

Mount Olive Lutheran Church & School

Summary of Member Response to Proposed Building Project

From: Fred Stoltz, The James Company
To: The Capital Stewardship Committee
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I have read through the surveys from 133 households. The overall response gives a solid green light for proceeding with the Capital Stewardship Campaign. Attached is my analysis of the surveys. I have tried to capture all the comments, and categorize them in some meaningful way. CSC and Building Committee members should review the individual surveys to observe first-hand the comments & suggestions offered by the members.

I. Based on these surveys, I make the following observations

1. The 133 surveys are roughly 18.6% of your households (713 as of 8/24/16). The response rate is well within our expected norms of 15-20%, and allows us to draw reliable conclusions. In addition, a good turnout of roughly 300 people attended the two dialogue sessions conducted May 21 & 30.
2. The 3rd question on the survey asked "I/We would financially support a capital stewardship campaign to fund the building plans described in a preliminary way in the brochure." The "Yes" response to this question is 73% (95 responses). This easily surpasses the threshold (60%) for having a sufficient consensus to proceed with a Capital Stewardship Campaign.
3. The "Uncertain" response to the 3rd question is 21% (27 responses). "Uncertain" households tend to becoming increasingly supportive of the building project and the Campaign over time as more communication occurs.
 - 21 "uncertains" expressed a positive comment(s) about some aspect of the project, with the most mentioned areas being:
 - New gym (10)
 - New secure entrance (8)
 - Office space improvements (6)
 - The most often expressed concerns or questions by the "uncertains" (3 responses or more) were:
 - Expand gym to accommodate more seating (3)
 - Concern that lockers rooms not connected to the gym (4)
 - Enclosed playground seems to restrictive (4)
 - Consider converting part of courtyard into a library (3)
 - Move fellowship hall/kitchen upstairs (3)
 - Current kitchen needs to be improved or moved (3)
 - Consider selling/removing parsonages (4)
 - Questions the move of the parsonage to open field (6)
 - Concern about paying for extra staff (3)

4. The “No” response to the 3rd question is 6% (8 responses).
- 5 “no’s” expressed a positive comment(s) about some aspect of the project, with the most mentioned areas being:
 - Additional parking (3)
 - Office space improvements (2)
 - The most often expressed concerns by the “no’s” (2 responses or more) were:
 - Concerns there are no plans to expand worship space (2)
 - We like the plans... but cannot make a financial commitment (2)

II. Most frequently stated comments from all respondents (5 or more responses)

Things they liked best	
<u>Regarding Overall Plans & Planning Process</u>	
Appreciation for the Planning Committee's efforts.	16
The overall expansion plans.	12
Room to grow in the future.	8
Good utilization of existing space via remodeling.	6
<u>Regarding Specific Parts of the Plan</u>	
New gym.	55
Additional classroom space.	30
New secure school entrance.	28
Additional parking.	25
Early childhood classrooms.	24
Inner "garden" area as an early childhood playground.	15
New commons area.	13
Office space improvements. Bring Pastors together.	12
Moving classrooms & Pastor Sellnow's office to the 1st level.	12
Expanded mother's room.	10
Bathrooms in younger classrooms.	6
Questions, Suggestions, Concerns	
<u>Regarding Planning Process</u>	
Revise the plans and present them again to the congregation.	5
<u>Related to gym</u>	
Expand gym to accommodate more seating.	24
Lack of stage in new gym.	17
Concern that locker rooms not connected to the gym.	15

Concerns regarding gym entrances. 7
What is the gym seating capacity before and after? 5

Related to inner courtyard / playgrounds

Concern that there will be sufficient playground area/green space. 24
Enclosed playground seems too restrictive. 13
Use courtyard for additional enclosed school space. 8
Consider converting part of courtyard into a library. 5

Related to offices

Church and school offices should be together. 5

Related to classroom spaces

Consider building 2nd level now. 11
Classrooms in old gym may be distracted by playground activity. 5
Enough classrooms for growth? 2 rooms for every grade? 5

