



July 19, 2019

We wish to extend our thanks to all for the cooperation, support, and gracious hospitality extended to Jerry Campbell and Sarah Leach throughout the feasibility study process recently completed.

A special word of thanks goes out to Evie Fagergren, Mary Law, and Bob LeRoy for providing leadership, coordinating the personal interviews and the mailing of the questionnaires.

During the implementation process, we found friendly, concerned, and open communication regarding the proposed campaign and project plans. A total of 125 units participated in the survey; 15 interviews were conducted, 27 responded to the mail questionnaires, and 83 responded to the online survey. This represents a total response rate of 37% among the members of the church community that were contacted.

This study is our distillation of the information, opinions, and ideas gathered through the survey. It represents our combined evaluation and appraisal of major factors related to the proposed campaign.

Now important decisions must be made to continue the momentum essential to the success of a campaign. The Episcopal Church Foundation welcomes the opportunity to provide further assistance.

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I. Tentative Case Statement	

Executive Summary

Background

After many years of roof leaks and various repairs in the nave, the Vestry and church leadership believe that it is time to undertake a comprehensive project to address the nave's roof problems, seismic structural concerns, and the overall design. In August 2016, St. John's engaged the Episcopal Church Foundation's (ECF) services to support the *Sing to the Lord a New Song* capital campaign. From December 2016 to early 2019, the congregation thoughtfully engaged in a discernment process. In March 2019, with the support of the Vestry and church leadership, St. John's moved forward with a Feasibility Study to test the congregation's support of the tentative case statement outlining the needs to be addressed with funding from a Capital Campaign. It has been a long and prayerful road to arrive at the end of the feasibility study in mid-July 2019.

Results

The parishioners of St. John's were surveyed through a Feasibility Study conducted by ECF in summer 2019. The purpose of the study was to determine the willingness of the parish to support a proposed Capital Campaign to raise \$1,665,676 from members of the congregation to re-roof the sanctuary building, enhance its seismic structure, repair the damage done by water incursion and to remodel the worship space, as summarized in the tentative case statement.

All members of the parish were invited to participate in the feasibility study, and 37% responded to the survey through consultant-led interviews, electronic survey, or direct mail.

Responses indicate a high level of support (94%) among the respondents for conducting a capital campaign. Study results indicate that a large number (85%) of respondents would contribute to a capital campaign at this time. While 85% of the respondents indicated a willingness to give if asked, 85% also indicated that they believe that the goal is either too high, or they simply don't know if that goal is achievable. By using the range of estimated gifts respondents indicated and applying a formula which takes into account as yet unidentified gifts, ECF therefore recommends that if St. John's wishes to conduct a capital campaign an appropriate primary goal would be \$964,000.

Based upon the comments and priorities expressed in the study, not surprisingly, re-roofing the sanctuary building and repairing damage from leaks received substantial support. Enhancing the building's seismic safety received modest support, with renovating the nave being the lowest priority. However, due to the recommended financial goal being lower than what is necessary to fund all projects in their entirety, the leadership will now need to make decisions about which projects should move forward in the final plan.

In addition, the Feasibility Study also suggests that there are significant challenges facing St. John's with regard to clergy and lay leadership, along with substantial concerns about the current financial management practices that are in place. If a capital campaign is to be robustly successful, it will be important to address these concerns with grace and care and actively pursue meaningful solutions that will instill confidence and enthusiasm in the church's leadership and financial practices.

In this report, *Section One: Conclusions, Recommendations, and Methodology* provides background on ECF's feasibility study methodology and offers more detailed conclusions and recommendations flowing from the results of the feasibility study.

In *Section Two: Composite Analysis and Summary of Personal and Direct Mail / Online Responses*, you will find the detailed data that informs the analysis in Section One, along with the narrative comments that were received. These unattributed comments should be read thoroughly in order to obtain a complete understanding of all views expressed in the study, while bearing in mind that each comment represents the perspective of a single individual. This will prove helpful to the leadership and members of the congregation as decisions are made about moving forward with the campaign. Additionally, a confidential comments document has been shared with church leadership.

In *Section Three: Appendix 1: Tentative Case Statement*, you will find a copy of the tentative case statement upon which this feasibility study is based.

ECF recommends that St. John's leadership take time to thoroughly read the results and pray over the recommendations listed in the report, determine an appropriate path forward, and communicate plans intentionally and publicly with the congregation.

It has been an honor and a privilege to work with the leaders and parishioners of St. John's in exploring the feasibility of the *Sing to the Lord a New Song* capital campaign.

Thank you for inviting us on this journey with you!

In Faith,

Jerry Campbell

*Capital Campaign Consultant
Episcopal Church Foundation*

Section One:

Conclusions, Recommendations, and Methodology

I. Introduction

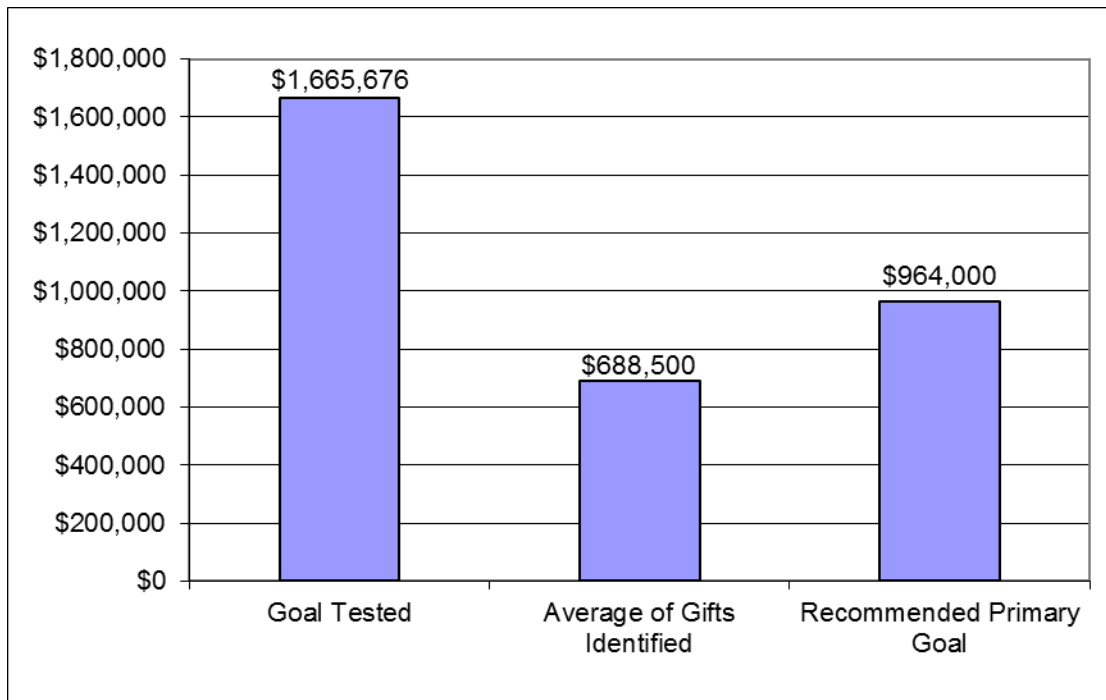
For some time, the leadership of St. John’s Episcopal Church has been evaluating the parish’s programs, facilities, and resources, and assessing the capital needs of the church. After much study and the involvement of many people, the Vestry authorized the Episcopal Church Foundation to conduct a feasibility study to explore the willingness of the congregation to support financially these identified needs.

The facts, findings, and recommendations of the resulting survey, now completed, provide a sound basis for leadership decisions with regard to the future of a fund drive. A complete description of the goals of the proposed plans may be found in the tentative case statement in the Appendix.

II. Conclusions

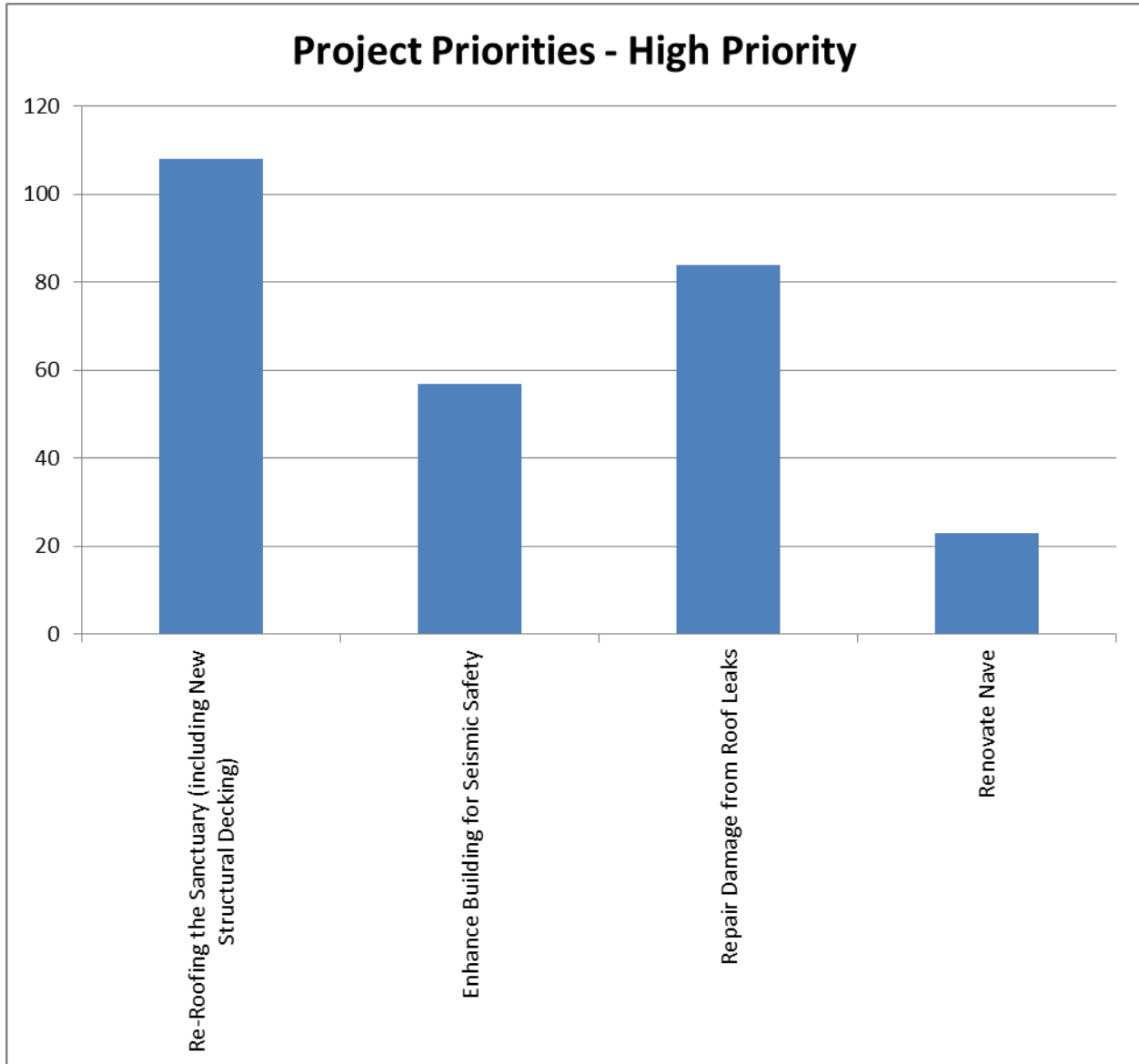
Gift Potential

Experience tells us we can take the average between the low estimate (\$456,000) and the high estimate (\$921,000) of the pre-campaign projections revealed in the Study and multiply by a factor of 1.4 when certain percentages and comments (such as revealed in this study) are attained. Thus, the average, \$688,500, when multiplied by this factor (1.4) reveals a suggested goal of \$964,000. This recommendation is made factoring in the reality that additional gifts, not yet identified, will be forthcoming; hence the multiple of 1.4.



