

Building the Vision:

A UNION CHURCH
SPECIAL UPDATE

JULY 26, 2010

A Special Update

Following our May 16, 2010 Congregational Meeting where we voted to move **FORWARD** in our preparations for a capital campaign, there is much activity to report. As reported in the June *Consider*, the congregation

- Voted to hire both architectural and financial consultants for the *Building the Vision* capital campaign,
- Elected a Design Team to serve as liaison between the congregation and architects,
- Approved the repair of the front porch steps as in line with the developing Master Plan, and
- Agreed to establish a line of credit to cover expenses related to those decisions that was over and above the monies currently on hand.

Here's a Progress Report On our "Building the Vision" Capital Campaign Projects.

Take a look at all the exciting things going on at Union Church!

Acting on your decisions, the Church Council and many, many volunteers have been hard at work! Inside these pages, you'll find a quick reference guide to where we are and what's next, an introductory letter to our campaign from Pastor Kent, and the next steps everyone will be involved in. In particular we are looking forward to getting everyone together to hear about possible church renovations and new staffing plans. Since May, this is what has been happening:

- **June 2, 2010:** Betty Hibler convened our first meeting with Darrell Copeland, our RSI consultant. This was a group from Church Council (Betty Hibler, Marlene Payne, Kent Gilbert, Wyndee Holbrook, Patti Smithson, Patty Boyce, Jean Boyce, Jan Hamilton, Sally Hindman) who brainstormed the projected timeline and calendar of events, and identified those persons we would ask to be Team Leaders.
- **June 16, 2010:** The Design Team began their meetings with the architectural firm, Pearson and Peters (PPA). These meetings have continued throughout the summer, and the congregation can expect an invitation to participate in these discussions in the near future.
- **July 7-8, 2010:** RSI consultant Darrell Copeland came to meet individually with, and enlist, the Team Leaders. All positions have been filled and Darrell will return on August 4-5 to train the entire Leadership Team. There has been outstanding positive response to this call to service and we trust that when you are asked to join one of these teams as this campaign begins, you will also say YES!
- **May-July, 2010:** The Staffing Committee continued its work and now has a report and recommendation to present to the Church Council at its rescheduled meeting on Aug 3.

(Continued on page 3)

OVERVIEW OF WHAT'S GOING ON!