Related to kitchen / common room space

Move fellowship hall/kitchen upstairs / 2 classrooms downstairs. 14
Current kitchen needs to be improved or moved. 7

Related to worship space

Concern there is no plans to expand worship space. 7

Regarding Parsonages

Consider selling/removing parsonages. 26
Questions the move of parsonage to open field. Keep it open field. 16
Cost tradeoff of moving parsonage vs. buying a nearby house? 5

Other considerations/questions

Consider including basement under expansion for storage, etc. 13

Other Comments

Ask current/past teachers and staff for their input. 7
Concern about paying for extra staff. 5

III. Entire Consensus Building Survey Response

Support a Capital Fund Appeal?

Yes	95	73.1%
Uncertain	27	20.8%
No	8	6.2%
Total Individuals	130	100%
Blank response	3	

Things they liked best

Regarding Overall Plans & Planning Process

Appreciation for the Planning Committee's efforts.	16
The overall expansion plans.	12
Room to grow in the future.	8
Good utilization of existing space via remodeling.	6
Consistent with 2016 open forum priorities.	2
Allows us to meet pressing ministry needs.	1
Will unite, energize the congregation.	1
Likes that plans make more room for school & congregation use.	1
Plans were weighed against our Mission Statement in the brochure.	1
Capital Stewardship Campaign and schedule.	1

Regarding Specific Parts of the Plan

New gym.	55
Additional classroom space.	30
New secure school entrance.	28
Additional parking.	25
Early childhood classrooms.	24
Inner "garden" area as an early childhood playground.	15
New commons area.	13
Office space improvements. Bring Pastors together.	12
Moving classrooms & Pastor Sellnow's office to the 1st level.	12
Expanded mother's room.	10
Bathrooms in younger classrooms.	6
Storage.	4
All day K3 and K4.	2
Remodeled "wall" to sanctuary.	2
Extra instructional options/flex classrooms.	2

New gym will play a part in causing new students to enroll.	1
Playground space preserved for kickball, soccer, etc.	1
Moving the parsonage, rather than rebuilding.	1
Ability to close off school during athletic events.	1
Small meeting room.	1
Second screen in sanctuary.	1
New lockers.	1

Questions, Suggestions, Concerns

Regarding Planning Process

Revise the plans and present them again to the congregation.	5
Consider a collaborative middle school...improve offerings.	2
If voucher program approved, consider waiting a year to size project.	2
Is a building expansion the best way to evangelize?	2
We should collaborate with other congregations...not duplicate.	1
We need a new site. Don't try fitting onto current campus.	1
We are over-building on our site. Very little green space left.	1
Does proposed plans address immediate/future concerns of staff?	1
What was school enrollment last 10 years? Projection for next 10?	1
Will there be enough students to fill the new spaces?	1
Plans only buy us 10 years given member/student growth.	1
Anticipate growth in enrollment once new construction completed.	1
Consider calling an Evangelist... fund with building funds.	1
Avoid costly mistakes by first presenting full site/master plan.	1
Consider adding a daycare in the future.	1
Priorities from Open Forum not accurate...mostly young families.	1
Concern that we get the needed zoning approvals.	1

Regarding Project Costs

Build what we can afford. Stay on budget.	4
Don't cut corners...and regret it in the future.	3
Cost estimates seem reasonable.	2
Encourage "in kind" trade/skills/labor/help from members.	2
Project too costly.	1
Does cost estimate include furnishings?	1
What is the cost of moving the garage?	1

