

**Mount Olive Lutheran Church
Summary of Feasibility Study Responses and Recommendations
May 2026**

SUMMARY OF INTERVIEW RESPONSES

Congregational Life

When asked, *What are the **strengths** of Mount Olive Lutheran Church?* The most common responses, listed in order of number of times mentioned, were:

Community
Social Justice, Mission Oriented, Benevolence
Staff
Worship & Music
Participation

When asked, *What are the **challenges** for Mount Olive Lutheran Church?* The most common responses were:

Aging Congregation
Participation
Building
Financial
Staffing (calling another pastor)

When asked, “What are your **hopes and dreams** for Mount Olive, responses were many and varied. The three most common centered around **continue, grow and the building:**

Continue to do what we are doing
Grow in numbers and community engagement
Building and Grounds (care and renewal)

Responses for both strengths and challenges were invited. There were far more responses for Mount Olive than challenges it has faced in recent years. Overall, there is deep affection for this faith community and many hopes and dreams for its future.

CASE STATEMENT FOR FEASIBILITY STUDY

Welcoming God's Future

As we consider possibilities for a capital campaign, we can do so with wonder and excitement for our future together. We are people called to live into a reality we can't yet see, and investing in our building demonstrates our great hope for what is yet to come - for ourselves and our community.

At the heart of our capital campaign is our commitment to *welcome*. This word conjures images of wide-open doors, kind greetings, and generous hospitality – all of which Mount Olive is known for. Welcome is also a reflection of our authentic belief that Mount Olive is not just a place for worship, it is place where community is formed and lived out. Our capital campaign is about making sure our building reflects our commitment to this sort of *welcome*.

We propose doing this in the following ways:

Being Good Stewards of our Building (\$500,000)

Our building requires significant repairs and upgrades. We have received quotes for replacing 7 HVAC units, dry sprinkler system, and our shingled and flat roof; fixing the parking lot; and upgrading our fire/CO₂ detection system.

Signage that Reflects Our Welcome (\$40,000)

Our current outdoor sign doesn't reflect vibrancy of our congregation or the welcome people will find inside. We are also lacking indoor signage that helps visitors feel confident they will find their way – especially to an office or meeting room past the sanctuary.

Sound System (\$50,000)

Since we began livestreaming worship in 2020, we have outgrown the capacity of our Audio/Visual system and are experiencing a variety of issues on a regular basis. We have received donations to invest in a professional audit of our current system and will follow their direction for how to best upgrade our system to meet our ongoing A/V needs.

Renovations (\$900,000+)

Several possibilities been discussed for how to extend the friendly experience of our main areas to the back part of the building. We want our whole building to be comfortable and user-friendly for the variety of people who show up throughout the week. We have engaged with architects to come up with some preliminary drawings based on input we have received from the congregation and other building users. Here are some potential options:

- ***Expand and Remodel Community Room:*** Remodel the “library” meeting room and create a new entry on the west side of the building that will bring light into the building and create a welcome face to the 18th Avenue side of the building. This new welcoming community room will have large windows to let in more light and will have space for 35-40 people.
- ***Dedicated Space for Creatives:*** Renovate the music room into a maker’s space: a place for art and creativity of all kinds to serve our current programs and possible new community partnerships as well.
- ***Additional Multi-use spaces:*** Subdivide the existing nursery to create a small conference room.
- ***Address Kitchen Needs:*** Update appliances (stove, dishwasher, refrigerator) and maximizing use of space in both the Mount Olive and Head Start kitchen.
- ***South Entrance Canopy:*** Extend the original canopy at the main entrance to continue over the drive-up lane and provide a covered drop-off zone.
- ***West Entrance and Street Access:*** Explore options to create a secure entry vestibule on west side of building for Head Start access, as well as potential for a driveway and small parking lot off of 18th Ave to provide drop-off at new west entrance.

Beyond Ourselves (TBD)

Our hospitality extends beyond our building to the ways we show up for others. As a church in ministry for the world, we are committed to a 10% mission component for this campaign that would serve our neighbors near and far. It will be exciting to determine together how these funds will be distributed.

You’re Invited

Your unique perspective, gifts, and ideas are needed in the coming months as we make decisions about the feasibility and scope of a Mount Olive capital campaign. Together we discern how to welcome the future God has for us.

