

**2005** In January, an In-Focus workshop led by Cargill Assoc. was held with over 200 members attending to discuss defining our mission and knowing our community. This workshop also spoke of the ministry needs at Zion and the possibility of a capital stewardship campaign.

In January, a Feasibility Study was conducted by Cargill to determine the feelings of the congregation concerning a renovation/building program, and to measure the financial support that could be expected.

In February, the Feasibility Study was presented to the congregation with a Council proposal to move forward with a capital campaign. With over 200 members in attendance, the motion was overwhelmingly passed.



# Frequently Asked Questions



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## Frequently Asked Questions

### *Why Are We Undertaking a Capital Campaign?*

**Our Rich Past** has entrusted us with a wonderful sanctuary and building, but like all buildings, it has begun to show its age. If you turn on a tap in a bathroom, it is not surprising to see the water go from clear to orange to clear, as the rust flushes through. When the building was built, the health threat of asbestos was not understood as it was used in numerous applications. Bathrooms today are not suited for families where both mom and dad share diaper duty. The sanctuary has a patchwork quilt appearance of plaster and paint touch ups from years of repairs. Many windows are not energy-efficient; they are single-paned, multi-sectioned glass for which it is impossible to find any company to wash and clean. Pews are close together and not suited for comfortable sitting. There are many other similar problems.

**At Present**, we have a growing Sunday School that needs more space designed for current teaching techniques. Our Adult Discipleship classes are growing in size and number; currently, there is only one good meeting space for an adult group. Our Small Group Ministry continues to grow and again, we do not have enough meeting spaces for adult groups. Our multiple worship styles promote diversity, but

need a bit more accommodation in the sanctuary. In this transient age, where families are so many miles from their roots, we need space for welcome and greeting in a way that was not needed when our building was originally built.

### *What will remain the same about our church, even in a time of expansion?*

When our predecessors moved from Fifth and Washington to 1501 West Liberty in 1958, they had a different building and location, but they were still Zion. So, too, as we grow and move into the 21<sup>st</sup> century, we shall remain the Zion whose vision and sense of mission to the community and world is an extension of all that we have been.

### *How did we arrive at the current plans?*

The current plans evolved out of a deliberate process of leadership and planning that was intended to lead forth a congregation from a five-year period of conflict, followed by self-evaluation and interim ministry. This process may be summarized in the following 4 steps:

- 1) *Development of vision for ministry.*
- 2) *Development of a new elective and leadership infrastructure (6 Core Ministries & 4 Support Ministries) to support the vision for ministry.*
- 3) *Development of a strategy for staffing along Core Ministry lines.*
- 4) *Development of a proposal for building renovation and construction to support the vision.*

*(for a detailed look at the*

*timeline of developing the plan, see Appendix A)*

### *What areas of ministry can expect to feel the impact of this project?*

Everyone will benefit from the asbestos abatement, updating of the electrical system, and the renovated restrooms on the first and second floors. In addition, the following renovations will enhance our Seniors Ministry, Young Discipleship, and Worship.

#### **First Floor**

A centrally located nursery for more security and closer to parents who are in worship. Renovated restrooms. Several office spaces will be relocated closer to the current office cluster. A High School and Middle School shared space will be created in the current KidZone space. The Sanctuary will receive new carpeting and a complete painting. For comfort, padded pews and air conditioning will be added. The chancel will be extended to bring worship leaders closer to the congregation for visibility and additional audio/visual enhancements will help our seniors participate in worship better and will provide better support for all worship styles.

#### **Lower Level**

A complete renovation of Piper Hall to provide better space for larger meetings and gatherings. Improvement in audio/visual equipment to assist those with visual and hearing limitations.

### *How will the renovations help the BibleLand area?*

The second floor will be completely renovated and dedicated to our BibleLand program. Classrooms will be reconfigured for present need and future growth. Our BibleLand continues to grow, and one of our classes is currently meeting in the back room of the current High School/Youth Area. It is important to remember that when the building was first built, the entire upstairs, as well as the current first floor offices and KidZone, were reserved for Sunday School. This renovation and use of the second floor will also help us continue the wonderful growth we are experiencing.

### *What did we learn through the Feasibility Study?*

In general, we learned that there is a great love for this church and its ministries. We also heard a resounding “yes” to the question, “Should we be addressing our physical plant needs at this point in our history.” Many congregants registered their intention to give financially over and above their regular giving to see this happen. Our consulting company has said that we can reasonably expect to raise around \$2 million in 3-year pledges.