Awareness of Need

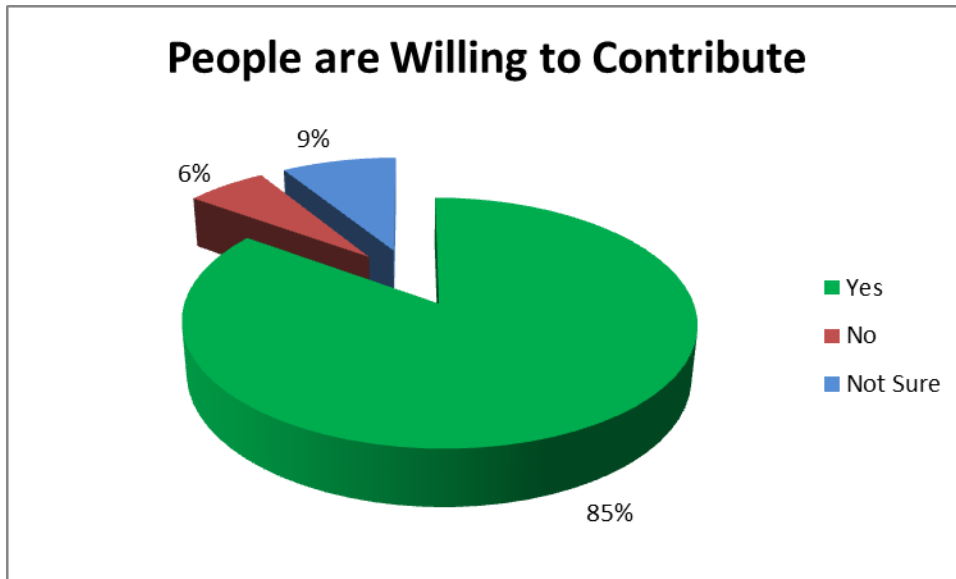
Most respondents (94%) were aware that St. John’s Episcopal Church is considering a possible campaign, and 97% were also aware of some or all of the proposed plans. Of course, not all the items received the same degree of support. Present awareness of need is a positive; however, each project should be studied and prioritized with consideration given to the degree of support and the resources available.



Interest in and Support for a Capital Drive

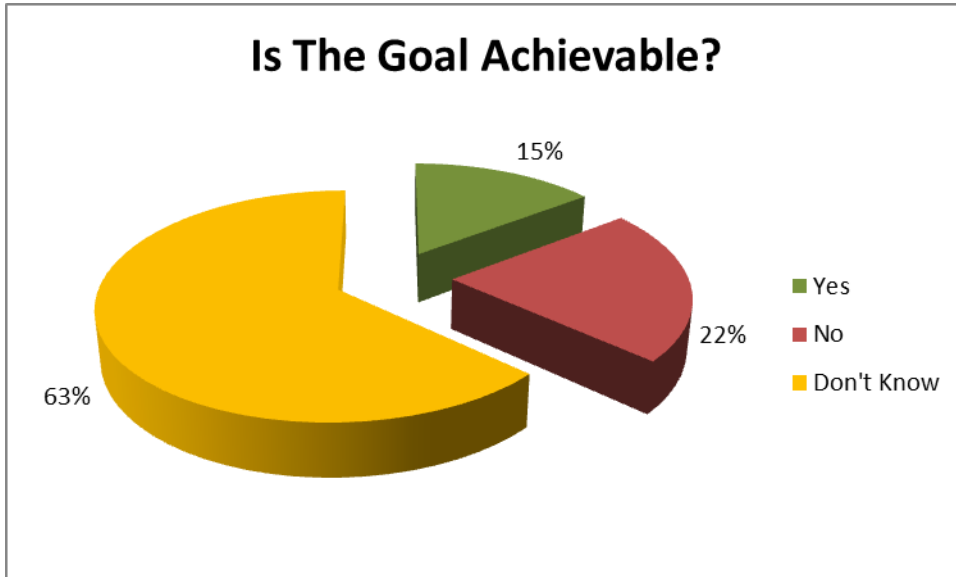
There is significant indication of support for the proposed campaign, but also signs that suggest caution. Positive signs from respondents include:

1. Ninety-four percent are in favor of the campaign, although some with reservations.
2. Only 4% are opposed to the proposed campaign timing.
3. Eighty-five percent of respondents would give to the campaign.
4. Seventeen percent are willing at this early stage to consider a volunteer position.

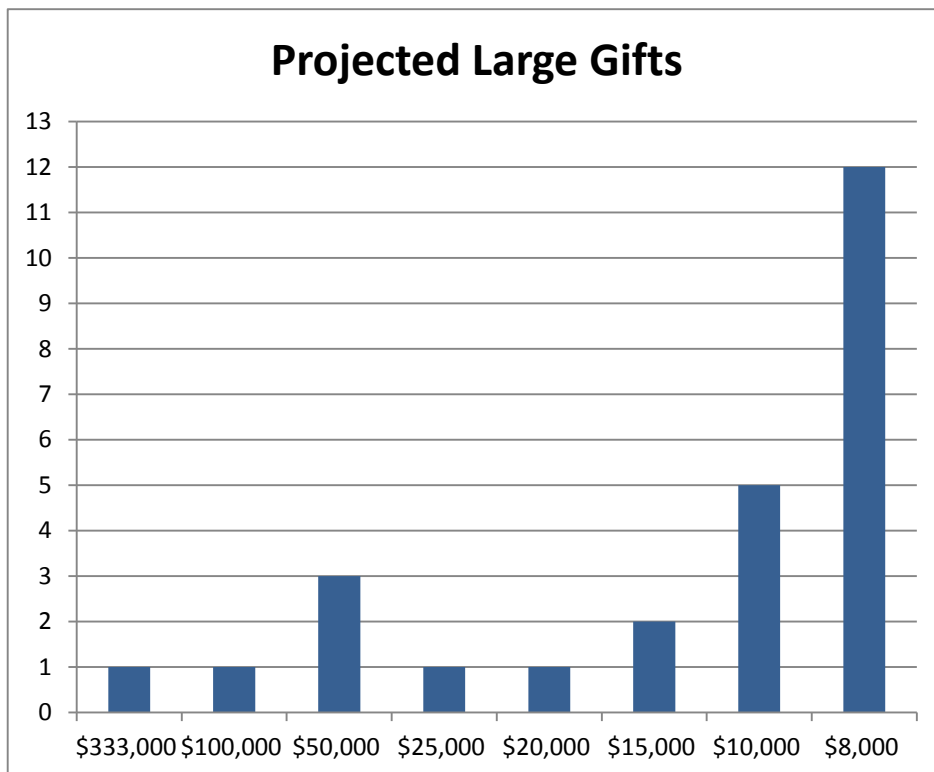


Concerns

1. Approximately 15% of respondents feel the goal is reachable. Twenty-two percent feel it is too high. The remaining 63% had no opinion on whether this goal can be achieved. This is an indication that the proposed goal may be too high.



2. Too few gifts were reported at this early date to allow a goal of \$1,665,676 to be fully embraced.



Influential Leadership

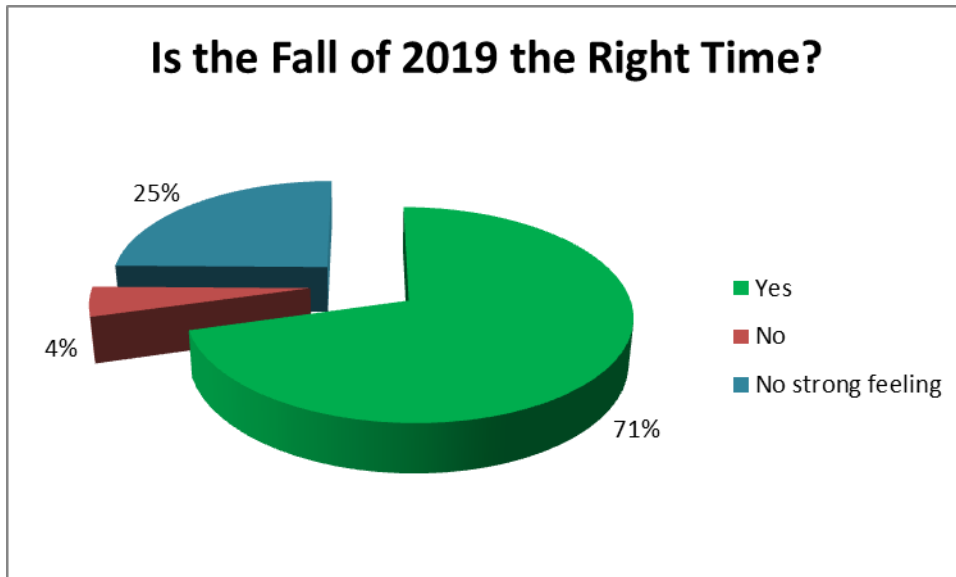
Strong leadership—both financial and volunteer—is essential for the success of any campaign. A leadership core is presently in place. It is the challenge of this leadership group to expand involvement within the parish, including other individuals who may have significant giving potential. With involvement comes commitment.

Planned Giving

A number of people requested planned giving information, and 11 indicated the church was already in their estate plans. This is encouraging and suggests that such future gifts could be used to help build endowment or retire indebtedness.

Campaign Timing

The respondents endorsed the proposed campaign timing. Of course, decisions on the priorities of projects must be made. It is imperative to revisit the proposed plans and make appropriate changes in the size of the effort, the proposed goal, and other sources of funding.



III. Recommendations

Recommendation #1

The information revealed in this Study suggests that a capital campaign for a Primary Goal of \$964,000 is realistic and appropriate. This presupposes that an assertive campaign involving the entire constituency would be launched, and that the type of methodology used by the Episcopal Church Foundation would be followed.

Recognizing that immediate needs are greater than what is revealed in the Study, leadership may wish to consider \$964,000 as the “primary” goal and establish a larger “challenge” goal, which would encourage the congregation to stretch to longer pledges—five years rather than three years, for example.

If the “challenge” was not reached, the congregation would still experience success by achieving the “primary” objective, but hopes would be high that the challenge, at least in part, could be accomplished.

Recommendation #2

Planned giving activities should be pursued during the campaign in an effort to encourage major gifts to underwrite the future of the church. Such gifts, often deferred and received in future years, are helpful in reducing mortgages or indebtedness. The Episcopal Church Foundation is responding to individual requests for information on planned giving.

Recommendation #3

Review the Tentative Case Statement and make final decisions based on the financial feasibility revealed in the Study. Consider also the prioritization suggested by respondents.

Recommendation #4

Share as soon as possible the revised plans with the congregation and seek increased consensus. Increase significantly all publicity concerning this project.

Recommendation #5

Once the leadership has had an opportunity to review the Study recommendations and revise the proposed plan, a timetable such as the following should be considered to maximize success:

Months 1-2	Determine campaign calendar and budget. Announce goal. Begin materials development (pledge cards, brochures, letterhead, etc.). Recruit and train campaign leadership and support committee chairs. Evaluate Advance Gift prospects.
Months 2-3	Continue to train leadership. Complete materials development. Begin Advance Gift solicitation. Contact planned giving prospects, if appropriate.

Months 3-4

Prepare for and launch the Congregational Gift division. Hold kick-off event. Begin personal solicitations and monitor solicitation efforts.

Months 4-5

Finalize all calls. Set up pledge collection and acknowledgment systems. Hold Celebration Event to acknowledge conclusion of the campaign and recognize the leadership and volunteers.

Recommendation #6

Select professional management to guide and direct the campaign to ensure efficiency and the implementation of a proven, successful fundraising methodology.

IV. Methodology

A. The Feasibility Study

As the parish considers a capital campaign, it should reflect on several important questions:

- ◆ What conditions are essential to a successful campaign in the church community?
- ◆ How much money realistically can be raised?
- ◆ Will the church community support a drive that fulfills the goals of the proposed plans?
- ◆ When should the campaign begin, and how long should it last?
- ◆ What volunteer leadership is available to head the campaign?

Determining the answers to these and other questions was the major purpose of the Feasibility Study. Through the Study we have researched, analyzed, and evaluated fundamental factors present, or capable of development, which might influence a capital campaign.

The study was conducted in three phases: research, personal interviews, and direct mail/online.

Phase I

An examination of the proposed needs, development of a “Tentative Case Statement,” determination of optimum campaign goals and timing, and review/selection of personal interview prospects were completed during sessions with the parish leadership.

Phase II

A sampling of parish members was selected for personal interviews. A total of 15 interviews were ultimately conducted by Jerry Campbell of the Episcopal Church Foundation.

Phase III

A mail survey was sent to 101 households. Included in the mailing was a letter requesting participation in the survey, the questionnaire, the tentative case statement, and a self-addressed return envelope.

An online survey was sent to 222 households. Included in the mailing was a letter requesting participation in the survey, the online questionnaire, and the tentative case statement.

