledge that coupling the renovation with an expansion would address most, if not all, of our felt needs. And it would likely lower the cost of the renovation work due to synergies developed with a larger scope of work.

PHASES OF CONSTRUCTION

- ❖ **How does phasing work?**
 - Phasing is based on **doing work in the necessary order**, so that remodeled areas can be occupied at the right time and thereby create empty spaces elsewhere that can then be remodeled and reoriented for new uses. (We can't renovate the Basement and the Narthex at the same time; one must come before the other.)
 - Our Phasing plan is also based in part on our **pay-as-we-go model**. As much as we would like to do bigger chunks of work at a time, unless the funds come in, we have to break up the work. (This could end up being more expensive in the long run.)

- ❖ **What are the phases of our 7-phase plan?**

*Based on your feedback and our own discernment, we have decided to change the phases. We are **reducing the number of phases, rearranging the order of work, and putting a pause on some projects for now.***

- We will present these changes to you at the Annual Meeting!
- ❖ **A few survey respondents felt not all phases are needed (i.e., Bell Tower).**
 - We understand that some folks support some parts of the program over others. We trust that everyone understands that there will never be 100% agreement on the scope of work, or even the most basic of design elements for any given phase.
- ❖ **Drawings/Plans**
 - **Do you have building plans?** Yes.
 - **Can you make the latest plans available?** We made these available last Spring and explained them to whoever asked. They were posted on the Renovation webpage and enlarged posters of the plans were hanging on the walls of the Narthex and stairwell for about

four months. The plans will remain on the **Renovation webpage** indefinitely and will be updated as adjustments are made.

- **Explain the plans better; how will it look/work?** We are happy to meet in small or large groups to walk everyone through the plans in detail. We will also try to **label** the plans more clearly. We understand it can be hard to visualize from blueprints!
- **I need to see drawings and/or 3D renderings of the plans.** This is not possible unless we hire an outside architect; it is **very time-consuming and expensive**. IPC member Rob Noll, a professional architect, is donating his time for the drafting required. We will try our best to help you understand the plans from the blueprints.
- **Did you consult with the groups who use each space regarding their needs and wants?** All stakeholders were interviewed at the start of the design process: Children’s Ministries, Youth Ministry, Social Committee and Food Pantry. They have all shared input toward the design.
- **What about La Roca?** La Roca is very supportive and also very flexible. Their spatial needs will be covered within the scope of our Renovation project.

FINANCES

❖ COMMUNICATION

- **Can you provide regular updates on fundraising progress?** We will endeavor to provide weekly updates on the current balance of the Renovation Fund in the bulletin.
- **Can you give us more reminders to give?** Yes!
- **Can you provide cost estimates for each phase?** These numbers have been shuffled and will be shared at the Annual Meeting and on the Renovation webpage.
- **Has the budget changed?**
 - The budget was developed last year and has not changed since its finalization.
 - Rearranging of phases is being pursued, but the final cost will not change just because work is rearranged. It simply moves costs from one phase into another.
 - The original budget was developed over a year ago and is being revisited, especially in light of reducing the number of phases. While this will necessarily change costs per phase, it will not reduce the overall cost of the work. The total budget has not substantially changed—if anything, it will increase as time passes. Please remember the “budget” per se, is really only an informed opinion of probable construction costs, what we believe the work will cost if we start now.

❖ BORROWING

- **Have we considered borrowing to complete the project faster? It’s unrealistic to try this without a loan.**

*We are currently proceeding on the basis of **pay-as-we-go** (no debt) because **that is how the congregation voted a few years ago when we began to explore the idea of renovation and expansion.***

- On the recent survey, only **26%** of survey respondents support pay-as-you-go; **74%** are neutral or concerned about this funding model.
- The survey numbers and comments suggest that there is **not a congregation-wide consensus that borrowing is a bad idea**. In fact, it reveals that only a minority of the congregation is strongly opposed to borrowing. The majority either support the concept of borrowing or are neutral on the question.
- Due to this feedback and the discernment of Session, borrowing is currently being *researched* to provide information about the congregation’s borrowing capacity with our lender, as a **point of information for all**. No decisions have been made.

