

# NEXT

For Those Who Aren't Yet Here





## An Investment Worth Reinvesting In

In this publication, you'll see the recommendation for a building project. Holy Trinity is preparing for ministry in 2023 and beyond. I'm reminded of the vision, courage, collaboration, and faith that have been undeniable throughout Holy Trinity's history.

In the late 1940s, Holy Trinity needed to plant roots. Property was purchased on the corner of Third Street and First Avenue NE (behind the hospital). In less than 30 years, Holy Trinity had outgrown its original space due to increased membership and evolving ministry needs. The 1977 annual report indicated remodeling would cost \$160,000. Leveling and rebuilding would be \$300,000. Relocating and building on a new site would be \$300,000, but selling the previous building for \$90,000 brought the new build to \$210,000 (the annual operating budget was \$41,300). The leaders knew that God had future plans.

They broke ground. Temporarily worshiped elsewhere. And anxiously looked forward to welcoming the community through the new doors

of the church. In the capital campaign publication, Pastor Don Fultz wrote, "Goals for any progressive, dedicated congregation such as ours must be challenging and at the same time realistic, purposeful and flexible to future needs."

Since the late 1970s, Holy Trinity has been blessed with the vision of these early church leaders. What started as the lone building in a cornfield is now a mission hub on one of the busiest streets in town. We are blessed, once again, with a need to adjust our facility to meet the ministry needs for today and tomorrow.

This publication has the floor plans for the facility renovations "in concept." **Please note these plans are not final** and will be adjusted based on the campaign results. The plans respond to three areas of particular focus identified through the Strategic Plan 2.0 process: a main entrance (Door 2), a kitchen, and youth spaces. In addition, the concept includes the recommendation from Station 19 Architects to prepare the sanctuary for growth and create a sufficient narthex/lobby.

Sometimes churches make the mistake of "if we build it, they will come" mentality. That's not Holy Trinity. The recommendation follows a thorough vision process, an intentional strategic plan, and communal discernment about supporting God's plans for our future.

A congregational vote on April 12th determines two things: to proceed with the facility project concept and to launch a capital campaign to fund it.

Please know: this is not the final vote. The results of a capital campaign determine the final scope. We need to fine-tune the overall project, prioritize the various project elements, and formulate detailed plans and definitive cost analyses. After this additional work, there will be another required congregational meeting to vote on a specific plan with a more defined cost.

We find ourselves in a similar place to early generations as we adapt the building to respond to evolving ministry needs. While I can't promise it will be easy, here's what I can promise:

**Determination:** Too often, churches take the easy route. Decisions are based on what is least disruptive rather than what is best for the church. This project is substantial. It will take a lot of important, holy, and life-giving work. It sets up Holy Trinity well for generations to come.

**Prudence:** Holy Trinity will live within its means. A crippling loan that prevents Holy Trinity's future ministry endeavors is undesired, as are unnecessary costs and extravagant remodeling decisions.

**Flexibility:** With any large project, one encounters variables. It is paramount to be nimble with challenges while focusing on the end goal.

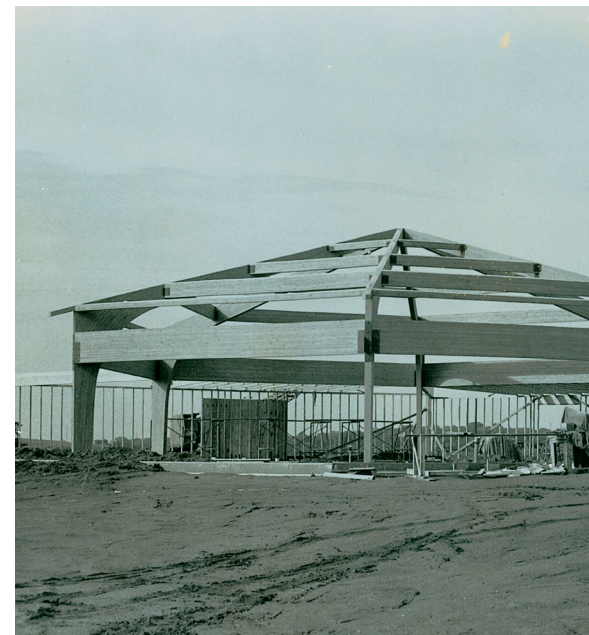
**Education:** Tackling a big project like this will involve new forms of giving. Come to an educational forum on **March 28 at 7 pm** to learn about biblical stewardship principles and asset-based gift opportunities.