Regarding Specific Parts of the Plan

Related to gym

Expand gym to accommodate more seating.	24
Lack of stage in new gym.	17
Concern that locker rooms not connected to the gym.	15
Concerns regarding gym entrances.	7
What is the gym seating capacity before and after?	5
Consider updating current locker rooms.	4
Gym too small for activities...keep existing gym along with new gym.	2
Prefers a gym with balcony type concessions/seating.	2
Higher ceiling in gym.	1
Questions the need for better restrooms for the gym.	1
Will there be rails to go up/down with steps (similar to FVL)?	1
Curious about material to be used for gym floor & acoustics.	1
Gym should orient east-west.	1
Are the hall restrooms too far from the gym audience?	1
Provide a sound system in gym for productions.	1
Consider storage area by gym for equipment/uniforms.	1
Remove current showers. Are showers needed?	1
Flip gym seating to other side so stage is accessible from both sides.	1
Curious about cost of building new gym on footprint of old gym.	1
Don't focus on re-purposing existing gym. Spend \$ to remedy height.	1

Related to parking

Need additional handicap parking stalls.	4
Avoid curbs/dividers in parking lot.	2
Will we have enough parking spaces?	2
Consider a covered entrance on the parking lot side.	2
What is the # of parking stalls before & after?	1
What engineering will assure long term parking lot integrity?	1
Playground adjacent to parking lot seems small and not safe.	1
Consider a one-way drive with 4 parking spaces near office doors.	1
Drop-off / pickup in parking lot can be dangerous.	1
Curb area will create problems for playground, snow removal.	1
Parking lot improvements were not a high priority with members.	1

Related to inner courtyard / playgrounds

Concern that there will be sufficient playground area/green space.	24
Enclosed playground seems too restrictive.	13
Use courtyard for additional enclosed school space.	8
Consider converting part of courtyard into a library.	5
Move upper grade playground to soccer field (instead of parsonage).	3
Move preK playground to space currently Sellnow parsonage.	2

What is green space area (soccer field) before and after?	2
Move preK playground to area designated for upper grades.	1
What is playground square footage before & after?	1
No Preschool playground separation.	1
Playgrounds need southern exposure.	1
Keep library where it is until next project phase.	1
Keep current playground where it is, build parking lot around it.	1
Enclosed preschool playground thwarts "anchor group buddies".	1
Concern that playground noise/lighting will impact neighbor.	1

Related to offices

Church and school offices should be together.	5
Enlarge the offices for Pastors and secretaries.	1
What office space would be available if we added a pastor?	1
Need secure office space for financial secretary and scrip staff.	1
Likes the fact that school & church offices in separate locations.	1
Lack a board room/conference room.	1
Principal should have private meeting area with private entrance.	1
Connect volunteer work room to school reception area.	1

Related to classroom spaces

Consider building 2nd level now.	11
Classrooms in old gym may be distracted by playground activity.	5
Enough classrooms for growth? 2 rooms for every grade?	5
Concerned about keeping class sizes at manageable levels.	3
Door of classrooms in old gym awkwardly go into common area.	2
Concerned about limited classroom availability, especially grade 5-8.	2
Remove classrooms planned for old gym.	2
Move new gym North, build classrooms to East, remove courtyard.	1
Move new K5 classroom to area planned for enclosed playground.	1
Are there practice/lesson rooms for band/piano students?	1
Reverse the location of K5 rooms with 3K/4K rooms.	1
Don't like the 2 classrooms in the old gym.	1
Will upper classrooms allow flex scheduling (science/comp. labs)?	1
Assign a ½ time aide when PreK-4th exceeds 18 students.	1
Will gym noise be a distraction to adjacent classrooms?	1
Need a room for Student Services (Special Ed. & Gifted & Talented).	1
Expand size of workroom.	1
Pre-K rooms seem short of storage... room for jackets/boots/bags.	1
Consider placement of pre-K classrooms to the south.	1
Provide better sound insulation in current wall partitions.	1

Related to kitchen / common room space

Move fellowship hall/kitchen upstairs...move 2 classrooms downstairs.	14
Current kitchen needs to be improved or moved.	7
Consider large fellowship hall on ground level.	2
Don't need changing rooms.	2
Commons area seems to large... wasted space.	1
Consider skylight in 2nd grade room to expand use options.	1
Preserve a stairway from parking lot to the kitchen/fellowship area.	1
What will become of the fellowship hall?	1
Keep the old gym with stage...with a kitchen at the north end.	1
Use lower fellowship hall for 2 classrooms/storage/meeting room.	1
Keep kitchen where it is until next project phase.	1
Kitchen facilities/staff stretched thin. Where will pre-K eat?	1
We do not need more commons area.	1