STATISTICAL NOTE:

- ◆ A total of 101 direct mail questionnaires were mailed to the parish community.
- ◆ Of those, 27 were returned: a mail response rate of 27%.
- ◆ A total of 222 online surveys were sent to the parish community.
- ◆ Of those, 83 were returned: an online response rate of 37%.
- ◆ Including the 15 who were interviewed, 338 units were exposed to the study. Of those, a total of 125 units or 37% participated.
- ◆ Based on experience, this response rate is an adequate representation of involvement from the parish community, lending reasonable credibility to the study findings.
- ◆ Of the total that participated, the majority, 58%, attend worship services one or more time(s) per week. Another 23% attend two to three times per month.
- ◆ Regarding the financial-giving practices of those who responded, the majority, 56%, are regular contributors with a written annual pledge. Another 20% are regular contributors without a written annual pledge.
- ◆ In importance of charitable donations, St. John's ranks as in the top five charities that respondents donate to, with 43% rating it as such. Another 39% rank it as their most important charitable donation.

B. Elements of a Successful Campaign

There are certain elements which must exist in connection with every successful fundraising campaign.

1. Recognition and acceptance of the “tentative needs” as expressed.
2. The case for widespread appeal.
3. Availability of strong financial leadership.
4. The capability of existing leadership to recruit additional support.
5. Past and current support levels for other church-wide capital campaigns.
6. The congregation’s awareness of the proposed plans.
7. The economic optimism of the parish community.
8. Overall response to goal attainability.
9. Indicated interest in contributing to, and projected levels of support for, the proposed campaign.
10. Projected timing of the campaign.

These elements are carefully reviewed in this report. The Conclusions and Recommendations Section of this report addresses the elements of success as we consider the readiness of St. John’s Episcopal Church to proceed with a major capital campaign.

NOTE: Minor editing has occurred in the comments to ensure grammatical accuracy and preserve the anonymity of the feasibility study respondents. Also, the spelling of some names could not be verified.

Section Two:

**Composite Analysis and Summary of
Personal and
Direct Mail / Online Responses**

Results from 15 Personal Interviews, 27 Direct Mail and 83 Online Responses **Total of 125 Responses**

Note: Not all respondents answered all questions.

Awareness of Need / Su Conocimiento de las Necesidades

1. Prior to this survey, were you aware that the parish was considering a capital campaign?

Antes de tomar esta encuesta, ¿sabía usted que la parroquia consideraba una campaña de recaudación de fondos?

110 Yes 7 No
Sí No

Ninety-four percent were aware that St. John's Episcopal Church is considering a capital campaign. This is a positive indication that the church leadership has prepared the ground for a major capital campaign.

2. Prior to this survey, were you aware of the needs as expressed in the accompanying proposed plans?

Antes de tomar esta encuesta, ¿conocía usted las necesidades explicadas en el plan propuesto?

83 Aware 4 Not Aware 28 Aware of some of the needs
Sí No, ninguna Sí algunas

Seventy-two percent of the respondents were aware of the capital needs of St. John's Episcopal Church. Another 24% were aware of some of the needs. Only 4% were not aware of the needs. This is an indication that the leadership has done a fine job of communication.

3. Are there additional needs that seem important to you which are not covered by the proposed plans?

¿Hay otras necesidades importantes que no hemos enunciado aún?

Comments: (Sus comentarios:)

This project focuses on the immediate needs. We are not ADA compliant. No outside access to classes upstairs. Fire Safety issues. Kitchen work. Many other things could be done, but we do need this current focus.

We should not be waiting for the big “re-do” to keep our church clean, orderly, painted. Groomed. It is **NOT UGH!**

There are other needs but we can only do so much at this time.

Routine maintenance of our campus needs regular attention: landscaping; tidying-up, painting, vacuuming, kitchen cleanliness.

I wish we could do an elevator!

Aesthetics need some attention. Need to address the dinginess of things.

Not enough parking.

There are abundant needs, but this is comprehensive for the sanctuary.

A/C for the office area.

Many leaks...we can only do so much.

Limited parking.

ADA Accessibility issues – our seniors are severely inconvenienced. More ramps. Easier access. We aren't taking good care of our elders. This project only covers the sanctuary, which is only 10% of our maintenance needs.

Yes, there is a rather extensive list of additional needs that are not covered by this proposal. But the current list only addresses the "Physical Structure and issues" at St. John's/San Juan . . . and while these concerns are significant and worthy of attention, they may be far less important than the "internal, leadership and personnel issues" that are currently facing the St. John's/San Juan Community. If these issues are not addressed more fully, skillfully, and with some firm grace, then any attempts at a Capital Campaign will fail or seriously struggle for some extensive period of time.

The plan covers the needs that we see as essential at this time.

I am concerned about the condition of the rest of the building which will not be renovated in this capital campaign.

It seems to me that we ought to consider the possibility of installing solar panels as the roof area is large and the church could benefit from offsetting what, I imagine, are rather large power bills. Additionally, we should likely consider installing modern, energy/resource efficient fixtures and appliances. Apart from the practical long-term cost-savings, doing so would demonstrate our commitment to the care of Creation.

At some point, we believe there are additional needs to renovate the parish hall, the classrooms, and other upstairs spaces.

None for the sanctuary building project. The parish building and office wing/parish hall need to be addressed, but those will be separate campaigns and/or projects down the road.

I am surprised to not read any reference to making the second floor more easily accessible to many, but in particular to those with physical limitations. I realize an elevator is very expensive, but isn't now a time to consider the possibilities? I suspect others may also raise this question. Perhaps it has been discussed and I missed those presentations.

Better access to upper rooms.

With or without this capital campaign, there is need for better accommodations for people with hearing disabilities. This means that if there presently isn't a working sound system, the church should cease omitting key elements of the service from the printed bulletin. Things like collects and the prayers of the people. Because of this problem, I no longer attend Sunday morning worship.

To maintain and enhance a supportive community of worshipers. To provide support and encouragement for the congregants. To deal with the less tangible spiritual needs of the parishioners of St John's. To provide a strong outreach to the greater Olympia community as it struggles with needs of contemporary life. To be a place of security and consolation.

The proposed plans relate only to the sanctuary. There is a great deal of work that needs to be done to make the other parts of the campus more accessible and efficient for multiple users.

Security needs to be stepped up.

Accommodations for individuals who are blind or visually impaired. For example, the hymn display should be digital with appropriate color background.

Someday including an elevator to 2nd floor making St. John's more attractive to outside renters like the school.

Elevator to second floor.

Obviously the roof needs to be completed and any toxic materials quarantined. After those items are accomplished it would be pertinent to note the contributions the church has received and move forward on some of the other identified structural changes needed focusing first on safety. I believe due to age it is grandfathered on code and it may not be necessary to resolve code violations. I am not informed enough to know that answer.

Not capital related or physical plant related needs.

Floors are in bad shape.

Could a sprinkler system be installed in the church while this work is being done?

More security is needed in the church. The church is very lax on security issues.

General decluttering of parish rooms and hallways.

Interest in and Support for a Capital Drive / Su Interés en y Su Apoyo para la Campaña Capital

4. Generally speaking, do you favor the parish conducting a capital campaign as outlined in the proposed plans?

Generalmente, ¿está de acuerdo con la idea de una campaña de recaudación de fondos, hecha por nuestra parroquia, como la describen los planes propuestos?

80 Yes
Sí

7 No
No

25 Yes, but with some concerns
Sí, pero me preocupa.

Seventy-one percent are in favor of the campaign, with another 22% in favor with some concerns. Another 7% are opposed to the campaign. This is a sign that the church community is willing to support a campaign.

Comments: (Sus comentarios:)

We have to do something about the roof and the seismic issues.

Very concerned about financial situation of church. NO EOY for 2018. No stewardship campaign and no budget for 2019. Poor financial management; needs to be resolved before we give.

Yes, or we lose the building.

Yes, it has to be done.

I'm not sure we need this building, really. Sad to go elsewhere, but if it has to be done.

Yes, the "idea" of a Capital Campaign is a concept worth talking about, exploring, engaging in the deep dialogue, and prayerful consideration. But, if the Capital Campaign is ONLY focused on the "Physical Structure" of the St. John's Building and Grounds then it is a poorly conceived vision that is doomed to fail before it is completed.

Even as a newer attendee, I love the sanctuary in all of its mid-century glory. That said, though I'm sure the vestry and others have given it extensive prayerful consideration, we must think about whether a building is the best use of such significant resources which could be dedicated to outreach or congregational development.

My concern is we'll fall short and be back to square one. I don't believe we can do only a portion of the roof or seismic work. We must do both, however, it may be possible to defer the nave renovation for a period of time.

Again, wishing to know any plans for the upstairs accessibility.

What are alternative funding sources if the capital campaign fund goal is not achieved? What is the church prepared to drop from the renovation plans if funding goals are not met?

The Spanish congregation can raise very low funds.

I wonder whether the congregation should be spending this significant sum to fix a part of the building when it is unknown if there are other significant structural needs in other parts of the building that also need to be addressed. The congregation is aging and I do not know how much the younger (and newer) members of the congregation can afford to fix just this part of the facility.

Decision to be made by active members.

It seems far too ambitious with church finances not sufficiently stable and secure.

Does the cost of repair exceed the value of the building itself? If so, would it make more sense to replace it with a new, energy efficient building tailored to the size of our congregation?

We need to address the immediate need for roof repair. I am not in support of the other aspects of the campaign until we have fulfilled our obligations to our church community and those who need our service.

Even if we raise the funds to complete the work outlined in the proposed plans, there is much left to be done to make the sanctuary and campus the welcoming and functional space we need.

Limit to roof replacement.

I fear that the leaking is such an old problem and our congregation is small in comparison to what it has been. I wonder about the funding of the organ and its expensive installation. I hope that those who supported that effort will support significantly this crucial project. I care a lot but my financial situation makes me only a small donor. Many of the enthusiastic participants are now deceased.

A schematic would have been very helpful to show any compromised spaces such as the sacristy, which I understand is to be reduced. Altar Guild members need work and storage space. Utmost concern is an area large enough for flower arranging.

How will the money raised be tracked and how will we be assured that it is being used for the designated purpose?

We have concern about the lack of financial help from Seattle or nationally (i.e. Bishop Curry). Is it possible to borrow the money to be paid off over a thirty year period?

My concerns are about the people that have been leaving St. John's for various reasons. Will we have enough people to support the campaign?

It would be good to rank the items and limit the campaign to changes that protect the structure and are not strictly aesthetic

The need is clear . . . a beautiful building that needs to be preserved.

I wish the money would just fall from Heaven.

Is St. John's membership large enough to support the total cost as stated?

5. Please indicate the level of priority you would attach to each of the projects outlined in the proposed plans by checking the appropriate line under each heading. At present, they are listed in no particular order.

Favor de indicar el nivel de prioridad que asignaría a cada uno de los proyectos descritos en los planes propuestos, marcando la línea correspondiente bajo cada título. En la actualidad, se enumeran sin ningún orden en particular.

* Select only one option per line and feel free to make comments (use an extra sheet if necessary).

* *Seleccione sólo una opción por cada línea y no dude en hacer comentarios (use una hoja adicional si es necesario)*

		PRIORITY LA PRIORIDAD				
		High <i>Alta</i>	Medium <i>Media</i>	Low <i>Baja</i>	Opposed <i>Se opone</i>	Lack Information <i>Falta información</i>
Project 1: <i>Proyecto 1:</i>						
a.	Re-Roofing the Sanctuary Building (including New Structural Decking) <i>Re-techado de la iglesia incluyendo la estructura del techo</i>	<u>108</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>1</u>
Project 2 – Enhance the Structure and Remodel the Worship Space: <i>Proyecto 2 – Mejorar la estructura y remodelar el espacio para las misas:</i>						
a.	Enhance Building for Seismic Safety <i>Mejorar el edificio para contar son seguridad anti-sísmica.</i>	<u>57</u>	<u>42</u>	<u>9</u>	<u>2</u>	<u>1</u>
b.	Repair Damage from Roof Leaks <i>Reparar los daños debido a los goteos del techo.</i>	<u>84</u>	<u>19</u>	<u>5</u>	<u>1</u>	<u>1</u>
c.	Renovate Nave <i>Renovar la nave (la parte de la iglesia donde se realizan las misas)</i>	<u>23</u>	<u>36</u>	<u>34</u>	<u>9</u>	<u>5</u>

Comments: (Sus comentarios:)

Two phases: seismic and roof...maybe aesthetics later.

What does renovate the nave mean?

Renovating the nave seems more expensive than it needs to be.