**Compassion:** This is a big change, and change can be difficult. Please know that Pastor Alicia and I care. While we are convinced we are going in the right direction, we care more about you as people than how much you will support this project.

**Hope:** It's hard not to get excited! In the end, this is God's church. God has always been faithful to Holy Trinity. This church has generations of generous and dedicated people. We simply pray we can do our part so Holy Trinity can continue to share God's love from our generation to the **NEXT**.

Our ancestors of the faith set up this church for success. The intention is the same today. God is good. We're in this together. See you on April 12th!

- Pastor Ben Hilding



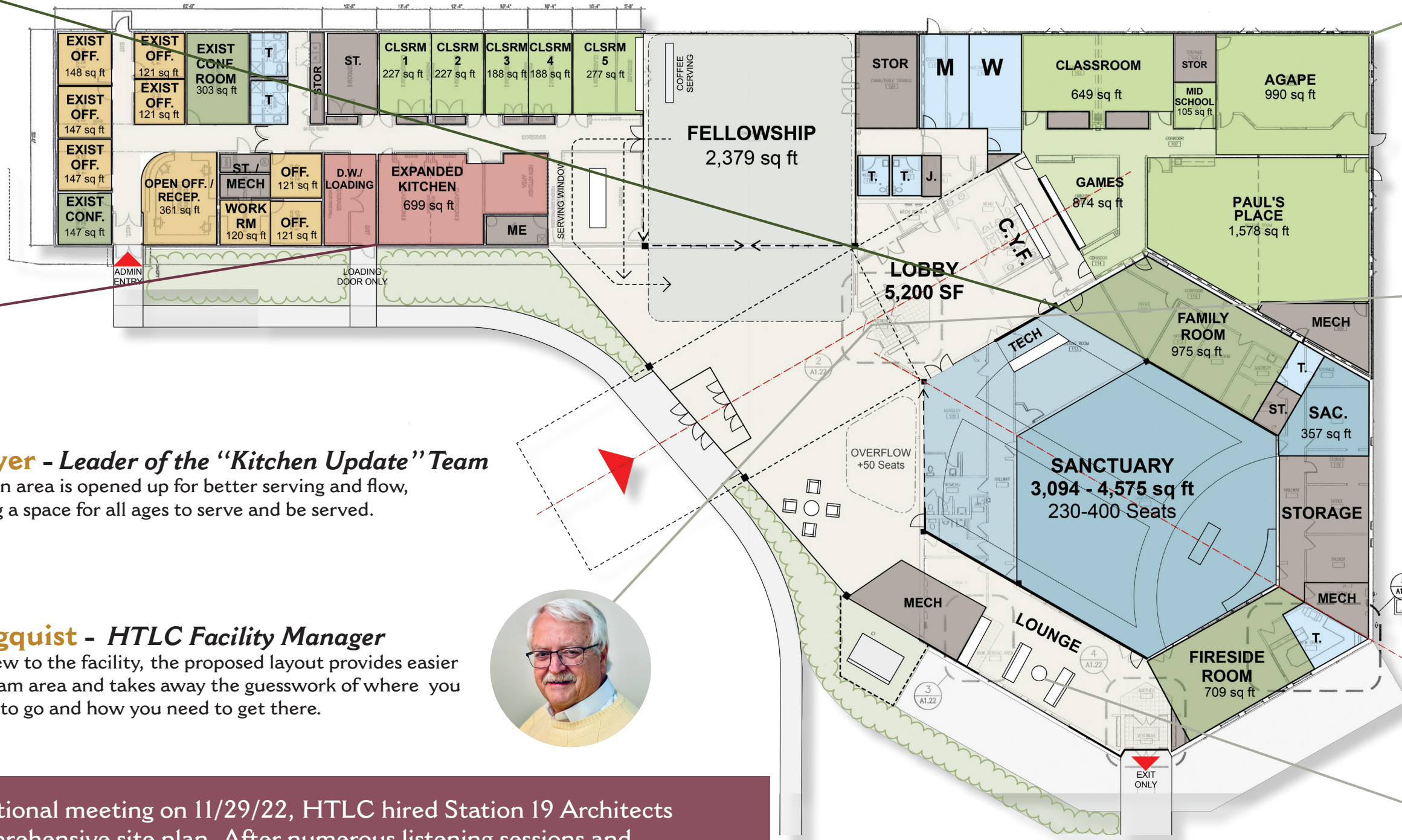
### Laura Magnuson - Leader of the "Make it Grand" Team