- **Is there a middle-ground approach that would allow for minimal borrowing on an incremental basis, to gradually address these needs?**
 - The nature of loans made to churches makes this approach unfeasible. In order to borrow money, we have to renegotiate the entire debt of the church and could only get funds in that way once. The bank isn't going to look favorably on renegotiating again and again.
- **Is borrowing/paying interest to a bank inappropriate for a church?**
 - Major construction has always been financed. Financing allows for ministry to surge forward, as needed, not waiting for a congregation to save up to make it happen (7-10 years).
 - Pay-as-you-go really is a model suited for households who are saving for future needs, like buying a car. The car they have is adequate, but in 10 years it won't be. Saving for that eventual expenditure makes sense for a family. But it doesn't work that way for a church. Our needs are immediate—we don't have 10 years to save money for the effort.
 - If our needs are immediate, then we need to respond immediately through sacrificial giving and/or consider borrowing.
- **There is a perception that getting a loan to expand would be unfairly burdening the next generation with debt they would not have chosen for themselves.**
 - Our job as the leadership is to ascertain the best path forward. It is God who determines what's best for the next generation, as well as the current generations. He is the one who ultimately decides—we are trusting him to guide us. We understand that what we decide here affects coming generations.
- **Should we retire the existing mortgage before renovating?** Only if we are okay with putting off meeting current ministry needs for 10 years or more, and then only to borrow money again. (We have approximately 10 years left to pay off our current mortgage.)

❖ FUNDRAISING

- **There is no official campaign to raise money. There was never an official “ask.”**
 - We held a **Renovation Kick-off Celebration** last June. Since then, we have simply been relying on your understanding of the need and the urgency of it to give generously and quickly.
 - We recognize our lack of “nagging” you has resulted in many forgetting about this need. We will do a better job of bringing the need before you more frequently.
- **Could you request pledges for specific financial support?**
 - We agree that providing a variety of specific giving goals (pledges) would be helpful to many families. We will consider how to pursue this goal.
- **Can you tell the congregation what you need from them, in terms of per giving unit – how much sacrifice is needed?**
 - We can do some calculations to divvy up the pie among our giving units (families) if it will help members understand the individual giving required.
- **Our fundraising approach “seems a bit unambitious.”**
 - We do not want to hire an outside firm to run our fundraising, as that is very costly. We were hoping that simply presenting the needs of our current ministries and a vision for future ministry would inspire our church to give without undergoing a big campaign.
- **We need a fundraising drive!**
 - The Task Force was hoping, perhaps naively, that people would commit to give a regular amount on a regular schedule, just like you do, hopefully, for your General Fund giving.
 - In response to many suggestions on the survey, we are looking into options for some fun and innovative **fundraising events**.

❖ GIVING to the Renovation Fund

- **Can I just write one check and have leadership determine how to split it between the General Fund and the Renovation Fund?**

*No. If giving is not designated, by law (IRS rules), it automatically goes into the General Fund. You must stipulate that your donation is for the Renovation Fund by **writing “IPC Renovation”** on the memo line of your check or using the **IPC Renovation envelopes**.*

- You can also **set up auto payment** through your bank (free!) and designate on the Notes or Memo line, “IPC Renovation.”
- **What is this expenditure doing to our other outreach ministries – are we siphoning money off our ministries to put toward the Renovation?**
 - We stated early on that giving to the Renovation Fund should be **above and beyond** regular giving to the church. No one should be shorting their giving to the General Fund. So no existing ministries currently funded by the Annual Budget are affected by this program; all will continue to receive their full, budgeted funding.
- **Isn’t this just spending money on ourselves?**
 - We spend money on ourselves every month when we pay our bills and support our various ministries. We are not planning luxurious renovations; we are trying to be thoughtful and wise in addressing current needs—needs that have impact on all of our ministries. We also consider this an investment in future ministry to our community and our families. That is money well spent for the kingdom.
- **There is a view that the Renovation is only supported financially by members who are on board with the program and the rest don’t give.**
 - That view is supported by the survey results: nearly half of the congregation does not, yet, give toward this project. A significant portion only gives occasionally. Less than 20% of respondents give regularly, either a set amount or an amount that changes month-to-month.
- **SURVEY RESULTS regarding giving to the Renovation Fund:**
 - **16% give a regular monthly amount**
 - **3% give an irregular monthly amount**
 - **39% give occasionally** (Some opted to give a large amount once per Phase)
 - **41% do not give – some of the reasons expressed:**
 - Some said they haven’t given, yet, but plan to start giving.
 - Some are unable because of financial constraints.
 - Some said they just forget to give.
 - Some said this just isn’t a priority for them.
 - Some have just been giving to the General Fund.
 - Some wanted to be convinced to give.
 - Some don’t give because they don’t like the design plans and/or the perceived priority on children.