The need to attend to the "physical structures" is critical if we are going to maintain this building, grounds, and physical plant of the building. But radically re-visioning these changes so that they more actively support "Community Outreach, Social Justice, and Community Crisis Planning" should be actively considered in this process. Will we be able to have small permanent shelter for some homeless folks or expanded kitchen to serve meals to the hungry, or expanded use of the physical building for social justice? The "repair and maintenance" of the physical building needs to be more firmly and clearly tied to "Program Development, Active Ministries, and more fully using the physical building more completely during the week, not just on Sundays.

At this point redesign is not an essential for newcomers and worshipers. Structural repair is.

As I have considered the project, I've wondered whether it may be a better use of these resources to purchase a new building or consider other options which may be less expensive. It may be desirable to obtain a more manageable space and focus on growing the congregation.

I think it is critical to earthquake-proof the sanctuary. I hope all parts of the building are ultimately made as safe as possible in anticipation of future earthquakes.

This is the first I have heard of the plans to renovate the nave. I do not feel I have adequate information to make a good decision about renovations to the nave.

The roof leaking is the worst and the uneven condition of the floor in the chancel is concerning. I don't want anyone to fall there. Good sense dictates that we have to do the seismic upgrades but since you can't see that part of the structure you don't notice it like the other issues. It is smart to address the nave while we are doing so much work.

\$400,000 for remodeling the nave/sanctuary seems excessive, sounds extravagant--there are more important needs that could be met with this money.

Our first priority is making the building dry and safe and would be a priority over other renovations if we fail to raise adequate funds to cover everything.

C. this seems like a luxury that could wait if necessary.

Renovate the existing nave as is. Not a major reconfiguration.

We need a janitor first.

6. If the proposed total goal of \$1,665,676 cannot be fully funded by a capital campaign, how would you feel if the parish were to assume prudent long-term debt to ensure completion of these proposed plans?

Si la meta total propuesta de \$1,665,676 no puede ser totalmente financiada por una campaña de recaudación de fondos, ¿cómo se sentiría si la parroquia asumiera una deuda a largo plazo para asegurar el éxito de estos planes propuestos?

48 Acceptable 45 Undesirable, but acceptable 12 Unacceptable
Acceptable No deseable, pero aceptable No aceptable

Forty-six percent responded that it is acceptable to assume long-term debt; 43% said it is undesirable, but acceptable. Another 11% responded that long-term debt is unacceptable.

Comments: (*Sus comentarios:*)

Need to study this very carefully. We are not as well positioned as we used to be to handle debt. We really need \$1.2M to do the basics.

What is our current financial status? Endowment? Need to know these things.

Acceptable, but it would be against our tradition.

Who is going to pay this money back and how?

Since pledging has been on a decline could a future congregation retire this debt?

People like us who make three year pledges will have to extend pledge to pay this off.

Can we afford the debt service over the years?

We already have a difficult time meeting our budget, so this is risky.

The Capital Campaign should NOT be simply about "fixing" a building. It is "Transformational Change" that is needed via the Professional Clergy, Vestry, and Congregational Development. The "Building" is just a symbol, it is NOT a "Faith Community" in and of itself.

It is essential that we replace estranged parishioners and rebuild our financial base, and a loan will help buy time to rebuild our sagging member base.

We will help with fundraising and other options. We do not want to put a large burden on future members.

Many in the congregation are retirees and it seems to be a big risk to take on a potentially large long-term debt obligation where they may not be the tithing base to support it along with other financial needs or obligations. That is to say nothing of the moral question: is it right for us to take on a debt that will undoubtedly hinder the congregation's ability to project the love of Christ into our community by hampering our ability to contribute to it?

Current income barely covers current expenses. Would need to figure out how to cover additional debt obligation for this capital project.

I feel the Diocese of Olympia should share in partial responsibility of funding for this project.

It should be understood that the Diocese should be offering us interest-free loans. Please do not contact me and explain to me why this is not the case. I'm saying what I'm saying and wish to leave it at that.

Debt to cover the roof replacement but no more.

Realistic, but would not want to assume large debt; certainly only less than half of project needs.

Many parishioners probably live on fixed incomes and/or flexible, tight budgets. Asking us to extend our giving beyond three years to pay off this debt might be a prudent strategy.

Daunting: long-term debt based on current decline in pledges by dedicated younger church going population.

No extras. Just the necessary repairs, reinforcements and cosmetic finishes.

We have a lot of staff for our size and programs. Unclear if our pledges meet overhead let alone taking on more debt to include in the budget.

Combination of pledges and debt would probably be the best scenario.

We don't know how much debt the church currently holds so uncertain if we should go into more.

7. In your opinion, what major positive factors does the parish have in its favor for the proposed campaign?

En su opinión, ¿cuáles son los principales factores positivos que la parroquia tiene en su favor para la campaña propuesta?

Comments: (Sus comentarios:)

This is a strong parish. We've survived some poor leadership.

Great location.

Possibility for new young leadership.

Lot of people who really love St. John's.

The community recognizes St. John's as a long lasting asset in the community.

We've teed up the discernment and spent money on the early work with engineers and architects...it is time to move forward.

Friendly, family feeling.

Brings the church together to work on something in common.

Visible edifice in our community.

We feel good about the contractor involved.

An open community. A giving and caring community. Even though we are old fogies we are a forward-looking community. Typical Episcopal Community: informal, but hard for a newcomer to blend in.

We are known in the community; location; organ-acoustics.

It HAS to be done. There aren't any other good options.

People, although aging, have a long history with the church and love it.

Good location, known in the community as a more liberal church.

Concert series has been successful.

Good community. People feel welcome.

Very visible in the community. Well located. Opinion support from the community. Added a few younger families.

There is a clear need. I hope the congregation is aware of that.

We are a high visibility parish with lots of outreach. Long history here. Prominent part of the capital district.

A magnificent organ, a terrific music program, and a staunch, if diminishing, base of committed members for whom this place and this worshipping community are very important

A dedicated vestry. Warm, loving, generous, and dedicated congregants.

Strong leadership.

The parish is growing. The congregation consists of several dedicated individuals. The vestry is devoted to doing good work for the parish and its future.

Location is prime. Community is vibrant and diverse. Opportunity to bring together the Spanish- and English-speaking communities.

Long-term need. Growing congregation with younger couples.

Generous parishioners dedicated to the church.

A strong nucleus of people willing to pledge, and a plan in place for how to renovate our spaces.

There is definite need.

A dedicated and faith-filled congregation, good leadership, lack of a mortgage, long history, and good reputation in the community through its outreach, worship, and music program which attracts many non-parishioners to its annual concert series. We are widely seen as a community asset.

The support of the St. John's community and its spirit for creative fundraising, etc.

The ongoing safety of the congregation during worship, preservation of the significant investment in the pipe organ the congregation purchased, and the desire to create and preserve a space for community outreach through the presentation of music concerts.

Safety.

Some wealthy parishioners. Wide-spread recognition of the problems and their seriousness.

Faithful parishioners who support the church now.

There is a consensus, I believe, that something needs to be done to upgrade our facilities. St. John's has a dedicated core of long time parish members who will support some kind of capital improvement project, so long as it makes sense.

St John's has many opportunities to raise monies through the music program, the arts, dinners, etc. to contribute to funds for this campaign and through monthly giving.

If it is done the church can be used for many outside programs.

Going to church might not cause as many asthma attacks.

I appreciate that accessibility is being considered.

Roof needs repair.

The history of the church in the community, the loyalty and generosity of many families who have worshipped at St. John's for generations, and the location of the church are all positive factors.

The church has community support and supports the community.

Well established community outreach channels and ties. Desire within the church population for this campaign to succeed.

A supportive congregation.

We have dedicated parishioners. I like the thought of being part of the St. John's legacy creating a safe and beautiful place of worship and knowing it will be there for future generations.

Unique space, unique location, attractive.

It is obvious to most parishioners that patching the roof will not work and the roof has to be replaced. The damage inside the sanctuary from the leaks are ugly and most people I know want to have the damaged ceiling and walls repaired and looking beautiful to match the rest of the sanctuary. I feel parishioners are ready to finally have the roof issue resolved.

It solves the roof problem.

The parish appears to be growing; if this growth continues on a steady basis it will help bring in additional contributions toward the capital budget. There are many talented parishioners who could contribute those talents in various fund raising events.

I haven't been a part of the St. John's community for long but I've already met so many people that are incredibly dedicated to this community and ensuring that we have the best space possible to worship in.

Structural improvements are a necessity for a safe building. Building renovations will make our space more attractive and inviting. The congregation loves St. John's and are emotionally and financially invested to this campaign.

Knowledge of problems based on word of mouth and visual damages.

I attended the annual meeting and those who attended appear to support the project, although we were not given the financials of the project.

Place to worship, presence in the community, and organ concerts.

Enthusiasm around parish activities.

Protect the current structure.

Improving the ambiance may draw more worshipers in.

Well planned and thought out study to address structural concerns. Generosity of congregants.

A long history of outreach and serving the community.

Strong leadership.

Many long-term and committed parishioners.

Stable leadership seems the most important in sustaining projects. I hope we have it now.

We have a dedicated congregation who work well together to accomplish many things. We have many goals we want to accomplish and a safer, stronger, more attractive space will help us to accomplish these.

I have been a member of this parish since 1970; the roof has leaked ever since I have been here. It's time to get it fixed and I believe the parish feels that way too.

Historical significance of this church to the greater community. It is a landmark building. Also its parishioners have a long reputation for contributing to the social and physical needs of the city.

We have to preserve the space. Repairs never spontaneously heal.

Structural issues being addressed.

We have loyalty among our members and we all have resources that could be given.

The sanctuary is a great space for music and we now have a big organ. Repairs would facilitate worship and musical events far into the future.

Good people, the research has been done, it is a grand landmark.

Other existing resources seem strong and healthy.

Historically, St. John's is a well beloved congregation with some very kind, supportive, and generous supporters. Also historically, and even currently, there are some very wise, insightful, and well educated people that have loved and served this congregation with generous support for many, many years. But, in the last several years, there has been a serious down turn. If the "full potential" of St. John's, the Diocese, and possible Community Resources, Grants, and Historical Preservation programs are engaged, with advanced "Emergency Management Planning, St. John's could be a critical center and resource facility in an area that will experience major community crises in the years ahead (Major Earthquakes, Volcanic Eruptions, Severe Storms, and/or Social Justice/Immigration challenges). But the "Physical Structures of the St. John's Church Building" have to be tied to the very real life programs, ministries, and community outreach that would draw more people into the St. John's Community in ways that are truly life transforming and NOT merely nice sounding words in a Mission Statement.

A generous and committed congregation.

Excellent location – highly visible, easy to get to, close to downtown, beautiful architecture, a firmly established history.

We have a core of committed parishioners who understand the importance of the needed repairs and improvements.

To continue its prominent position in the community. The roof has been in need of major repair for a significant period of time. Repair and renovation would make a major statement to Thurston County.

There is a lot of concern for the roof.

The church does good works and is a major part of the community.

Enthusiasm of vestry and rector.

Contributions to the local community – school space, annual community concerts, block parties, etc.

8. What problems, if any, do you foresee for this project?

¿Qué problemas, si los hay, prevé para la campaña propuesta? ¿Para alguno de los proyectos propuestos?

Comments: (Sus comentarios:)

Raising the money. (7)

Lack of funds. (3)

Cost overruns. (3)

Solid pledge fulfillment.

Lot of retired fixed income state employees.

How to deal with an inner city church whose membership is aging and is not being replaced by young people.

We are going against some tides here. Number of pledging units is down. No pledge campaign last year. Aging congregation. Olympia has changed in the last 40 years and we've lost deep pockets in the community.

Charismatic rector (good) whose weaker suit is management (problematic).

Finding someone to lead with music in the Hispanic service.

Convincing people that such a capital fund drive makes sense.

Not sure what we will find when we tear off the roof.

Once we start peeling away the roof, what will we find?

A lot of people with deep pockets have left or died. Only 3-4 people have significant financial resources.

Not having a big enough congregation left.

Frustration with all the temporary fixes we've paid for.

Economic situation. Hispanic community members live day-to-day.

Don't want people to feel pressured about giving to the campaign.

Could be more expensive than what's proposed. Chance of going over budget is like 90%. Getting half done and then petering out.

Is this amount achievable?

Can this much money be raised? We are an old congregation with few children and young adults.

Many senior citizens on fixed income.