PROJECT/ IDEA	WHAT'S HAPPENING	WHAT'S' NEXT
Architects & Renovation Planning	<p>The Design team has had 3 meeting with Pearson and Peters, Architects, our architects with the goal of sketching out needs and design directions. We've asked them to design with these and other principles:</p> <ul style="list-style-type: none"> ◇ Accessibility for all people to all areas of the church. ◇ A building to help us facilitate community and education ◇ A building that will help us serve our 5 mission principles, including clear means of welcoming and receiving guests and visitors. <p>PPA has done some sketching, and we've done some questioning and tweaking and it's all looking very exciting! They've proposed several solutions and everyone will get a chance to see them and comment as soon as they are refined.</p>	<p>The next step is an "All Church" Town meeting with the architects. They will present some options, gather feedback from all comers, and then work with the design team to make a final master plan.</p>
What Should We Do About Staffing?	<p>Church Council continues to research and deliberate about our staffing needs and how staff additions might be incorporated into the Capital Campaign. A team of Ramona Culp, Carla Gilbert, Nancy Hindman, Michelle Tooley (2 clergy, 2 lay) interviewed current staff, researched other churches, and are making a report to the church council. Key points they have derived from their deliberations:</p> <ul style="list-style-type: none"> ◇ To grow our ministry and serve the people we have, we are understaffed in many areas of our work. Churches must add staff first if they hope to grow. ◇ Church administration is a high need. ◇ Additional outreach to the community, young families, and newcomers is a high need. ◇ Union Church should be diligent in providing at least a living wage for every full-time position and proportionate compensation for part time positions ◇ Union Church should maintain responsible benefit programs for our employees. ◇ Professional staff should be paid according to regional guidelines of the one or more major denominations. <p>They recommend adding 1 new full-time pastoral position and a part-time (non-clergy) administrative position. Capital campaign funds would be used to provide partial and decreasing support for 3 years.</p>	<p>The Staffing Team will present its recommendations to Church Council on August 3. Those findings will be presented to the Congregation at a special meeting in September. Specifics and details of the positions will be presented, along with projected costs of the relevant salaries.</p>
Front Porch and Steps Repair	<p>The architects and design team have clarified that no proposed architectural modifications will hinder us immediately repairing the porch. The Properties Board is actively pursuing the work to secure a contractor. The work to be done includes adding steel supports and a new concrete "under porch", adding masonry support to the front steps, creating "freeze-free" drains for the sump pumps, and replacing the windows in the front wells. Cost is estimated to be approximately \$50,000 and is part of our Capital Campaign.</p>	<p>Construction!! Start date to be dependent on contractor but as soon as possible.</p>
Capital Campaign Ready... Set....	<p>We've hired Darrell Copeland of RSI to be our trainer and stewardship consultant and we've set a timeline (see next page), and we already have a full set of enthusiastic team leaders, who jumped right in. Here are some key points:</p> <ul style="list-style-type: none"> ◇ Our campaign is Spirit-based, love-based, offering-based. It's not money-, guilt- or pressure-based! Everyone makes their own decision about how to give. ◇ We'll set a formal goal soon, but 2-2.5x our annual budget is what is most likely. ◇ What we raise will probably NOT cover the entire cost of what may need to do to Build Our Vision, but is a critical first phase. ◇ The campaign will officially kick off in October and conclude 3 weeks later. ◇ In our stewardship, we're asking everyone to consider a) their yearly contribution to the ongoing ministry of Union Church, and b) an over-and-above gift payable over 3 years to Build Our Vision. ◇ We want EVERYONE to have a hand in the preparation and celebration! 	<p>Darrell Copeland will train all of the campaign leaders on August 4 and 5! They will then ask for the help they need from all of us. We hope everyone can have a hand in doing some part of this work!</p>

Who's Who in the Capital Campaign?

Planning Team

Betty Hibler, Chair of Church Council
Marlene Payne, Moderator
Jean Boyce, immediate past Moderator
Kent Gilbert, Pastor

Design Team:

Robert Boyce, Chair
Jeff From
Sally Hindman
Greg Lakes
SaraKatherine Manning-Beavin
Megan Purcell

Leadership Team Leaders

Program Leaders:	Jean Boyce, John Culp
Administrative Leader:	Laurinda Pool
Advance Commitments Leaders:	Ramona Culp, Paul Smithson
All Church Event Leaders:	Nora Ruth Jenkins, Mary Nash
Information Distribution Leaders:	Delores Carpenter, Patti Smithson
Information Meetings Leaders:	Ashley Cochrane, Jan Hamilton
Prayer Leaders:	Kevin Burke, Carla Gilbert
Print Leader:	Debbonnaire Kovacs
Visual Leader:	Dave Harl
Web Leader:	Katie Basham
Pastor:	Kent Gilbert

**Have
Seen
this
Man?**



Good!

Because you'll probably be seeing him a lot. Meet Darrell Copeland, our stewardship and financial consultant from Resource Services International (RSI). Darrel is an ordained minister and attends Patti and Paul Smithson's former Methodist church in Winston-Salem, NC. He'll be leading and guiding us for the next 3 1/2 years as we Build the Vision of what God has called and empowered us to do.

What's Happening When?

Mid-July-Mid-September:

Design Team continues to work with Architects (PPA); opportunities for congregation to give input and receive status reports along the way

August 4-5: On-site training for Leadership Teams

August- through September :

Lay the Foundation: Continue to work with consultant on Capital Campaign Design; develop materials.

Mid-September: *Special Congregational Meeting* to vote on specific *Building the Vision* project for a capital campaign with specific project costs.

October: *Inspiration:* Sermons, Activities, Information distributed throughout the month
October 10 (10-10-10) Launch Sunday

November 7: *Response Sunday*
And Special All Church Event

November 8-21 :
Follow-up and Celebration

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September 9
Town
meeting!!



Come see the draft plans by Pearson &
Peters, Architects.

Make comments & suggestions, in the