I'm excited about the "family room" as my kids love the current nursery. Having a larger space to comfortably accommodate more than one family will help connect young families. I also like that it's near the CYF entrance/game area and new lobby as I could socialize/sit in the new lobby space near my kids while they play with friends.



### Christie Will - Leader of the "Youth Spaces Revamp" Team

While areas like the Agape room, Paul's Place and Game room will be intentionally designed for intergenerational inclusivity, how amazing will it be for the youth of our church to look at these places and be able to say 'Wow! Someone made a place for ME! They want me here. I belong HERE!'



### Barb Niemeyer - Leader of the "Kitchen Update" Team

The kitchen area is opened up for better serving and flow, making a space for all ages to serve and be served.

### Jon Bergquist - HTLC Facility Manager

For those who are new to the facility, the proposed layout provides easier access to every program area and takes away the guesswork of where you need to go and how you need to get there.



### Chris Hauck Council Liaison

This building, as it currently exists, has a lot of square footage that, once it is rearranged, will be much more efficient and useful.



### Jackie Lee - Chairperson for Strategic Plan 2.0 Facilities Team

I'm excited for the niches for seating and conversation areas of the sanctuary space, which is now our narthex. This will be comfortable and inviting for the Wednesday night families as they wait for their confirmation students.



Following a congregational meeting on 11/29/22, HTLC hired Station 19 Architects to develop a comprehensive site plan. After numerous listening sessions and workshops, representatives from staff, council, "next step" teams, and the Strategic Plan 2.0 have recommended the following floorplan "in concept" to the congregation. This plan gives clear sightlines upon entrance, improves the kitchen, invests in youth ministry spaces, adds seating to the sanctuary, provides intuitive wayfinding throughout the building, and emphasizes the importance of gathering spaces for coffee and conversation.

# Roundtable Survey Responses

How does the plan support our vision?



- Growth (19%)
- Gathering Spaces (11%)
- Welcoming (19%)
- Supports Youth (15%)
- Focus on Worship (9%)
- It does! (17%)
- Unsure (9%)

How does the plan support our mission?



- Prioritizes Youth (8%)
- Welcome (43%)
- Worship (30%)
- Respond (8%)
- Kitchen (9%)
- Unsure (2%)

What excites you the most?



- Lobby/ Social Spaces (21%)
- Kitchen (10%)
- New Entrance (23%)
- Sanctuary (13%)
- Layout (19%)
- Growth/ Change (13%)
- Unsure (2%)



# ROUND TABLES

In February 2023, Holy Trinity hosted ten roundtable discussions to dive into the specifics of the proposed facility project. Presenters included Laura Magnuson, Barb Niemeyer, Christie Will, and Pastor Ben Hilding. Over 130 people attended these discussions.



## Suzanne Meyer

The church is a wonderful space but it is in need of a facelift. This new plan combines old and new in a very nice manner.

## Kimberly Carlberg

It's one solution that responds to so many needs we heard during Strategy 2.0 - build a stronger community, make the church more welcoming and easier to navigate and continue to grow our worship services and youth/ family areas.