Clearly, there is a quiet, but very significant crisis developing at St. John's and around this Diocese of Olympia. There is a serious Systemic Crisis of leadership in this congregation which has caused multiple long-term and short-term members to either leave the congregation all together or withdraw or reduce their level of involvement.

The loss of a number of faithful members who might have been willing participants in the project.

Loss of long-time parish members who are most able to donate the larger amounts of money.

A seemingly limited outreach program necessary for long term viability. The congregation is generally of an advanced age, therefore they could be taking on a responsibility that future attendees cannot support.

Not completing in time and unforeseen costs.

Potential disconnect between Spanish- and English-speaking communities.

Loss of local wealthy families. Inconsistent permitting and inspection standards, inexperienced local officials.

Potential for the congregation to be unable to financially support the renovations, lack of younger families in the congregation to sustain future debt and future renovation, and a tendency in the planners to take too long to make decisions and to take action.

The funding goal is a heavy lift for our parish. While I don't know the actual numbers, the congregation has not grown appreciably in many years. While stability of numbers may not necessarily indicate a lack of funding capacity, it means fewer have to give more to reach the goal. The age and condition of the building(s) mean we may encounter unforeseen conditions (asbestos, for instance) that could add significant cost and strain the contingency reserve. Renovations can get spendy, but I believe the condition assessments completed have likely found and addressed most all of the big issues we need to correct.

Sustained community support through the motivation of project leaders. Look forward to enhanced ways of promoting ways individual St. John's groups can be supported in their individual ministries and projects that keep them close focused and desiring to find ways to support the Capital Campaign. Maintain the closeness of communities within St. John's. Honor them, recognize them, do the small things that make people feel that their ministries are the foundation of St. John's.

Cost overruns. Slow (if any) growth in membership needed to financially support these projects.

The costs seem beyond our resources. The current financial status and future financial stability of the church is too uncertain.

Lack of capital to move forward to outside financing.

Our biggest problem is that our congregation isn't large enough to support a capital campaign of this size. We need to grow if we hope to fund it over the long-term.

Nervousness due to lack of financial statements.

I do not have faith that the sound system will resolve any of our ongoing issues.

We do not have a community financially or spiritually strong enough to support the greater campaign.

The true financial capacity of the congregation to support a campaign of this magnitude, concerns among many members about the financial condition of the parish, and ambiguity around how to pay for significant improvements to the rest of the church campus are problems that need to be addressed.

The parishioners do not have the funds to support this project.

An aging population on fixed incomes with little room to increase giving.

The amount we need to raise seems daunting, but we all know construction doesn't come cheap and it must be done.

That there are many more outward needs for such funds.

Unexpected costs or overage in the estimate of work to be done. Difference in opinion of how the Sacristy should be remodeled so it will work for clergy and for the Altar Guild.

The scope of the project is too large.

Not being able to raise enough money to achieve all of our goals could risk the entire project. If not done already, we will need to identify 'must haves' versus 'nice to have', with safety being the highest priority. I haven't seen any sort of project phase strategy or contingency planning that outlines what will be delivered, when, with trade off options. Last, how would this giving campaign impact our operating budget? Many parishioners may find the need to reduce their regular giving with their ability to meet a reasonable campaign contribution.

I am skeptical that we can raise the money needed. I fear our long-time members who have the kind of money required are dropping, or dropping out, or fatigued by yet another roof fix. That is why phasing is important. Funding the roof - yes. Structural work - yes. Renovation and cosmetics - maybe not.

Lack of leadership, lack of confidence in planning and carrying through projects. The fact there has not been a pledge campaign for 2019-2020, the lack of an operating budget, the lack of financial statement for last year.

Not enough commitment/money to complete the job. Where do we meet when the roofing job is being done?

The debt could compromise future budgets for clergy, music, sextants and emergencies.

There seems to have been problems in the past with the management of the parish -- personnel turnover, mishandling of finances, leadership issues. Taking this large project on, especially if long-term debt is needed, is a concern if the parish isn't prudently managed.

I do not believe you have a membership with sufficient net worth to help finance this project.

Older congregation may have limited resources.

Not enough members with resources; shrinking numbers of attendees; internal conflict and concerns regarding stewardship of paid pledges.

Attendance is steady or declining.

Ability to raise that amount of money with a limited number of parishioners.

A lack of donations due to people being sick of "fix the roof" campaigns.

Not only is the total figure a large amount to be raised, it is not clear that it is the best approach for the future of the parish. It might make more sense to sell the property and build a new structure.

Oh so many. Loss of focus, changing leadership, many traditions and people that built the sanctuary. The new scripture translation drove me away, along with the loss of Doug Dornecker. I haven't had the heart to get attached to another music director, as yet. When Fr. Don cannot continue, my heart will break. I am grieving, though I will return because I have no other place to go. I wonder what other changes will occur to stress our tiny congregation? So far, our rector seems committed to this place, but who knows?

The financial limits of families in the congregation will affect this project and I have no idea of the resources we have. I know this is the reason for a feasibility study. Other problems, such as worship during construction can be worked out as we work together.

If we can get the roof done I will put up with almost anything to realize that goal.

Aging of the church membership and shrinking budgets of older members.

It is so costly.

We are not as wealthy as in years past so it is not an automatic big donation from some members.

No rich donors.

Debt.

Management of continued use of spaces during construction.

How will it impact services on Sunday? Where do you park construction equipment/vehicles?
Also, do the neighbors know?

The average age of our current most involved parish members is the major problem I see. Very many of us simply are not well off financially.

We have an older congregation.

I am concerned the amount of contingency fund is low. Would feel more comfortable if it was 25% to 30%. My experience with construction/renovation lends me to believe we always underestimate costs. It is better to estimate high and come in under rather than estimate low and be surprised when the actual cost is higher than estimated.

The total outlay will likely be above \$1.6 million due to inflation and unknown factors found once the roof is opened.

9. What added ideas or suggestions do you have which might be helpful to the leadership in making this important decision to consider moving forward with the campaign?

¿Qué ideas o sugerencias tiene usted para el liderazgo para tomar esta importante decisión de considerar seguir adelante con la campana de recaudación?

Comments: (Sus comentarios:)

Keep us informed.

Vestry and Rector need to make themselves more available and engaged. Slow down a bit (Catechesis of the Good Shepherd?). Promote more lay leadership; one person can't do it all.

We need accountability BIG TIME!

Keep up the good work.

Go for it!!!

This church was once handsome; perhaps some other congregation could afford to make it workable and beautiful.

What's been done up til now is very good.

Be sure to pursue alternative sources of funding.

We need to be encouraged along the way.

This is a good estimate, but the longer we wait the more expensive it will get. We need to move forward ASAP.

In light of our recent stewardship and financial problems, assurance that the money would be used for what it is intended, and if the project doesn't happen that the money would be returned to the donor. We are not certain that money donated will be spent for its intended purpose. Lack of budget right now is a grave concern, and it makes us reluctant to give. We always pledge but there was not pledge campaign last year and we haven't given yet this year.

Where is worship taking place while the sanctuary is being worked on?

The Leadership Team of the Diocese and of St. John's needs to take a much longer, deeper, and more prayerful searching and fearless examination of their style, leadership, and the reasons why so many people are angry, upset, reducing their commitment levels, or preparing to leave or already have left the congregation.

This is a community that doesn't mind pitching in to do fundraisers and that is an activity that builds community as well as raising funds. It would be important to ensure that any opportunity to use employer matching funds are tapped.

Merely an openness to consider other options, especially if we are not able to raise adequate funds.

Be as transparent as possible and communicate often.

Put solid deadlines in place which must be met, and a comprehensive plan to keep the congregation notified of what is being done. Projects seem to languish at St. John's unless leadership commits to a plan of moving the projects forward.

A regular, scheduled time for the congregation to gather and pray for the project.

Perhaps funding what is essential and having a later campaign to renovate the nave and chancel.

Continue to present clear information about options for scaled renovations to the congregation so that the newer and younger members of the congregation have a clear idea about the benefits and liabilities of proceeding with this work.

Consider doing this in stages over a long period of time, strategically selecting what is most essential and what can be postponed.

Making the campaign personal to each individual/household. Measurement comparison of faith assembly membership leading to increased tithing. Smaller events where church members participate and become engaged. Add to membership through community venues.

The leadership needs to take a final look to ensure it makes economic sense to sink this much money into renovating an older building, as opposed to replacing it with a newer one. For the sake of transparency and to build support, the leadership also needs to communicate its reasoning to the membership.

The money the church get for having school during the week can go direct in to the building fund.

Please remember Curt Saither's words, "we have a G-d of abundance" -- it becomes important in fundraising drives like this that we emphasize all the wonderful things that we can do with G-d's abundance. These are achievable goals and these are goals we will attain because of what our church community and our worship space means to us.

Determine ways to fulfill the immediate needs.

Full disclosure of the church's financial condition and availability of funds (Diocese, Endowment) to apply to the campaign would be helpful, as would consideration of other options (selling the property, relocating the church) should we be unable to raise the necessary funds from the campaign.

Take as frugal, as minimalist an approach to renovation as possible.

Keeping parishioners informed with drawings of how Sanctuary will look after the work is completed, providing updated data and costs of the project and how the work will affect services.

Over estimation of the number of contributors in your study!

If we decide that this capital campaign won't fund the entire project, we could consider a phased approach with multiple funding campaigns covering each phase, not to exceed three campaigns. I think this approach with smaller funding campaigns would make it much easier for parishioners to get their heads around.

I would hope that we could augment the funding with some creative public fundraising.

Limit it to roof replacement.

Stay positive and communicate frequently, perhaps every week, on progress being made.

I suggest open tours for congregants showing some of the needed changes in nave as well as (basic) architectural drawings for better understanding.

More transparency about who and how this project will be run to ensure that the project/costs/vendors are managed.

Support from the National Church or a long-term mortgage.

Don't overdo the redesign.

Keeping the campaign and the progress being made at the forefront of communication to all parishioners.

Making sure everyone is aware that this is a final fix to a leaky roof, and the importance of doing so. Make sure everyone knows that the finances of the church are in order.

It might be a good idea to get a quote about the value of the property.

While this project is long-awaited and necessary for our church to survive, I hope leadership and congregation can sustain a vision of the importance of a visible and historic church in our community.

I feel strongly about this entire project and I hope the parish will support it too.

In the renovation plan create more rooms or spaces for groups of 10-30 to use for meetings and events. These could be rented for a fee to contribute to the loan payment. Currently we only have one actual available small group meeting space-the guild room.

Keep the subject discussion as open as possible, as long as you can.

Identify members by potential ability to give and level of giving.

Combine old fashioned fundraising strategies with more current electronic/social media approaches. The younger generations do things differently. We need their input and assistance to be successful with electronic communication/language.

It has to be done and if we have to incur some long-term debt then we should not be afraid to do that.

Be realistic.

Do what is absolutely necessary and do it right. The rest will follow.

Keep within a guaranteed budget.

Have we tried for any grants to help? We could use the church's availability to local community functions. Maybe for historical factors as well. Does the Diocese offer grants?

Leadership / El Liderazgo de la Campaña

10. If asked, would you be willing to work on a committee in support of the proposed capital campaign?

Si se le pregunta, ¿estaría dispuesto a trabajar en un comité para apoyar la campaña capital propuesta?

19 Yes 44 No 47 Not sure at this time
Sí No No estoy seguro en este momento.

Seventeen percent would be willing at this early date to volunteer. Another 43% are not sure at this time and may be persuaded to participate as the campaign plans are formulated. This is a relatively good response at this stage in the process. It appears likely that an adequate number of workers would be attracted to the campaign.

11. In addition to those already involved, please offer the names of other parishioners that you think would make good volunteers to help with the proposed capital campaign?

En adición a aquellos ya involucrados, por favor proporcione nombres de otros miembros que usted considera podrían ser voluntarios para ayudar en la campana de recaudación propuesta?

Lance Avery
Dorn Barr
Meredith Blundell 2
Karen & George Bray
Dennis & Kay Cooper
Fr. Doug & Kathy Dornhecker (Former Associate Priest -- Now in Az.)
Don & Hope Duncan
Columba Fernandez
Cheeks Frank
George and Kathy Guthrie
Senor Guzman
Randy Hammer
Paula Hugart
Ann & Doug Hutcheson 2

Ron Leo
 Mary Ann & Doug Mahurin
 Holly Mason
 Kathryn McLeod
 Rob and Sue Michie
 Peter Overton
 Peter & Sue Overton
 Usrah Claar-Peck & Robert Peck
 Alessendra Portado
 Brenda Portado
 Charo and Gustavo Portaro
 Dr. Curt Sather (the Former Music Director, now in N.Y. State)
 Jens Stahmer
 Gretchen Sturtevant 3
 Andre Unicume
 Rick & Leslie Weatherman
 Ray Willard
 John Worjon
 John & Sally Worjon 2
 Allen Ziegler 2

We are impressed with the people currently in leadership.