### *So, are we not going to do the whole plan?*

What we are able to do is simply based on the strength of the campaign and the financial capacity of the church. Our intention is to not leverage the church with long-term debt or debt service payments that would hamper ministry funding. We would love to do the whole plan because it addresses not only the current needs of our building, but also the space needs for a growing ministry. We hope that the people of Zion will respond with such spiritual enthusiasm

and generosity that we can include the Welcome Center, which also includes rooms for Adult Discipleship.

***What is the purpose of the Faithful from Generation to Generation campaign?***

The purpose of the campaign includes a financial goal and an overall spiritual quest. The financial goal is to realize the capital necessary to renovate our physical structure (without taking on a huge debt burden) while at the same time to strengthen the giving that supports our many ministry efforts. The spiritual quest is to have participation in some way by every household that calls Zion their spiritual home. The idea is that everyone will consider how God has blessed them and then make a heartfelt gift toward God's ministry through this church.

***What is the financial target?***

We are praying that we can secure 3-year pledges that equal at least \$2 million. Of course, exceeding this target would allow us to finish more of our plans sooner, such as the Welcome Center. This amount, however, will take us a giant step forward in making our facility ready for future generations.

***What is the intent of the “missions” gift? Won't that detract from our ability to raise money for the facility work?***

We believe that a major fund-raising effort like this cannot be focused totally inward. Church Council has adopted a policy of taking a tithe from every major undesignated gift to the church and committing it to Outreach. This major gift to ourselves should be handled in the same way, so we plan to take 10% of the amount pledged as a gift for Mission/Outreach work. We have faith that God will guide us individually

and as a congregation to use His gifts in ways that will support both the facility upgrades and Outreach.

***What is “Not Equal Giving, But Equal Sacrifice”?***

This is the theme of our campaign based on the Christian principles of stewardship found in Scripture and in the words of Christ. Not everyone has been blessed in a similar way – but sacrificial giving is an element of Christian faith. The widow gave everything she had, and Christ commended her, though her gift was only a little money. At Zion, many have been blessed in extraordinary ways, but all have different amounts to give. If we each pray about and then give a gift that represents true sacrifice, the cumulative effort will be used by God in a BIG WAY.

***Who keeps financial records?***

The church treasurer is responsible for maintaining the financial records for all assets, liabilities and distribution of funds. Our Business Manager is responsible for maintaining all records of contributions to our church. The Financial Stewardship Ministry has oversight responsibility for all of our financial stewardship.

***Why did we hire a consultant to organize Faithful from Generation to Generation?***

Cargill Associates provides necessary experience and organization to make our Faithful from Generation to Generation campaign efficient and successful. The Church Council approved a flat-fee contract with Cargill Associates because of their proven track record (30 years of experience) and the format that they had to offer (Capital Feasibility Study, In-Focus Workshop and Spiritually-based Capital Stewardship Campaign). Our staff would

not have had the time to devote to such a concentrated effort, and our members are drawn by the time demands of career, children, and volunteer responsibilities inside and outside the church. To have a successful campaign, we need to have it be spiritual, professional, and efficient. A campaign this size requires help from outsiders to ensure that it remains a high priority in our congregation. From a financial perspective, churches that use professional stewardship consultants raise on average twice as much as when these same churches try to do it alone.

***What should I give?***

Good question! That's between you and God. This campaign is a chance for you to grow in your faith walk. The amount should represent something that is a heartfelt spiritual decision and not simply an afterthought or an obligation. Scripture challenges us to give first to God's work and give with passion and joy.

***How can I give to the campaign?***

**There are many ways you can contribute.** Cash is the most obvious way, but you can also give real estate, stocks, bonds, life insurance policies, antiques, artworks, coin or stamp collections, income tax refunds, irrevocable or revocable trusts, jewelry – there are many other ways. Be creative! Almost anything of value can be converted to cash.

***Isn't it a bad economic time to undertake a capital campaign?***

Things are quite challenging for those who have experienced layoffs, job losses and salary cuts. Still, we go forward remembering two things. First, we give from what we have, not from what we lack. If the Lord has blessed you financially, then give

faithfully. If you are out of work or lack resources now, then give when the Lord begins to give to you again. Second, God keeps his promise to bless the faithful in all they do. This promise holds regardless of the economy.