## Paul Newton

This plan takes our existing space and transforms it into a better functioning facility for our church and community. Our large building needs to work for us and the future.



## Nick Meyer

The proposed changes would effectively modify the building, making it more conducive to our mission. It makes the sanctuary more functional and provides room for growth. The creation of the main entrance, the lobby, and a better flow of traffic would also facilitate more interaction and building of community. The improvements to the CYF areas would better serve our youth.



## Nancy Besse

The expanded entry and lobby will be spacious enough to foster connections. The worship space will be beautifully expanded. We are responding to the growth of our congregation, a very good problem to have during a time when some churches are struggling.



# Roundtable

## **Is this project just for “Wednesday nighters”?**

Not at all! This project updates the space to benefit both the Wednesday evening and Sunday morning experiences. Holy Trinity is committed to being united as one congregation, with multiple worship service opportunities.

## **Does the new design include wheelchair access?**

Yes, handicapped accessible parking spaces will be designated near the main entrance and a covered drive would provide added protection from the elements. The main entrance will remain on grade and automatic door operators will be added. Accessibility will be maintained throughout the interior by ensuring proper door and aisle widths, turning radiuses, and reach distances. Open spaces for circulation would enable all abilities to feel welcome in the space.

## **What about my group? Where would we meet?**

Station 19 Architects conducted a thorough process of listening to the needs of all the ministry and community groups that meet at Holy Trinity. While there might be some shifting of spaces, the recommended plan includes ample meeting space for all the groups currently meeting on-site at HTLC.

## **Will there be chairs or pews?**

## **What will the musician configuration look like?**

## **Where’s the door to Paul’s Place?**

## **Will the lobby be carpeted?**

Great questions! Currently, we’re in the concept phase. These types of questions would be answered in the design phase after the project is approved.

## **Does this project include the parking lot?**

## **How about the road extension?**

This proposal does include the cost to refresh the existing lot and expand it to align with the new sanctuary’s capacity. Due to a number of variables, the project does not include the 1st St SE road extension.

## **What is our current available narthex/lobby space?**

## **Why do we need more?**

With growing numbers of people attending the Wednesday service, the need to add seating to the overflow area became a requirement. Because of this, the narthex/lobby communal area was lost. Currently, the Door 2 entrance area is 20% of the size of the worship space. Using current design standards, narthex/lobby space should be roughly 100% the size of the sanctuary space. When people leave the sanctuary, we don’t want them to also walk out of the building because there is a lack of gathering space. We want everyone to feel comfortable to stay and enjoy community with others.

## **How will this space be inclusive to all people, especially those with neurodivergence?**

Creating a comprehensive space to meet the needs of all abilities is a primary goal. More space, in both the sanctuary and the narthex/lobby, lends itself to more options for inclusivity. Individual restrooms remain in the plan. However, not all of the details are known until the architect takes the next step in design development.

## **How will the new space enhance events?**

For events in the Fellowship Hall, especially those serving the community or large groups, the new lobby space would eliminate the interruption of traffic going from the office wing and small meeting rooms to the sanctuary, Fireside, and Paul’s Place.

## **Will Door 1 still be usable?**

## **How far will the parking spaces be from the main entrance?**

Door 1 won’t be used as an entrance, but may provide access to outdoor amenities. The main entrance would shift to Door 2. The exact distance from the parking spaces is unknown, however the covered entry would allow for passenger drop-off.

## **Will we lose the stained-glass windows?**

No. While the proposed facility design includes shifting the sanctuary space, the stained-glass windows would be rotated and included in the new sanctuary design.

# FAQs

## **Why do we need a grand entrance?**

Think of “grand” not in terms of ostentatious or boastful, but more in terms of clear. Clear is kind. For those who arrive in the parking lot for the first time (for weddings, funerals, group meetings, or as a first-time worshiper), a clear main entrance is a kind way to give directions for where to go. A clear entrance is a way to embody our mission and to welcome us well.