A long list of people who have either left or reduced their commitment levels. If one does NOT understand their history, the problems and challenges of the past, they are doomed to be repeated again and again.

Happy people are supportive people. Knowing our community individuals helps to inspire commitment. Always ask individuals who have not stepped up typically but might thrive when personally invited or asked specifically. We MUST emphasize that people need to recognize that they are important in all aspects of St. John's ministries and that individually all people are recipients of ministry that recognizes their needs, camaraderie. People want to feel a part of the needs of where they worship and build community with each other. Please don't leave anyone out of what and why we exist in a people-to-people way. I know that takes energy, diverts from the business of structure, keeping the lights on, all the details. Yes we respond to the sudden needs when we have a death, marriage, baptism, etc. But people need to know that their ordinary and somewhat uneventful lives count as well. Youth ministry is so important and cannot be defeated by the poor attendance of families as very little happens to invite them into the St. John family. I believe in the "build it and they will come" concept. And I do not dismiss that starting over, sustaining and building the consistent effort that does not go away takes work, genuine care. Apologize that I have not given you specific names. But this is important to me and needed to express the importance of finding "people" through care of who they are in the shadows of our community. I am concerned that this campaign will take precedence and individuals may lose the emphasis of ministry they need in their faith life.

I would like one or two seniors that have a good sense of St. John's history and its needs, along with a sense of what is reasonable and necessary for the parish to take on.

Adult children of deceased members living elsewhere.

Campaign Timing / El Calendario de la Campaña

12. Do you know of other current or projected capital campaigns in the community that might have an impact on the success of this proposed effort?

¿Conoce otras campañas de recaudación (actuales o proyectadas) en la comunidad, que puedan tener un impacto en el éxito de este esfuerzo propuesto?

Interfaith Works Shelter (7)

The Food Bank. (3)

The Y has some unique ways of raising money.

The Old Brewhouse Foundation (historic Olympia Brewing buildings) is launching a campaign to renovate the old Brewery, a historic landmark in Olympia.

This campaign competes with other campaigns to house the homeless. In addition, we are all facing increasing taxes, and, thanks to Donald Trump, rising prices on imported goods.

13. Does a proposed solicitation period for pledges in the Fall of 2019 seem appropriate to you?

En su opinión, ¿podríamos comenzar con un período de solicitud de promesas de ofrendas en el otoño de 2019?

77 Yes 5 No 27 No strong feeling
Sí No No tengo una opinión fuerte sobre esto

More than half of the respondents, 71%, are in favor of the proposed timing. Twenty-five percent expressed no strong feeling one way or another. The remaining 4% were opposed to the campaign timing. This is an endorsement that a campaign could proceed as scheduled.

Gift Potential / El Potencial de las Ofrendas

14. How would you describe the present economic climate in your community?

¿Cómo describiría la situación económica actual en su comunidad?

6 Excellent 60 Good 35 Fair 3 Poor
Excelente *Bueno* *Regular* *Malo*

Fifty-eight percent of the respondents to this question believe the present local economy is good; 34% consider it fair. Six percent believe it to be excellent, and 2% of respondents rated it as poor.

15. Is the present economic climate improving, remaining the same, or declining for you personally?

¿Como está yendo su situación económica actual: mejor, igual o peor?

6 Improving 81 Remaining the Same 19 Declining
Mejor *Igual* *Peor*

Indications are that the local economy is remaining the same, with 76% rating it as such. Another 6% believe it is improving, and 18% believe it is declining. These responses express economic optimism. When people feel the economy is good, they are more apt to make gifts.

16. To attain the proposed goal, substantial leadership gifts would be required. Do you know of any individuals, foundations, or other sources that might support these proposed plans? If you have a personal tie to any of these, would you be willing to make an introduction to them of the campaign leadership? If so, please indicate and we will be in touch once the campaign goes forward. (Please include mailing address, phone number, and email address if possible.)

Para alcanzar el objetivo propuesto, se requerirían donativos sustanciales de liderazgo. ¿Conoce alguna persona, fundación u otra fuente que pueda apoyar estos planes propuestos? (Favor de incluir su dirección de correo, su número de teléfono y su dirección de correo electrónico si es posible.) Si usted tiene un vínculo personal con cualquiera de estos, ¿estaría dispuesto a presentarlos al liderazgo de la campaña? Si es así, por favor, indíquelo y si la campaña sigue adelante, haremos el contacto.

Historic District Resources.

Pursuing grant opportunities would be helpful.

I don't know of any personally, but suggest we consider any community foundation or potential historic building preservation grant program for which a church building may be eligible.

The school that uses the church.

Perhaps the choral and orchestral organizations that use our building for concerts.

17. Do you think a goal of \$1,665,676 (as outlined in the proposed plans) can be raised in gifts and pledges?

¿Cree que un objetivo de \$1,665,676 (como se indica en los planes propuestos) se puede recaudar con las donaciones y las promesas?

16 Yes 24 No 69 Don't Know
Sí No No sé

Fifteen percent believe the goal can be attained, while another 63% have no opinion if it can be reached. Another 22% do not believe the goal can be attained. Normally, we like to see at least a majority believing the goal is feasible. Generally when less than half are confident about the projected goal, the proposed goal is usually too ambitious.

If no, how much do you think can be raised?

Si no, ¿cuánto cree que se puede recaudar?

\$500,000 (2)

\$700,000

\$1 Million (3)

Half the amount needed. (7)

Amount needed for roof and seismic improvements.

18. If convinced of the need, would you be willing to contribute to this proposed campaign? (All gifts, regardless of size, are needed and are important to the success of the proposed campaign.)

Si está seguro de la necesidad, ¿estaría dispuesto a contribuir a esta campaña propuesta? (Todos las ofrendas, independientemente del tamaño, son necesarias e importantes para el éxito de la campaña propuesta.)

96 Yes 7 No 10 Not sure at this time
Sí No No sé en este momento.

Eighty-five percent would be willing at this early date to contribute to the campaign, while another 9% expressed that they are not sure at this time. Only 6% indicated a negative response. This is positive and an indication that the campaign can proceed.

19. If "yes," please estimate your possible total range of giving. Please refer to the chart in the case statement to see the number of gifts needed and monthly payments over 3 years. This is not a pledge or in any way binding.

Si su respuesta es "sí", por favor, estime su posible rango total de donación. Las ofrendas potencialmente podrían ser pagadas durante un período de varios años. Esto no es un compromiso ni en alguna manera obligatorio.

<u> 0 </u> \$333,000 and above (<i>o más</i>)	<u> 1 </u> \$100,000 to \$333,000
<u> 1 </u> \$50,000 to \$100,000	<u> 3 </u> \$25,000 to \$50,000
<u> 1 </u> \$20,000 to \$25,000	<u> 1 </u> \$15,000 to \$20,000
<u> 2 </u> \$10,000 to \$15,000	<u> 5 </u> \$8,000 to \$10,000
<u> 12 </u> \$5,000 to \$8,000	<u> 10 </u> \$3,000 to \$5,000
<u> 19 </u> \$1,000 to \$3,000	<u> 17 </u> \$500 to \$1,000
<u> 20 </u> \$500 and below (<i>o menos</i>)	

**Typical Gifts Essential to the Success
of a \$1,665,676 Capital Campaign**

Size of Gift	# Needed	Gifts Indicated in Study*
\$333,000	1	1
\$100,000	2	1
\$50,000	3	3
\$25,000	4	1
\$20,000	5	1
\$15,000	8	2
\$10,000	10	5
\$8,000	15	12
\$5,000	30	10
\$3,000	52	19
\$1,000	80	17
\$500 and below	Many	20

*Using the high range estimate

Respondents projected donations ranging from a low of approximately \$456,000 to a high of \$921,000. While not indicated in the chart above, not all gift amounts were given within a range as presented. Some were given as singular amounts, e.g., \$5,000, instead of \$3,000 to \$5,000. The high and low estimates have been adjusted accordingly. These early estimates fall short of supporting \$1,665,676 as a primary goal.

20. If you are not in favor of fixing the building, or if we are unable to secure the necessary funding, how would you feel about moving St. John's to a different and/or shared worship space to continue our mission as a faith community?

Si usted no está a favor de la refacción del edificio, o si no fuéramos capaces de asegurar los fondos requeridos, ¿cómo se sentiría si mudamos a San Juan a un lugar diferente o a un templo de culto compartido, para continuar nuestra misión como una comunidad de fe?

Yes.

No. (3)

Maybe. (2)

Okay. (2)

I'm NOT in favor of this, but if we find that fixing the building is infeasible and we can't raise enough money, I would be reluctant but willing to consider this.

Hard question...way hard to do. What about the Columbarium?

Much research needs to be done. In general we're ambivalent.

Church family is more than the building. On the other hand, we are strategically located. I'd rather fix the building.

May be a good idea.

I feel that joining the three Episcopal churches in Thurston County (or any other denomination) is the best option.

Fine, but only if we have to.

Not excited by this idea. This has been our home for 40 years. However, I'm practical enough to know that life goes on and we need to continue to have a strong faith community.

Fine with us.

Perhaps as last resort if necessary. And maybe a smaller space would do.

I would be comfortable. I will miss the historic part of this, but it won't break my heart.

We are certainly willing to explore this with an open mind. This building doesn't meet our needs. We are not handicap accessible. Perhaps rejoin with Lacey.

It would be sort of startling, but churches are about the community and not the building, so it would be OK.

Wouldn't bother us at all.

From my perspective, this is the time to start. If there is not the resource then St. John's needs to get honest -----sell the church, organ and all, and start fresh in a much smaller building plant and see if we will grow to bursting the seams.

I'm not against the idea but favor fixing the building.

This may be a wonderful idea and concept, one that has NOT received very much or any attention to date. St. John's may be called to a place of "Radical Transformation" that has little or nothing to do with the physical building and everything to do with actually becoming a real Community of Faith that really is transformed by the Love of Jesus, the Christ and people who truly follow him.

Appalled!

It would be an interesting challenge.

Fine, but we MUST stay in downtown Olympia to be true to the history of St. John's. Also, a shared space is a sign of a declining church but a renovated, healthy, safe sanctuary is a sign of a growing church. We like GROWTH better.

I think that moving to a more manageable space should be considered. The amount of money required for this project could be used in all sorts of other ways--purchasing a more manageable space being one of them.

Before deciding to move St. John's, I would want to know that every possible financial option to stay had been fully explored. Is there a partnership or financial arrangement in the Olympia community that is yet to be involved?

Very reluctant. However, if we have to move, we hope that the Episcopal parishes in the greater Olympia area could consolidate.

If it's the only alternative, yes, would want the mission of St. John's to continue elsewhere.

We are a parish congregation housed in a cathedral building; it's monumental, but too expensive to maintain. It reflects who we were 60 years ago, but not who we are now. The three buildings do not make a cohesive, efficient, or aesthetically pleasing whole. During the discernment process, I said I hoped we'd seriously consider building a new, smaller facility. Instead, we've chosen to stay in the South Capitol neighborhood and repair/renovate. I accept that decision and actively support it. If we cannot raise the funding needed however, I support moving to a different worship space or sharing space somewhere until a new St. John's space can be completed. Our space "as is" does not support our faith mission well. It isn't viable long-term without completing this project.

Not sure.

That would be a very sad situation that I hope we don't need to face.

I would be broken-hearted! But, of course, I would support what is necessary. Re-establishing in a different space would also create a financial need.

Dissatisfied. We have spent a great deal to install one of the finest pipe organs between Seattle and Portland. It would be a shame to leave it behind.

I would follow St. John's to a new space for worship if that is determined to be the best option. Perhaps our money could be put to better use in the community than into renovating the current sanctuary.

Would prefer to have St. John's be repaired. It is a great location and a great community asset.

It would seem so different, but often changes need to be made.

Would support such a move but would prefer to remain at present location, perhaps with a modified, more affordable building plan.

I am not in favor of another space.

Hopefully we do not have to.

I think this would be a very radical and rash and unnecessary move.

Selling the property and relocating the church are viable options.