SPACES

❖ Narthex

- Can you please give us more bathrooms in the Narthex??

*We share your concern about the ratio of bathrooms to people on the 1st floor! This is a **legitimate need** and a frequent issue raised by visitors.*

We are trying to balance the need for more bathrooms with the need for additional floor space for before- and after-worship fellowship. Both are important! Adding **bathrooms** and opening up **the fellowship space** will greatly benefit:

- Congregating before and after church
 - Weddings and funerals and other large events in the Sanctuary
 - Ministries and outside groups that use the Narthex as a meeting place (Bible Study, Mom Talk, World Relief, WIPM, etc.)
 - The Coffee Service Team (there will be a small prep area with service counter and updated coffee makers)
- **Can you please do something about the NOISE in the Narthex?** Acoustical dampening is definitely in the project for both the enlarged Narthex and Basement; it's just not visible in the plans yet.
 - **How does the Narthex plan impact outreach opportunities?**
 - Removing the nursery will create a larger, more comfortable space for **medium-sized group events** like Bible Studies, International Café, baby/wedding showers, Adult Ed classes, and outside group usage (like World Relief, WIPM).
 - It will also enable us to offer **two large group meeting spaces at the same time** (Narthex and Basement). For example, we could offer parenting support and/or counseling in the larger Narthex space while children attend Pioneer Clubs downstairs.
 - **Won't the new coffee area create more problems than it solves?** We have thoughtfully considered this from many angles and believe the current plan for the small kitchen/coffee service area will make the best use of our space, allow for other needs to be met, as well (more bathrooms, storage), and still function well in terms of traffic flow and service. Access to brewed coffee will likely be decentralized, allowing access at multiple locations rather than just at one table like we have now.
 - **What about storage?** We are making plans to provide much needed storage solutions for the Ushers, Communion team, and Coffee Prep team in the redesign.
 - **The Narthex does not end up large enough after the Renovation work.** We can't create even *more* Narthex space unless we expand the building, unless we delete the bathrooms altogether.
 - **Is a better coat room in the plans?**
 - An enlarged Coat Room has been removed from the current Narthex plan in favor of more floor space. In prioritizing needs, we decided it was more important to have more space for fellowship/traffic after the worship service than a convenient place for coats. This is really only an issue during cold weather. Most months of the year, the coat room is unused space. We have some other ideas for coat storage in mind that we will share soon.
 - An expansion would solve this issue and allow us to build a sizable walk through coatroom!
 - **Could we use the Narthex for Sanctuary viewing/Overflow?** It's possible to add an electronic solution to this request. The Design Team has not gotten this far in the design yet but will add it to our list.

❖ Basement—NURSERY

- **Why is the nursery (Children’s Ministry) taking priority over adult fellowship/social needs in the basement?**
 - Moving the nursery to the basement is actually a **compromise on the part of Children’s Ministry** in order to accommodate the much-needed enlargement of the Narthex space for the adults. So really the question is not prioritizing children vs. adult needs, but *adult vs. adult needs*.
- **The location of the Nursery takes away the hallway by the drinking fountain; won’t this cause all kinds of headaches to traffic flow into the main hall?**

In response to concerns raised about the Nursery location and the inconvenience it may create for all-church fellowship traffic, we have revised the Nursery design.

- We have made some compromises to the design so that the downstairs Nursery location will:
 - ✓ **Not block the hallway** by the drinking fountain
 - ✓ Meet our **current Nursery needs**
 - ✓ Allow for **future needs** (expansion of the new nursery) as growth necessitates.
- We will share the updated nursery plan with you very soon.
- **I think the Nursery should go ... (insert many location ideas!)**
 - Thank you for helping us think this through so thoroughly and creatively. Due to numerous building constraints (like plumbing, elevator, utilities, etc.), there are limited options for the nursery location downstairs (we have looked at MANY). We have made our best judgment.
- **Will having the Nursery in the basement be inconvenient for parents during the service? What if they need to be contacted?**
 - Most churches’ nurseries are removed from the Sanctuary. This is a common practice and should not be considered a downgrade.
 - No parents (or survey respondents) have complained; many have expressed their willingness to make adjustments to their routine to accommodate the relocation.
 - We have an electronic pager system for contacting parents that will continue to work from the basement.
- **How is the noise of children’s activities going to affect the sleeping/nursing babies?**
 - Soundproofing in the walls is part of the design.
- **What about Annika’s office?** To accommodate the nursery relocation, Annika’s office will be moved to the other side of the basement, located in what is Room 9 right now (the “Green room” or “Piano room”).