***Will members be asking other members for pledges or donations?***

No. Each household will be challenged by the nature of the campaign. All of us are being asked to prayerfully consider strengthening our regular giving and committing to an over-and-above sacrificial gift (in the form of a 3-year pledge) to Faithful from Generation to Generation. You may hear testimonials of people who are willing to say, “Will you join me and my family in making a sacrificial gift?” but this will be in worship or in other settings where no one individual or family is being put on the spot or would feel embarrassed.

***Will my pledge be confidential?***

Yes, unless you choose to share this information with others.

***Should I reduce my annual offering to give to this fund?***

Please do not. Our ministries depend upon the annual offering for our general operating expenses. We do not want to undermine our current ministries with reduced giving. Please open your heart and give over and above your normal annual contribution. In fact, one of our goals is to actually increase the level of annual giving that fund our operating budget – we believe this will happen as our congregation participates in this spiritual journey.

**What if I absolutely cannot give a sacrificial gift because I am a single parent, on a fixed income, unemployed or caring for ill parents?**

Then steward what you have: enthusiasm, influence, hope, prayer. Pray for your leaders, pastors, volunteers, members, and for this campaign. Speak positively. Encourage others. Think clearly and ask the right questions. In short, do your best with what you have. Our Lord knows what He put into you, and he knows what He can get out of you!

**What if we do not meet our target?**

First, it is our firm belief that we will meet our target. In the event we do not reach our target, we will decide as a congregation how to best utilize the funds. The financial strength and stability of the church always receives the highest consideration in planning for how we proceed.

**When do I need to make this commitment? How long is the campaign?**

Commitment Sunday is May 22, and the payout horizon for the commitment is three years. Members are asked to make their pledges at the worship services on Commitment Sunday, but you can also let us know of your commitment at some other time.

**What is First Fruits Sunday?**

The commitment is for three years. You can fulfill your commitment all at once or pay it weekly, monthly, quarterly, or annually. On **First Fruits Sunday**, June 5, everyone will be encouraged to give as much up front as possible. At a minimum, we ask you to participate by making a generous offering of your three-year pledge.

## Appendix A

### Timeline

- 1999** Pastor Ludwig came to Zion and the congregation moved from an interim outlook toward a plan for mission and ministry that would extend into the future. Sunday School leaders began to speak about the problems and limitations of second floor space. Other groups and individuals raised diverse issues about the “aging” building.
- 2000** Mid-year, Council began discussing the need to develop a vision statement for the future of Zion.
- 2001** At the beginning of the year Council, along with ministry leaders throughout all the areas of church life, initiated a visioning process. Each area of ministry was asked to define their goals and vision what they believed their ministry should look like in five years; then evaluate what that vision would mean for staffing, for the building and for budget. This process took one year. Over 100 leaders and involved members took part in it at one time or another. All of the data was submitted to the Church Council, which in turn produced a final document.
- 2002** Early in the year, a completed vision statement (16 pages) was presented to the congregation for discussion and approval at the annual meeting. It was accepted by the congregation. It was clear

to the Council that the vision for future ministry, developed by 100 + members actively engaged in leadership and ministry at Zion, was hampered by a building that did not always accommodate the needs.

Toward the end of the year, the first GMB (at first variously called the “Upward & Outward Committee” or “Building Committee”) was constituted by Council to explore the many physical/building needs that were raised by the various ministries in the vision statement.

**2003** The GMB committee spent hundreds (perhaps thousands) of hours interviewing the various ministries and groups concerning their vision points and building needs with an architectural advisor.

Midway through the year, the Council proposed that if we should do a building renovation and expansion program, we should extend the Biblical principle of tithing from our budget process also to a capital stewardship campaign. The first plan was that this tithe would be used in a partnership with our SE Michigan Synod for the establishment of a mission congregation in the Dexter area. Much prayer and discussion took place over this decision.

After working with an architect, GMB presented to Council a formal proposal and building renova-

tion and expansion design that represented the future vision of the various ministries. With Council approval, the GMB made plans to present the proposal to the congregation.

**2004** In January, the GMB presented their proposal to the congregation through eight workshop-Q&A sessions. The two Sunday morning sessions were well attended and provided much good feedback and interaction. The weekday evening meetings were poorly attended. After hearing all of the comments of the members who attended these sessions, the plan was referred back to GMB for refinement.

A new GMB2 committee was formed, comprised of a number of members from the old GMB and new members who were added to bring better balance and representation of the congregation. The plan was phased into two parts, and the first phase was tightened financially.

Toward the end of the year, Council decided that the tithe would not be automatically designated for a mission start in Dexter, but that a range of options be developed and presented to the congregation for selection the following year. A task force was established by Council to achieve this goal.