We would, of course, miss the current building. But we recognize that a church is not the building, but its members.

I would want to know what we would pay in rent and bills compared to what we pay now.

Fine. The people are the church. However, we would likely lose the organ--a major attraction.

It would be difficult to see St. John's moving to another location. Much more information would be needed to decide about shared worship space.

The body of the church community will remain intact if we have to move the physical structure that we worship under. We're okay with moving to a new location, perhaps a new building that will give us years of worry free use.

If we are unable to secure the necessary funding and moving to a different space is necessary, then it would be acceptable. However I love the current space and would very much like to remain there.

I would see either of those options as other opportunities to serve God and the community. There could be hidden advantages in these options that would not become apparent until after the move/merger.

Cross that bridge when we come to it. I would still attend and support anywhere we meet.

I would first invite another congregation to join us-----keep the school and start the project doing as much as possible and then try another campaign.

Wouldn't want to see that happen.

It might be necessary. St. John's sits on a very valuable piece of property that would probably sell quickly.

I'd be all right with that -- it is not the building but the worship services that are important to me.

We would not be in favor of a move.

It would be sad as this is a historical location but God is with us wherever we go.

Qualified OK if still located in Downtown Olympia.

Would need more information.

It may be unwanted, but necessary.

Please don't. I don't think we would be St. John's if we did move.

I would feel sad, but I would understand.

I think it is an option we may have to adopt.

To be avoided.

I love the building.

I would be heartbroken to move to a different space of share space. A large part of my decision to join has to do with the physical space which is absolutely beautiful, comforting, and inspiring.

If we had to do that, okay. But I see no reason why we would.

I can't even imagine that!

Not in favor of shared space.

I would be in favor of St. John's moving to another building BUT I am NOT in favor of sharing a worship space.

I would rather stay.

We would prefer not to, but we have to do what we have to do to keep St. John's going.

Certainly not desirable but would do so to continue our faith together.

We believe it is too early in this process to say one way or another about a move.

Planned Giving / Las Donaciones Planificadas

21. 11 Please check if St. John's Episcopal Church is already in your will or estate plans.

La iglesia de San Juan ya está en mi testamento o planes de sucesión.

In addition to making a gift to the proposed campaign, some parishioners may wish to explore planned or legacy gifts. Check the blank next to the item(s) of interest. Materials will be sent to you from the Episcopal Church Foundation via e-mail.

Además de hacer un regalo a la campaña propuesta, algunos pueden desear explorar los regalos planificados o legados. Marque el espacio en blanco junto al que le interesa. Los materiales le serán enviados por la Fundación de la Iglesia Episcopal vía correo electrónico.

 7 Make a gift to your parish through a bequest in your will.
Hacer un regalo a la parroquia a través de un legado en su testamento.

 5 Create a charitable gift annuity (minimum gift of \$5,000). Benefits of a charitable gift annuity could include:
Crear una anualidad de donación caritativa (regalo mínimo de \$ 5,000). Los beneficios de una anualidad de donación caritativa podrían incluir:

- annually at age 65, approximately 6.2% annually at age 75)
recibir un ingreso garantizado vitalicio (es decir, a las tasas actuales de aproximadamente el 4,7% anual a los 65 años, aproximadamente el 5,8% anual a los 75 años)
- receive an income tax deduction now for the gift portion
recibir una deducción del impuesto sobre la renta ahora para la porción del regalo
- receive some tax-free income from the investment until your life expectancy age
recibir algunos ingresos libres de impuestos de la inversión hasta la edad que la esperanza de vida lo establezca
- possibly reduce applicable estate and inheritance taxes
posiblemente reducir los impuestos aplicables a sucesiones y herencias
- enjoy the satisfaction that at the death of the final income beneficiary, the remaining principal would go to an Episcopal congregation or entity you designate
disfrutar de la satisfacción de saber que al fallecer el beneficiario final del ingreso, el principal restante iría a una congregación o entidad episcopal que usted designe.

- 0 Create a Charitable Remainder Trust with appreciated assets (minimum gift of \$100,000)
Crear un fideicomiso de caridad de legado con activos valorizados (regalo mínimo de \$100.000)
- 1 Create a Pooled Income Fund gift for life (minimum gift of \$2,500)
Crear un fondo de ingresos acumulados de regalo de por vida (regalo mínimo de \$ 2,500)
- 2 Donate appreciated real property such as a house, vacation home, farm or business
Donar bienes inmuebles valorizados, como una casa, una casa de vacaciones, una finca o una propiedad commercial.
- 6 Send me the *Overview of Planned Giving* brochure which explains planned gift options further
Envíenme el folleto “Panorama General de las Donaciones Planificadas,” que explica las opciones de dádivas planeadas
- 2 Add me to the Episcopal Church Foundation e-newsletter on estate planning.
Añademe al boletín electrónico de la Fundación de la Iglesia Episcopal sobre planificación de sucesiones
- 2 Set up a Donor-Advised Fund (DAF) which functions like an online ‘charitable checking account’. This is one of the fastest growing forms of philanthropy.
Abrir un fondo asesorado por donantes (DAF) que opera como una cuenta corriente de caridad en línea. Este fondo es una de las formas filantrópicas de mayor crecimiento.

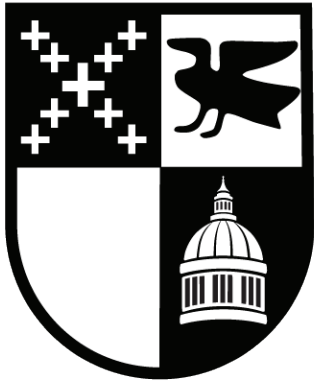
A Final Word

The Episcopal Church Foundation thanks the leadership of St. John's Episcopal Church for the opportunity to work with the parish family. We enjoyed our work on your behalf and would welcome the opportunity to be of service.

Thank you, and best wishes.

Section Three:

**Appendix I:
Tentative Case Statement**



■ TENTATIVE CASE STATEMENT

ST. JOHN'S EPISCOPAL CHURCH

Iglesia Episcopal de San Juan

Olympia, Washington

Total Proposed Capital Campaign Goal: \$1,665,676

Leadership:

Clergy:

The Rev. Robert C. Laird, *Rector*
The Rev. Don Maddox, *Priest Associate for Hispanic Ministry*
The Rev. Teri Lolcama, *Deacon*
The Rev. Dr. Bill Hardwick, *Priest Associate for Adult Christian Formation*

Vestry:

Mark Hampton, *Senior Warden*
Ric Weatherman, *Junior Warden*
Gerry Apple
Catherine Atwell
Andrew Bird
Mary Bruce
Sarah Clifforne
George Guthrie
Mary Knotts
Doug Mahurin
Mark Teply
Nicki Weekes
Bob Le Roy, *Treasurer*

Capital Campaign Leadership Volunteers:

Bob Le Roy, *Chair*
Sarah Clifforne, *Document Review*
Evie Fagergren, *Administrative and Technical Support*
Anne Hall, *Scheduling and Coordination*
Mary Conley Law, *Administrative and Technical Support*

Leadership Volunteers:

Lou MacMillan, *Chair*
Tom Loranger
Tim Tayne

Sing to the Lord a New Song

The first Episcopal church service in Olympia was held on May 29, 1853, when Olympia was a small village of 11 people but considered by the chaplain to the U.S. Infantry in Vancouver “likely to be of great importance in the future.” The Olympia church was formally constituted as “St. John’s Church of Olympia” in 1866 and included 14 families. Over the next century, as Olympia grew, church services were held in the Hall of the House of Representatives, in the Masonic Lodge, in a former carpenter’s shop, in our first church building at 7th and Main (now Capitol Way), to our second at what is now 9th and Washington, and finally at our current church home on 20th Ave. SE and Capitol Way.

St. John’s has a history of strong lay leadership. Throughout the second half of the 19th century, St. John’s transitioned between several permanent and supply priests, so our parish was powered by active vestrymen and women’s guilds, which were particularly adept at raising money to pay for land, buildings, and furnishings. St. John’s was then, and is still, characterized by a long tradition of practical and selfless service.

As our congregation entered the 20th century, St. John’s became more involved in local, national, and international

issues. The congregation contributes to food and clothing banks, supports the Brentwood Foster Home for teenage girls, feeds the poor through the Community Kitchen, and enriches the ministry of Camp Michael, our regional Episcopal summer camp. In the 1970s, St. John’s was integral to the welcoming and settlement of Cambodian refugees, and we currently nurture a strong Spanish-language ministry with weekly services and seasonal cultural celebrations. We are committed to the work of El Hogar, which provides an education and a home to disadvantaged children in Honduras.

The Need

In 1947, planning was initiated for new church buildings on donated property located at 20th Avenue SE and Capitol Way. The first building to be built, called the “Parish House,” contained the current guild room, nursery, library, upstairs space, and chapel, but it did not include a sanctuary. The parish moved to the Parish House in 1953, and services were held in the upstairs space. Immediately after completion of the Parish House, the congregation began raising funds for a sanctuary.

In 1957, the new sanctuary was completed. Almost from its dedication, problems with the sanctuary roof’s drainage began and have continued—and worsened—to this day. A current parishioner has described how rain flowed

down the walls of the sanctuary during her 1971 wedding. Over the years, several attempts were made to fix the roof. None were successful.

The sanctuary at St. John’s has been the centerpiece of a vibrant community of faith for over sixty years. In December 2016 and January 2017, many members of the congregation participated in a series of discernment conversations to share our passions, priorities, and visions for the future of St. John’s. Rising to the top for most participants was the need to repair the roof and the damage to the sanctuary caused by years of water infiltration. Others noted that the design and care of the physical space should better reflect a welcome, open, and inclusive place of worship.

The Solution

Under the leadership of the Vestry, a comprehensive plan to renovate the sanctuary began to be developed in the fall of 2016. Clint Pehrson, of Clint Pehrson Architects, was engaged to conduct a property development study, Wetherholt & Associates to investigate the scope and impact of the water infiltration, and Swenson Say Faget to assess the seismic integrity of the sanctuary and bell tower.

In summary, these experts have concluded that there are significant deficiencies in deferred maintenance, overdue repairs, and fire and

safety upgrades that should be made. Other significant issues that have been identified but not yet corrected include personal and property security issues, severe accessibility violations, possible hazardous and toxic materials, and seismic hazards. Both the building envelope (roof, exterior walls, and windows) and the building’s structural system are in need of substantial corrective actions.

Proposed Projects & Estimated Costs

Re-Roofing the Sanctuary Building (including New Structural Decking) \$643,413

We will hire FORMA Construction to completely remove and replace the defective roof. This project will include removing the existing roof and car decking and installing new decking, insulation, sheathing, and

roofing. They will also install new lighting. This extensive roof replacement project will ensure the stability, resilience, and beauty of our liturgical space for the next several generations.

Enhance the Structure and Remodel the Worship Space \$977,313

FORMA will also renovate, repair, and restore the interior of the nave to ensure that everything underneath the new roof is up to current safety and accessibility codes and is in top quality condition. This project is comprised of three sub-projects:

Enhance Building for Seismic Safety – \$230,000

Add structural elements to the nave to ensure seismic safety, including boundary elements, base frames, infill walls, steel angle connectors at the concrete panels, and enhancements to the building foundation.

Repair Damage from Roof Leaks – \$18,000

Repair, replace, and repaint as needed to restore interior and exterior features, including the exterior masonry veneer, places with interior water damage, and timber purlins.

Renovate Nave – \$400,000

Renovate the nave interior, including extending the chancel and improving accessibility; removing old organ structures and completing new ones; improving electrical and audio/visual systems; installing new lighting, liturgical furnishings, and new flooring; and remodeling the working sacristy as needed.

Soft Costs

The projected costs in this document include the “soft costs” of construction:

- Construction costs of \$1,134,000
- A 15% contingency fund (\$173,526) to help us guard against the unexpected
- An additional 9.3% for sales tax (\$121,600)
- An additional \$191,600 (17%) for the design/permit process
- Fund development consulting support for an additional (4%) \$44,950

The Benefit

For decades, we have struggled with the challenge of repairing and retrofitting the roof to our nave. With this project, we will not only finally fully fix the problem of the leaky roof, but we will use this opportunity to fully refresh the interior and bring our worship space up to current standards for earthquake safety and handicapped accessibility. After this project is complete, we will be positioned to worship in a healthy, safe, beautiful space together for many decades to come.