❖ Basement – HALL

- With the downstairs area being a “dedicated children’s space,” how does this affect all-church intergenerational gatherings and events in the main hall?

*All-church meals, receptions, and social events will **still be held** in the basement. The only change is that **one** classroom wall will move inward. The larger classrooms and main hall will still be available for use.*

- **Can you explain paths of egress? Have you asked the fire department/city about code?**
 - **Building Code only requires 2 exits per level; we have 5 exits in the Basement.**
 - There is no safety issue. The stairs are not the only way to get out of the basement in an emergency. **There are 5 exits in an emergency:** 2 doors at the north glass wall, the stairs up to the Sanctuary platform (north end), the Basement exit door by the Kitchen, and the stairs leading up to first floor.
 - All 5 exit paths will remain available.
- **What about the “food line,” when one side of the access to the food is narrowed due to the new AV closet?**
 - A separate and private path into the food serving room is being added from the Kitchen into Room 10, to allow for unobstructed access for those serving.
 - Adding this path (and Storage Closet) for the Social Team removes significant space from the *Children and Worship* room. To accommodate this change, the wall of Room 10 will be moved outward to the posts (in line with the new Telecom Closet). There will be large double doors installed that can be opened for easier access during large fellowship gatherings. Food can be served from this room if the Social Team so desires.

❖ Basement – CHILDREN’S CLASSROOMS

- **Don’t the children have enough space already?**
 - We have already done some work in the basement over the past few years to improve our children’s spaces; Children’s Ministry is pretty settled in at the moment. *When all children are present, it is tight, however. We are considering how we will accommodate future growth.*
 - Besides moving the nursery downstairs, there are **not many changes being made to the current children’s spaces** in the Basement renovation plans:
 - ✓ Putting **HVAC ducts** in the large children’s room at the end by the windows—currently there is no heat or A/C in that room. (It’s very cold right now!)
 - ✓ **Updates to paint, lighting, signage, soundproofing** (you can see up into the sanctuary through the classroom ceiling vents!). These updates benefit all ages.
 - ✓ Moving the east wall outward is accommodating the new **storage closet and walk-thru door** for the Social Team.
 - ✓ **Bathroom** updates will benefit all ages.
 - ✓ **Kitchen** renovation will benefit all ages, especially Social Team.
- **Can’t the kids just make do with what they have? Can’t they be more creative with their use of space?**
 - Our IPC kids have been “making do” with their spaces for many years.
 - We have a high standard of excellence for our Adult Ed classes. Should we not have a **high standard of excellence for our children as well?** This means we honor their developmental needs and seek to understand how space and environment affect their learning.

- Currently **all their classrooms share space with other groups** that use our building during the week: La Roca, WYFS Mentoring, Pioneer Clubs, and World Relief. Several classrooms are multi-use on Sunday mornings; for example, Sunday School teachers have to quickly set up tables and chairs in their rooms after the Worship Classes finish.
- We are being as creative as we can **without sacrificing quality** for our covenant children.

❖ Basement – BATHROOMS

- **Are the bathrooms moving?** No. The basement bathroom group is not being removed. It is being **remodeled** (lighting, fixtures, paint, etc.), but they will remain in place and be usable in perpetuity.

❖ Basement – KITCHEN

- The Kitchen is not going away; the current plan is to **update and refurbish** it, based on feedback from the Social Team.
- We **cannot enlarge the kitchen** footprint due to the utility closet to the south and the outdoor HVAC equipment to the east. Unfortunately, we have to work within these space constraints.
- An expansion would allow us to build a **commercial Kitchen** to meet all the needs expressed by the Social Team. **The current Kitchen would be removed to provide an additional Sunday School classroom for our children.*

❖ Basement – STORAGE

- **Our ministries need better storage!** There are many groups who use our basement that have storage needs: Children’s Ministry, Social Team, Missions Team, Women’s Bible Study, La Roca, Pioneer Clubs, WYFS Mentoring, World Relief, utilities/buildings and grounds, and general storage for things like tables and chairs.