Related to worship space

Concern there are no plans to expand worship space.	7
Consider using principal's old office as more mother's room space.	2
Don't need to invest in mother's room.	2
No plans to improve sound and visual capabilities in worship space.	1
Do not remove the back wall in the nave.	1
Do not remove balcony stairway to expand mother's room space.	1
Expand/relocate mothers' room. Privacy screen. Pews, not toys.	1
Save money by installing second screen ourselves.	1
Would be nice to have a larger ushers room.	1
Make bathrooms near worship space "family restrooms".	1
Provide power assist doors for bathrooms near worship space.	1
Add a service time as we grow and fill the worship space.	1
Enough room for orchestra instrumentalists?	1
We don't need a 2nd screen in worship space.	1
We don't need more worship space. Pews taken out for piano.	1

Regarding Parsonages

Consider selling/removing parsonages.	26
Questions the move of parsonage to open field. Keep it open field.	16
Cost tradeoff of moving parsonage vs. buying a nearby house?	5
Consider purchasing adjacent property.	3
Questions if it would be better to build new house, not move current.	2
How is Sellnow parsonage/yard impacted by expansion?	2

Would like to see Zank parsonage take down & not moved.	1
Consider selling Zank parsonage and moving off the property.	1
What is cost to move parsonage?	1
Consider razing parsonage and build a new, smaller home on site.	1
Consider selling Sellnow's house...put playground near school wing.	1
Young pastors should have parsonages w/yards. Others offsite.	1
Move garage & Zank parsonage to NE corner of green space.	1
Need to resolve what to do with parsonages before moving ahead.	1

Other considerations/questions

Consider including basement under expansion for storage, etc.	13
Consider importance of security upgrades.	3
Need to secure school from church space.	3
Are there sufficient number of restrooms?	2
Where will waste dumpsters be located?	2
Storage above proposed classrooms in old gym seems awkward.	2
Will we need to install rain water control/retention pond?	2
Consider green energy savings (solar, wind, LED).	1
Make sure you can see visitors well when being buzzed in.	1
Have organized, designated storage areas.	1
New location for garage may be a hiding area for kids.	1
If plays performed on floor level, add a projection screen.	1
Can distance for food delivery men be shortened?	1
Do we have to move utilities (gas/sewer) to serve new spaces?	1
Move flower cooler to main floor.	1
Concerned about availability of qualified teachers to hire.	1
Will the lead teacher be a called worker?	1
Will the help need proper schooling?	1
Will we be advertising the options (radio, TV, paper)?	1

Note:

Refer to respondent's specific comments re: traffic patterns, etc.	3
Refer to respondents' proposed hand-written changes to floor plan.	2

Other Comments

Regarding Church Finances

Concern about paying for extra staff.	5
Concern about taking on too much debt.	3
Concern about paying for extra operating expenses for expansion.	3
Raise most of the cost before beginning the project.	2

Any rise in tuition costs?	2
Concern that congregation will be able to raise the money.	1
Have faith congregation will support budget larger than proposed.	1
Do project in phases to make it affordable.	1

Other Comments

Ask current/past teachers and staff for their input.	7
We like the plan...but cannot make a commitment.	2
Will base our final decision on final plans. Support is likely.	1
We are excited.	1
Children are our future. We must provide for them.	1
Makes sense to focus on early childhood.	1
Would like to bid on entrances/glass/glazing (Tri City Glass).	1
How long will the pledge period be?	1
Consider showing current floor plans vs. proposed floor plan.	1
Stewardship consults raise more money, but do they raise ill will?	1
Keep the congregation up-to-date and informed.	1