For those individuals and families who have found faith and fellowship at St. John’s for generations, those who are new to our church, and those who have yet to find, use, and enjoy this space that has come to mean so much to us, the thorough renovation and thoughtful maintenance of our sanctuary will affirm and celebrate our vision of St. John’s as an inclusive and welcoming community of faith. With a successful capital campaign, we can create a physical space in which we realize that vision and joyfully sing to the Lord a new song.

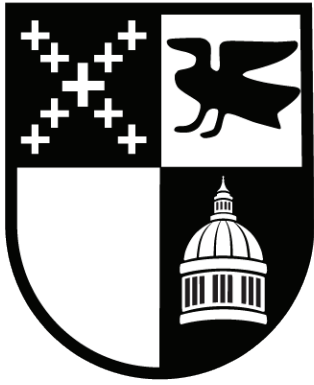
Essential Gifts Chart

This chart illustrates the size and number of gifts necessary for a successful \$1,665,676 capital campaign.

<i>Size of Gift</i>	<i>Number Needed</i>	<i>Cumulative Total</i>	<i>Monthly (over 3 years)</i>
\$333,000.....	1	\$333,000.....	\$9,250
\$100,000.....	2	\$533,000.....	\$2,778
\$50,000.....	3	\$683,000	\$1,389
\$25,000.....	4	\$783,000.....	\$694
\$20,000	5	\$883,000	\$556
\$15,000.....	8	\$1,003,000	\$417
\$10,000.....	10	\$1,103,000	\$278
\$8,000.....	15	\$1,223,000	\$222
\$5,000.....	30	\$1,373,000	\$139
\$3,000.....	52	\$1,529,000	\$83
\$1,000.....	80	\$1,609,000	\$28
\$500.....	110	\$1,664,000	\$14
Less than \$500.....	Many	Goal Achieved	Variable

Our Mission Statement:

To love the Lord God, to love our neighbors as ourselves and to live out our Baptismal Covenant so that we build a community transformed by the love of Jesus Christ.



■ DECLARACIÓN DE CASO PROVISIONAL

ST. JOHN'S EPISCOPAL CHURCH

Iglesia Episcopal de San Juan

Olympia, Washington

Liderazgo:

Clero

El Reverendo Robert C. Laird, *Rector*
El Reverendo Don Maddox, *Sacerdote asociado para el Ministerio Hispano*
El Reverendo Teri Lolcama, *Diácono*
El Reverendo Dr. Bill Hardwick, *Sacerdote asociado para la formación cristiana adulta*

Vestry:

Mark Hampton, *Alcaide Senior*
Ric Weatherman, *Alcaide Junior*
Gerry Apple
Catherine Atwell
Andrew Bird
Mary Bruce
Sarah Clifthorne
George Guthrie
Mary Knotts
Doug Mahurin
Mark Tepley
Nicki Weekes
Bob Le Roy, *Tesorero*

Voluntarios de liderazgo de campaña de capital:

Bob Le Roy, *Presidente*
Sarah Clifthorne, *Revisión de documentos*
Evie Fagergren, *Soporte administrativo y técnico*
Anne Hall, *Programación y coordinación*
Mary Conley Law, *Apoyo administrativo y técnico*

Comité de renovación del Santuario:

Lou MacMillan, *Presidente*
Tom Loranger
Tim Tayne

Objetivo total de la campaña mayor propuesta: \$1,665,676

Cantémosle al Señor una nueva canción

El primer servicio de la Iglesia Episcopal en Olympia se celebró el 29 de mayo de 1853, cuando Olympia era un pequeño pueblo de 11 personas, pero considerado por el capellán a la infantería de Estados Unidos en Vancouver "es probablemente de gran importancia en el futuro." La iglesia Olympia fue formalmente constituida como "iglesia de San Juan de Olimpia" en 1866 e incluyó 14 familias. Durante el siglo siguiente, cuando Olympia creció, los servicios de la iglesia se celebraron en el salón de la cámara de representantes, en la logia masónica, en una antigua tienda de carpintería, en nuestro primer edificio de la iglesia entre las calles 7TH y Main (ahora en la calle Capital Way), a nuestro segundo edificio en lo que ahora es 9TH y Washington, y finalmente en nuestro hogar actual de la iglesia entre las calles 20TH SE y Capitol Way.

San Juan tiene una historia de fuerte liderazgo secular. A lo largo de la segunda mitad del siglo 19, San Juan ha transicionado entre varios sacerdotes permanentes y proveedores, por lo que nuestra parroquia fue impulsada por hermanos de la sacristía activos y gremios de hermanas, que eran particularmente adeptos en la recolección de dinero para pagar por la tierra, edificios, y mueble. San Juan era entonces y todavía caracterizado por una larga tradición de servicio práctico y altruista.

A medida que nuestra congregación entró en el siglo 20, San Juan se involucró más en temas locales, nacionales e internacionales. La congregación contribuye alimentos a los

bancos de comida y prendas de vestir a los bancos de ropa, apoya el hogar adoptivo de Brentwood para los adolescentes, alimenta a los pobres a través de la cocina comunitaria y enriquece el ministerio Camp Michael, nuestro campamento Episcopal regional de verano. En el 1970, San Juan fue una parte integral de la acogida y el asentamiento de los refugiados camboyanos, y actualmente fomentamos un fuerte ministerio hispano con servicios semanales y celebraciones culturales de temporada en español. Estamos comprometidos con el trabajo que se hace en El Hogar, el cual proporciona una educación y un hogar a niños desfavorecidos en Honduras.

La necesidad

En 1947, la planificación se inició para los nuevos edificios de la iglesia en la propiedad donada ubicada entre las calles 20TH Avenue SE y Capitol Way. El primer edificio que se construyó, llamado la "casa parroquial", contenía la sala actual del gremio, la guardería, la biblioteca, el espacio de arriba y la capilla, pero no incluía un santuario. La parroquia se trasladó a la casa parroquial en 1953, y los servicios se celebraron en el espacio de arriba. Inmediatamente después de la finalización de la casa parroquial, la congregación comenzó a recaudar fondos para un santuario.

En 1957, se completó el nuevo santuario. Casi desde su dedicación, los problemas con el drenaje del techo del santuario comenzaron y han continuado—y empeorado—hasta el día de hoy. Un feligrés actual ha descrito cómo la lluvia fluyó por las

paredes del santuario durante su boda de 1971. A lo largo de los años, se realizaron varios intentos para arreglar el tejado. Ninguno tuvo éxito.

El santuario en San Juan ha sido la pieza central de una vibrante comunidad de fe por más de 60 años. En diciembre 2016 y enero 2017, muchos miembros de la congregación participaron en una serie de conversaciones de discernimiento para compartir nuestras pasiones, prioridades y visiones para el futuro de San Juan. Elevándose a la cima para la mayoría de los participantes fue la necesidad de reparar el techo y el daño al Santuario causado por años de infiltración de agua. Otros señalaron que el diseño y el cuidado del espacio físico deberían reflejar mejor un lugar de culto de bienvenida, abierto e inclusivo.

La solución

Bajo el liderazgo de la sacristía, un plan integral para renovar el santuario comenzó a desarrollarse en el otoño de 2016. Clint Pehrson, de Clint Pehrson Architects, se comprometió a realizar un estudio de desarrollo de propiedades, Wetherholt & asociados para investigar el alcance y el impacto de la infiltración de agua, y Swenson Say Faget para evaluar la integridad sísmica del santuario y campanario.

En Resumen, estos expertos han concluido que hay deficiencias significativas en el mantenimiento

diferido, las reparaciones vencidas y las mejoras de incendio y seguridad que se deben realizar. Otras cuestiones significativas que se han identificado pero que aún no se han corregido incluyen cuestiones de seguridad personal y de propiedad, violaciones graves de la accesibilidad, posibles materiales peligrosos y tóxicos y peligros sísmicos. Tanto el envolvente del edificio (techo, muros exteriores y ventanas) como el sistema estructural del edificio necesitan acciones correctivas sustanciales.

Los Proyectos Propuestos

Retechando el edificio del santuario (incluyendo nueva tarima estructural) \$643,413

Contrataremos a la compañía FORMA Construction para remover y reemplazar completamente el techo defectuoso. Este proyecto incluirá la eliminación de la cubierta existente y el coche de tarima y la instalación de nueva cubierta,

aislamiento, revestimiento y techos. También instalarán una nueva iluminación. Este extenso proyecto de reemplazo de techo garantizará la estabilidad, la resiliencia y la belleza de nuestro espacio litúrgico para las próximas generaciones.

Mejorar la estructura y remodelar el espacio de adoración \$977,313

FORMA también renovará, reparará y restaurará el interior de la nave para asegurar que todo debajo de la nueva cubierta cumple con los códigos de seguridad y accesibilidad actuales y está en condiciones de máxima calidad. Este proyecto consta de tres subproyectos:

Mejora del edificio para seguridad sísmica – \$230,000

Añadir elementos caracal a la nave para asegurar la seguridad sísmica, incluyendo elementos de contorno, marcos de base, paredes de relleno, conectores de ángulo de acero en los paneles de hormigón y mejoras en la base del edificio.

Reparación de daños por fugas en el techo – \$18,000

Reparar, volver a colocar y repintar según sea necesario para restaurar las características interiores y exteriores, incluyendo la chapa de albañilería exterior, lugares con daños interiores de agua y polines de madera.

Renovar la nave – \$400,000

Renovar el interior de la nave, incluyendo la ampliación del presbiterio y la mejora de la accesibilidad; eliminar las estructuras de órganos antiguos y completar otras nuevas; mejorar los sistemas eléctricos y audiovisuales; instalar nueva iluminación, muebles litúrgicos y pisos nuevos; y remodelar el trabajo de sacristía según sea necesario.

Los costos blandos

Los costos previstos en este documento incluyen los "costos blandos" de la construcción:

- Los costos de construcción de \$1,134,000
- Un fondo de contingencia del 15% (\$173,526) para ayudarnos a protegernos contra lo inesperado
- Un 9.3% adicional para el impuesto sobre las ventas (\$121,600)
- \$191,600 adicionales (17%) para el proceso de diseño/permiso
- Apoyo a la consultoría de desarrollo de fondos para un adicional (4%) \$44,950

El beneficio

Durante décadas, hemos luchado con el reto de reparar y readaptar el techo de la nave en nuestra iglesia. Con este proyecto, no sólo finalmente arreglaremos completamente el problema por fugas en el techo, sino que aprovecharemos esta oportunidad para refrescar completamente el interior y llevar nuestro espacio de adoración a los estándares actuales de seguridad sísmica y accesibilidad para discapacitados. Una vez finalizado este proyecto, estaremos posicionados para adorar en un espacio sano, seguro y hermoso juntos durante muchas décadas.

Para aquellos individuos y familias que han encontrado la fe y la comunión en San Juan por generaciones, aquellos que son nuevos en nuestra iglesia, y aquellos que todavía tienen que encontrar, usar y disfrutar de este espacio que ha llegado a significar tanto para nosotros, la renovación a fondo y reflexivo mantenimiento adecuado de nuestro santuario afirmará y celebrará nuestra visión de San Juan como una comunidad inclusiva y acogedora de fe. Con una campaña de mayor exitosa, podemos crear un espacio físico en el que nos demos cuenta de que la visión y cantar alegremente al Señor una nueva canción.

Cuadro de Donaciones Esenciales

Este cuadro ilustra el tamaño y el número de las donaciones que se necesitan para lograr un objetivo de \$1,665,676 en una exitosa Campaña Capital.

<i>El tamaño de la donación</i>	<i># de las donaciones</i>	<i>El Total Acumulado</i>	<i>El Mensual por 3 años</i>
\$333,000.....	1	\$333,000.....	\$9,250
\$100,000.....	2	\$533,000.....	\$2,778
\$50,000.....	3	\$683,000	\$1,389
\$25,000.....	4	\$783,000.....	\$694
\$20,000	5	\$883,000	\$556
\$15,000.....	8	\$1,003,000	\$417
\$10,000.....	10	\$1,103,000	\$278
\$8,000.....	15	\$1,223,000	\$222
\$5,000.....	30	\$1,373,000	\$139
\$3,000.....	52	\$1,529,000	\$83
\$1,000	80	\$1,609,000	\$28
\$500.....	110	\$1,664,000.....	\$14
Menos de \$500.....	Muchas	Objetivo Logrado.....	Variable

Declaración de nuestra misión:

Amar al Señor Dios, amar a nuestros vecinos como a nosotros mismos y vivir nuestro convenio bautismal para que construyamos una comunidad transformada por el amor de Jesucristo.