Summary of Responses to Case Statement

Potential Campaign Component	Level of Importance		
	<u>VERY</u>	<u>SOMEWHAT</u>	<u>NOT</u>
Being Good Stewards of our Building	97%	0%	3%
Sound System	91%	6%	3%
Signage that Reflects our Welcome	28%	44%	28%
Expand & Remodel Community Room (Old Library)	69%	28%	3%
Dedicated Space for Creatives	32%	43%	25%
Additional Multiuse spaces	52%	30%	18%
Address Kitchen Needs	80%	10%	10%
South Entrance Canopy	38%	54%	8%
West Entrance and Street Access	48%	28%	24%

Openness and Readiness for Campaign

Responses when asked if Mount Olive Lutheran Church **should** conduct a Capital Campaign:

- **Unqualified Yes** **81%**
- **Yes with reservations** **13%**
- **Uncertain** **6%**
- **No** **0%**

Timing for Capital Campaign

Is the Fall of 2026 a good time in the life of the congregation to proceed with this effort? If not, when?

- **Yes** **72 %**
- **Uncertain** **21 %**
- **No** **7 %**

Anticipated Acceptance of a Campaign

In your opinion, what would be the acceptance of a Campaign in the congregation?

- | | |
|---------------------------------------|------------------------------|
| • Excellent 10% | • Fair 7% |
| • Excellent to Good 23% | • Poor 3% |
| • Good 54% | • Uncertain 3% |

Financial & Volunteer Support for Campaign

Financial Support

94% Indicated they would financially support the campaign, beyond their annual ministry support

6% Uncertain (not sure they would/could give beyond their annual support)

Commitments were not requested during the interview, but participants were invited to provide an estimate, if they chose to do so. 11 of the households provided one. They ranged from \$1,000 to \$150,000.

Legacy gift planning

8 households indicated they have already included Mount Olive Lutheran Church in their estate plans and an additional **11** households indicated they are considering, or might consider, doing so.

Volunteer Support

Beyond providing financial support by all in support of the Campaign, **23** people interviewed indicated they would be willing to volunteer time in either a leadership or supportive role, and an additional **4** might consider volunteering for a Campaign effort.

Additionally, recommendations of others with the potential to provide a leadership role in their financial and/or public support for the Campaign will be provided.

There is a broad base of financial and volunteer support for a capital campaign.

RECOMMENDATIONS

1. Share this summary with leadership, all who participated in interviews, and throughout the congregation and provide opportunities for further questions and conversation.
2. Continue communication on the need for a capital campaign so that being good stewards of the building and grounds can begin as soon as possible.
3. Investigate potential funding sources (construction loan, early lead gifts) and timeline for projects to begin. For example, gifts and improvements for the sound system have already begun! Are there other deferred maintenance projects that should begin this summer, prior to a capital campaign?
4. Research further details on estimated project costs for deferred maintenance and renovations, and timeline so that this information can be provided during the capital campaign.
5. Determine regulations and restrictions for outdoor spaces and projects (parking lot, west entrance, exterior sign).
6. Determine process for selecting missional tithe recipient(s), projects, and support.
7. Begin planning for a Fall 2026 Comprehensive Campaign (2026 Annual Ministry pledge, 3-year capital campaign, legacy gift planning).
8. Set a 3-year, 3-tiered financial goal and share the potential impact of reaching each level with clarity on priorities and connecting the “What” (projects and costs) with the “Why” (your Mission!)
 - Caring for our Church Home
 - Widening our Welcome and Hospitality
 - Expanding our Outreach
 - Foundational goal: \$1.2 M
 - Mid-tier goal: \$1.5 M
 - Aspirational goal \$1.8 M

The more that is raised, the more that can be accomplished!

9. Include legacy gift planning and education during the entire span of this Campaign (and beyond). Mount Olive already has households who have included the Church in their estate plans, and many who are considering, or would consider planning, an estate gift.
10. Begin envisioning and planning for a campaign that will help individuals and households grow in faith and generosity, as you live out your calling as *Ambassadors for Christ, Rooted to Grow and Serve*

Thank you to all who participated in this study. I appreciated the opportunity I had to listen to your insights and responses. I look forward to the opportunity of further work with you in advancing the mission and ministry of Mount Olive Lutheran Church.

Pastor Steve Olson