We have collected information regarding storage needs from all groups and tried to account for as many needs as possible in the basement Renovation plan. We also recognize that all groups could **reduce** the volume of their storage, but we acknowledge that some storage is **reasonable and good stewardship** of our supplies.

- **On the current plans it looks like Children’s Ministry has a lot of storage; why?**
 - Areas marked “storage” on the plans are not only for Children’s Ministry.
 - Children’s Ministry strives to be good stewards of the supplies they use, which means they **keep some things to reuse**—VBS sets, costumes, props, game and craft supplies, etc.—and need space to store these.
 - **Children have different learning needs** from adults; their learning is greatly enhanced by visual aids, physical manipulatives, and space for movement to help them engage with what they are learning. These types of learning tools are used in Worship and Sunday School classes, Prayer Centers, Pioneer Clubs, and other children’s events (like VBS). These items take up space on shelving and/or storage units in the classrooms.
 - Due to the **shared nature of the basement** space, when there are all-church or outside events that need the full basement hall, Children’s Ministry has to **take down** their Prayer Centers, furniture, lighting, and tech equipment in their large gathering room to accommodate the event. They need a place to store those materials during the event. *Moving the Nursery downstairs actually removes their main storage room; the design team is looking at creative options (under stairs?) for this particular storage need.*

❖ Ministry House

- **I don't even know what's in the MH!**
 - The Food Pantry is located on the west side of the MH.
 - The Youth Group uses the upstairs for Sunday night meetings and the Senior High Sunday School class; the Junior High Sunday School class meets in the lower level on Sunday mornings.
 - Adult Ed meets in various rooms in the MH.
 - Wedding/Baby showers are occasionally held in the lower level of the MH.
 - There is a kitchen at the back of the house.
- **I don't know what the Renovation plans are for the MH?**
 - The kitchen and eating area will be removed and changed to a classroom and a Food Pantry processing area.
 - The Master Bathroom is being removed to provide much needed storage. It is not currently in use as a bathroom anyway. The other bathroom on that level will remain.
 - Lighting will be upgraded in the downstairs meeting room.
 - The wood deck at the rear of the MH will be rebuilt.
 - Once this work is done, no future work is anticipated here.
- **The posts in the downstairs meeting room are in the way of viewing the TV.**
 - These posts cannot be moved because they are part of the structural supports for the second floor; they must remain. There's nothing we can do about it, unfortunately.
- **I don't see very much about the needs of our YOUTH in the Renovation plans.**
 - The Task Force met with the Youth leaders to listen to their needs and ideas. Those needs are reflected in the Renovation plans for the Ministry House.
 - Many may not be aware that we have already done significant work in the Youth spaces (in the MH) in the past few years. Other than better **storage and office space**, they are fairly settled at the moment.
 - An expansion would benefit our Youth by providing a large area for game nights and special events.

❖ Staff Offices

- The staff offices are **not moving to the MH!** This was an early consideration but has been removed from the Renovation plans. The offices will stay in the main church building. We apologize for the confusion!
- An expansion would present an opportunity to provide **better office spaces** for our staff *and* free up the space behind the sanctuary balcony for **music rehearsals, storage and potential Adult Classrooms.**

Thank you for wading through this long document. We hope it fills in the gaps in your understanding of the Renovation Project and the logic behind the many RTF's decisions (and there are so many more to come!).

We have been listening and have taken your many suggestions to heart, incorporating them into the design as we are able. There are many competing ideas and desires expressed, which presents a challenge to the RTF to sort, prioritize, and incorporate, or not, in the best interests of everyone.

Please keep your questions and suggestions coming. We will always engage with you. We'd love to send a delegation to your small group (or any ad hoc group, for that matter), committee or Sunday School Class to discuss and explain the project and design in detail. Our goal is, and always has been, full transparency.

It is our privilege to serve you in this work. Thank you for your patience with our learning curve and for staying engaged. All of this work is ultimately for God's glory; we're all working toward the same goal!

In His service,
The Renovation Task Force