

# EXPERIENCE FAITH...

## Capital Appeal Q&A

### ***What are the plans for moving forward to call an Associate Pastor, and how will we support that position financially?***

The congregation approved the formation of a Call Committee at the Annual Election Meeting on April 25th. Further decisions regarding this position will be addressed once the results of the Capital Appeal are known. As the appeal offerings come in, a portion will be placed in a Staffing Fund to subsidize the cost of the new Pastor: 100% in the first year (2013), 66% in 2014, 33% in 2015. The budget would be expected to cover the staffing cost fully in 2016. This plan allows for us to call a pastor who has up to 8 years of experience.

### ***How did we go from adding an elevator and expanding the narthex to the present concept?***

As a result of the listening and assessment phase we conducted with Kairos, a number of discoveries and new factors came into focus. We discovered that we need much more than an elevator and expanded narthex to accommodate our ministries. There were many needs that surfaced regarding our facility to not only address our immediate ministry needs, but to make needed changes to help us expand and grow our ministry. Our Building Task Force has been hard at work with the design people at Quasius Construction to explore ways to address our desire to meet current needs as well as future ministry visions.

### ***What are the ministry visions behind the expanded building plan?***

We need new spaces to carry out creative ministry on Wednesdays and Sundays. Having a multi-purpose room capable of holding 30 – 50 people would greatly enhance our ministry. On Wednesday nights our confirmation classes have grown and must meet in the fellowship hall. Unfortunately, when other groups need that space classes are cancelled. In addition, the leaders for our high school youth need a larger space for their activities. On Sunday mornings we have an

even greater problem. Our Sunday School needs all the rooms we have. Our Mixed Choir has not been able to sing as much as planned because they have lost many rehearsals due to groups or activities requiring the sanctuary where they practice on Sunday mornings. The exciting news is we are feeling the need to once again accommodate room for growth!

### ***How will the building decisions be made?***

Once the Appeal has been completed and we have a better idea of the financial support we can expect, the plans will be opened up to full congregational input. When plans are finalized, the congregation would vote to approve the plans and financial outlay.

### ***When would we begin construction?***

The congregation will make that decision when they approve the final plans.

### ***How will the monies for the expanded ministry opportunities be used?***

We are still exploring how to best use these dollars. As mentioned above, many needs were discovered for ministry opportunities through the listening and assessment process. Our hope is to have these dollars available to launch new initiatives as they become more clearly defined, and especially once we have hired a new Associate Pastor who will bring unique gifts, abilities and dreams to our mission.

### ***How will the 3% benevolence giving be handled?***

It was agreed by the Board that in the spirit of Faith Lutheran we would give some money away from our received blessings. So, 3% of monies received will be donated back to ministries that are currently not being funded by our benevolence and general fund dollars. These ministries will be identified by our leadership to bring about maximum impact both locally and globally.

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### ***What happens if we don't raise the entire \$1.1 million for this vision?***

Once we know the level of financial support our membership is willing to commit to **EXPERIENCE FAITH...** Capital Appeal we will develop a financial strategy. This may, or may not, involve acquiring short or long term debt to make our vision happen. If entering into indebtedness is recommended it will be brought to the congregation for a vote.

### ***Will the money that is in the current building and elevator fund, along with the proceeds from the parsonage sale be dedicated for this EXPERIENCE FAITH... Capital Appeal?***

That will be up to the congregation to decide as we move forward with the building portion of the vision. The current building and elevator funds are designated funds to be used for those purposes. Since the parsonage money is a result of a sale of assets the congregational needs to make that designation. Currently the only restriction for use of the parsonage money is that it cannot be used for General Fund expenses.

### ***How will I/we be asked for our commitment?***

You will be mailed your response packet the week of May 14th. We are asking that you fill out your commitment card and bring it to worship on Sunday, May 20 or Wednesday, May 24. We will celebrate and give thanks together that day for what God is doing in our midst.

### ***When does the giving period begin and for how long?***

The **EXPERIENCE FAITH...** Capital Appeal giving will begin immediately and continue for three years. Special offering envelopes will be provided. It is important to know that this giving should be above and beyond what you already give to the annual ministry of Faith Lutheran.

### ***Can we give in ways other than cash?***

Absolutely! You are encouraged to think of assets in addition to cash. For many people, this is the best way to give. Giving stocks, property, jewelry, cars, livestock, crops, or other assets as a charitable donation is beneficial to you and the church. If you think you would benefit from more information on this topic, call our consultant Jeff Kjellberg at (651) 274-0159 or his company, Kairos and Associates, at (800) 851-3019 ext. 1.

### ***How does this affect my annual giving to Faith Lutheran's ongoing ministry?***

It doesn't! Your **EXPERIENCE FAITH...** Capital Appeal commitment is a new and totally separate commitment, above and beyond what you currently give to Faith's ongoing ministry needs.

### ***How much should I give?***

Pray about what amount would represent a generous, sacrificial gift to the **EXPERIENCE FAITH...** Capital Appeal and would reflect your commitment to the future vision of Faith Lutheran. Trust in our God of abundance and His faithful promises and know that any and all commitments that are given with a joyful heart will be blessed by God!

### ***What if my financial situation changes during the giving period?***

At any time during the giving phase, your commitment may be increased, decreased, extended or cancelled by notifying the church office. We will be honored and grateful if you are willing to fulfill your total commitment, but you are certainly under no obligation to do so. No matter your circumstances, we ask you to support the congregation in your prayers and to remember that you are always welcomed and loved.