

Q and A · Proposed Projects for Trinity Lutheran Church · Page 1

Questions asked at the two open forums, or asked of staff afterward

- Q:** Where will we **put our coats** if the one closet in the Narthex is removed?
- A:** The closet on the other side of the Narthex **will accommodate the same number of coats.**
- Q:** What's **wrong with the existing bathrooms** that are part of this project? Why do we need new ones to replace them?
- A:** Not only are those bathrooms very dated in appearance, they also have ongoing plumbing issues and are falling into disrepair. The **new bathrooms will be larger and ADA compliant**, and they will accommodate folks who need extra space and safety bars.
- Q:** Why would we put a **glass wall** in the present Narthex? Won't it separate the first floor from the balcony? And won't it allow noise to enter the worship space?
- A:** **Glass windows**, not a wall, absolutely **would not separate** the first floor from the balcony. We would add the windows above the chair rail in the back wall of the Nave (at a height equal to the top of the doors), not replace the entire wall with glass. The **benefits are numerous**:
- ✓ Our beautiful worship space would be **more visible to all**—members and guests.
 - ✓ The glass would allow people to **see inside the Nave from the Narthex**; they wouldn't have to open the doors to see where we are in the service or try to look through the small glass crosses that are in the present doors. In short, the glass would make worship **disruptions LESS likely** than now because people could better judge when to enter and leave worship in progress.
 - ✓ Families with children who are especially restless could leave the worship space and **observe it from the present Narthex**; they would also know when it is a good time to re-enter because they could see where we are in the service.
 - ✓ The **safety benefits** are particularly important. We would be able to see what's going in the present Narthex, unlike now where the pastors, for example, cannot see outside the worship space. This action is highly recommended by Trinity's security taskforce, which includes police officers/law enforcement.
 - ✓ Insulated glass would **restrict/reduce sound**. There should be no more transmission of noise than there is now.
 - ✓ The appearance would be far more **welcoming and inviting**.

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- Q:** Have you talked with more than just a **few people**? And haven't you talked only with the people who want to see change?
- A:** **Hundreds of people have been involved** in this process, and we've made significant modifications from the original ideas. In fact, we've made changes that have taken us from the original estimated \$7 million price tag (which included numerous additional changes) to get to the point where we are today. We are proposing to do only what we can afford. Any additional proposals, including those that we eliminated from the first list of ideas, would have to be considered at a later date, if at all, such as the office move, the linking corridor, the new elevator, and more.
- Q:** Is it true that we can't meet our **payroll** now?
- A:** We have never missed payroll.
- Q:** Our **finance report** has shown deficits throughout this year, so how can we even consider these projects?
- A:** As with most churches, giving at Trinity historically increases in the fourth quarter, and particularly in December. **We expect to meet our budget as planned.** Furthermore, funds pledged to this improvement project are separate from the working budget of the church. We have ended prior years with a surplus and, again, we do not expect to end with a deficit. **The treasurer of our congregation addressed this issue** in the second forum; he talked about Trinity's historic elasticity, explained that the fourth quarter brings in the most contributions, and commended the present proposed projects, particularly from a security standpoint.
- Q:** With some of the money already raised or pledged, why don't we use it to bring **a vicar** on board? And **additional sextons**? We need both but we don't have the money, right?
- A:** Regarding a vicar, some of the money raised for this project is earmarked for a related fund. In the meantime, **we are bringing in a first-year seminarian** who will provide us with 7-10 hours weekly of ministry work. Regarding additional sextons, that issue is being looked at by our Administrative and Personnel Committee; and the related funds are separate from the building improvement funds that were pledged.
- Q:** Is our contract with **Kairos and Associates** still in effect?
- A:** No, it is not. **Our contract has ended.**

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- Q:** Isn't it irresponsible and a serious safety concern—including an insurance liability concern—to **remove one of the staircases** in the present Narthex?
- A:** No. Beers Hoffman Architecture and Campbell Associates (real estate development/construction firm) have considered this issue. We will have two methods of egress, and we will be **in compliance with all building codes for safety**. This action also allows us to expand the Gathering Space and make it more open, which is a way to join the traditional and contemporary services visually, and a way to unify both sets of worshipers.
- Q:** But regarding this Gathering Space expansion into the present Narthex, isn't there ample room now? Why do we need more?
- A:** **Expansion of the Gathering Space is both needed and desirable.** Not only is the area crowded on Sunday mornings, but it is also crowded during special events. In addition, as previously noted, opening up the Gathering Space will visually unify the traditional and contemporary services, allow visitors who enter Trinity through the Gathering Space to see our beautiful traditional worship space, will provide a space for greater fellowship, and provide greater safety and security by improving sight lines.
- Q:** Why aren't we **moving the offices** to the first floor as proposed earlier?
- A:** Moving the offices was a very expensive part of the estimated costs of the project. Council determined that it is fiscally responsible to **consider the office move at a later date**.
- Q:** What happened to the **proceeds from the condominium** bequeathed to us as part of the Jane Hess estate?
- A:** Part went to this **building improvement appeal**, and part went to our Maintenance and Improvement Reserve Account, or **MIRA**.
- Q:** Are we **getting rid of the Library** and turning it into a nursery filled with cribs and toys and changing tables?
- A:** No, that is not the case. The Library will actually **have more usage and greater flexibility** when we expand its purpose into a library and Sunday morning family space, including a Sunday morning nursery, plus a single-user restroom. At present, we are well behind in our hospitality to families with children—families that are essential to our growth and our future—because of the inconvenience and concerns that they experience on Sunday mornings by having to use a nursery so distant from our worship spaces. Equally important, the space—while **remaining a library**—will be far more hospitable for events such as **pre-wedding, pre-baptism, and pre-funeral** activities.

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- Q:** Aren't we forgetting our more **senior and long-time members** and focusing only on families with young children?
- A:** We are absolutely not forgetting our more senior and long-term members. Many of those folks, in fact, have themselves spoken of **the need to welcome and mentor young members**, including families with children, so that Trinity continues to grow. Our appeal was named "Honor Our Past, Plan Our Future" for the obvious reason that we value all who enter our doors—and ALL people will benefit from the safety, security, and hospitality aspects of the proposed projects.
- Q:** Regarding putting glass windows on the back Nave wall, and the idea that it will allow families with restless children to leave and re-enter with less disruption, why do we welcome children in our traditional worship, anyway, when **young children cry and can be otherwise disruptive?**
- A:** **Children are welcome at ALL Trinity services**, contemporary and traditional. We follow the example of Jesus, who said this: "Let the little children come to me. Don't stop them, because the kingdom of heaven belongs to people who are like these children." (Matthew 19:14)
- Q:** Why are we **moving adult Sunday morning classrooms** to the first floor, while moving **children's classrooms** to the second floor?
- A:** Moving adult classrooms to the first floor makes it **more convenient for our older members** so they don't have to navigate stairs, for example. Moving children's classrooms to the second floor and adding controlled-usage doors provides **security for our children**. In addition, a very important **safety aspect** for adults and children alike is that we would **add a sprinkler system** to the entire education wing.
- Q:** Aren't we taking away monies from our **ongoing maintenance** needs by using funds for these projects?
- A:** Deferred maintenance needs are being **looked at constantly**. It is the job of our Property Committee to consider such maintenance needs and make recommendations to Council. But these needs are NOT part of the capital appeal monies that have been pledged. We provide for those needs with our Maintenance and Improvement Reserve Account (MIRA).

September 26, 2019