

All Souls Building Renovations and Capital Campaign Frequently Asked Questions

To have additional questions answered and displayed, please email the questions to dixieandlamar@yahoo.com or jane.r.wilson@gmail.com.

What is a capital campaign and how is it different from our annual pledges?

Your **annual pledge** helps maintain the current level of operations, including staff salaries, utilities and maintenance. Our pledge drive is ongoing.

A **capital campaign** is an intensive fund-raising effort designed to raise a specified sum of money within a defined time period to meet the varied asset-building needs of our church. In this case it is to raise funds to insure the structural integrity of our existing building and expand to meet needs identified by the congregation. A capital campaign usually happens only once a generation.

Why are we launching a capital campaign now?

In the summer of 2014 we held Vision Listening Sessions. The entire congregation was invited to participate, and more than 100 members took advantage of the opportunity to voice their aspirations for All Souls. Almost unanimously, the participants indicated a strong desire to stay in our current location and to make our facility safe and accessible. Participants also strongly supported facility enhancements to accommodate current programming and membership growth. Success with the capital campaign will determine the extent to which we can realize our vision.

Who makes the decisions?

Ultimately the voting members of the congregation make the decisions about major expenditures and renovations. At our May 2015 Annual Meeting, the voting members approved the following:

... We, the congregation of All Souls Unitarian Universalist Church, hereby encourage and support the Board of Trustees to take the next steps toward our building renovation capital campaign which may include:

- engage consultant(s);
- engage architectural services for preliminary concepts and cost estimates;
- other expenses the Board deems necessary to the success of a future capital campaign and building project.

To meet these expenses, the Board is encouraged to request a loan from the All Souls Endowment Fund, to be repaid with capital campaign proceeds, and to engage in other fund raising activities.

A congregational vote in 2016 will be needed to approve a capital campaign goal and a concept design for our facility.

The Board of Trustees appointed the Building Renovation and Capital Campaign Steering Committee, which in turn creates task forces to carry out the work of each stage in the process.

To whom do I go with questions and concerns or to volunteer for a task force?

Lamar Hicks and Jane Wilson are co-chairs of the Steering Committee. Email them at dixieandlamar@yahoo.com or jane.r.wilson@gmail.com respectively.

May I attend meetings of the Steering Committee or a task force?

All meetings are open to members of the church to attend and observe. If you want an item to be addressed during the meeting, you may ask any member of the committee to put that item on the agenda. It is the goal of the committee and task forces to be as open and transparent as possible.

However, occasionally a meeting may include decisions about material that is confidential. In these cases, the meeting may be closed to those who are not members of that committee/task force.

What building improvements are being considered?

Until approval of a plan, everything is still on the table. The architectural firm selected to create the concept designs, GastingWalker, conducted extensive visioning sessions with members, reviewed all the work previously done by the congregation through the Vision Listening Sessions and Renovation Concepts Task Force, and observed the activities that occur in our facility on a regular basis. They are considering structural needs, accessibility needs, space and use needs and aesthetics. What we are eventually able to do will depend on the amount of money we raise during the capital campaign.

Who is Barry Finkelstein and why are we using his services?

Barry Finkelstein has been a Unitarian Universalist congregational stewardship consultant since 2007 and has worked with more than 25 congregations on annual budget drives, capital campaigns, and strategic planning. Barry is a professional management consultant with a Masters Degree and 35 years of experience helping organizations with strategic planning, project management, information technology, decision support, and fundraising. He served in senior positions at two Northern Virginia consulting firms, and was President of Planning Analysis Corporation. Since 1994, he has operated a successful consulting practice, Finkelstein Consulting, Inc. (FCI), working primarily for non-profits, Non-Governmental Organizations, and Federal agencies in the Washington, DC area. Barry is married to a UU interim minister.

After interviews with Barry and talking with other congregations he has served, the Steering Committee selected Barry and the Board approved the selection. Barry has a proven record in accurately evaluating a congregation's ability to successfully conduct a capital campaign and accessing the capacity for giving. Barry's experience with stewardship specifically in UU congregations provides expertise and perspective not available from within our congregation.

How did we choose GastingWalker to do the concept design phase?

For a detailed description of the process, see the final report of the Architect Selection Task Force at allsoulskc.org. The qualifications-based selection process included sending requests for qualifications to local architectural firms. We received responses from five qualified firms. From those, three were selected for interviews. Based on interviews conducted by the Architect Selection Task Force, GastingWalker was the final selection.

Throughout the process, the Task Force was mindful of including women and minority-owned business enterprises, as well as looking for women and minorities in leadership positions within each firm.

What if I am already giving as much as I can to my annual pledge and cannot afford to give more to the capital campaign?

It is important for each of us to consider the importance of All Souls to us personally as well as to the larger community. The capital campaign provides an opportunity for legacy giving to support All Souls now and into the future. Some members may be able to give from their family's regular income; some may look to investments for a one-time gift. We hope all members will be generous and give in proportion to the unique role All Souls plays in our lives. However, a family or individual already giving at their maximum capacity should take pride in such generosity—few of us can honestly say that our giving is at such a high level.