## **Do we really anticipate a 7% worship attendance increase?**

That’s up to the Holy Spirit! God works through each of us to extend a gracious invitation to those around us. When Wednesday night worship services started, attendance increased by 24% from the fall of 2016 to the fall of 2017. Worship experienced a 108% growth in the fall of 2018. Then another 34% growth in the fall of 2019. While pre-pandemic numbers haven’t quite returned, these recent year-upon-year increases have been much higher than 7%. At this rate, we’ll be out of space in four years.

## **Will we tithe on the capital raised for the facility upgrades?**

The Bible encourages a tithe, which is giving 10% of one’s income away to God’s purposes. As a church, Holy Trinity tithes on all offerings given to the general budget. These funds are given to partner ministry organizations outside of Holy Trinity’s walls, as determined by our Mission/Outreach team. For this facility project, however, gifts would be designated for a specific cause. Just like Holy Trinity doesn’t tithe on gifts given to specific causes like the digital sign, youth gatherings, or memorials, the funds generated through this campaign would be designated for the facility project.

## **What will happen to church services during construction?**

To sufficiently create open sightlines and intuitive wayfinding, this building project would undoubtedly interfere with facility usage during renovation. As a community, the primary focus will be to ensure people are not forgotten, and the ministry doesn’t skip a beat even when parts of the building are closed. The abundance of biblical texts where God’s people were not building-dependent will guide the church. As with any other significant leadership decisions, both the staff and the council would work together (with input from the congregation) to develop a ministry plan that is kind, conducive, meaningful, and safe for all generations during construction.

## **Could the upgrades be completed at different times?**

Due to the disruptive nature of renovating the sanctuary and narthex/lobby space, it would be most efficient to address as much as possible at one time. A phased approach would be discussed after re-engaging the architect to complete designs, hiring a general contractor, and determining the amount raised this fall through a capital campaign.



# Timeline

## VISION

2019 - 2020

Holy Trinity embarked on an intentional process to identify the Vision, Mission, and Values.

## STRATEGIES

2021 - 2022

We launched the Strategic Plan 2.0 and commissioned five teams - Welcome, Worship, Respond, Children/Youth & Family Ministry, and Facilities - to determine strategies to embody the Vision, Mission, and Values.

## PLANS

2022

In April, three "Next Steps" facility teams were launched - Make it Grand, Kitchen Update, and Youth Spaces Revamp - to prioritize facility needs.

In November, the congregation approved hiring Station 19 Architects to draw a comprehensive site plan in response to our facility needs.

## WE ARE HERE

Spring 2023

During a congregational meeting, move to determine the feasibility of the proposed building project by working with the architect and contractors to obtain an accurate and itemized cost and launching a capital campaign to support it.

## BUDGET

Summer/Fall 2023

If the plans are approved "in concept," the next phase is learning about our budget. This involves obtaining an accurate cost of the project and our capacity to fund it.

## FUTURE

January 2024

An additional meeting will occur to vote on specific site plan with a defined cost.

# Cost

**Pending congregational permission to proceed on April 12th, the next steps identify the cost. This would involve getting more definitive construction costs, determining a financing plan, and ultimately launching a capital campaign.**

### Why are we meeting on April 12th?

John Kotter's 4-step process of leading change is to 1) begin with a vision, 2) develop strategies to enact the vision, 3) formulate plans to implement the strategies, and 4) determine a realistic budget to bring the plans to fruition. This vote seeks to proceed with the plans "in concept" and approve the initial costs necessary to determine the specific costs of the project. In other words, this vote is seeking permission to move from Step 3 to Step 4. This isn't a vote on the budget (cost, campaign goal, loans, etc), because that's what would be determined at the next step.

### How much will this cost?

Following the "planning" stage, we would shift to the "budget" stage. In this stage, we'd seek to get bids on the project from a general contractor. This would determine a more detailed cost of the project. While preliminary estimates from the architect are \$4.7 million, this number is not specific of final costs.

### How do I know what I need to give?

Pending approval at the April 12th meeting, Holy Trinity would launch a capital campaign this fall. This campaign would include literature with a gift table specifying what it would take to reach our specific goal. In the meantime, we can educate ourselves regarding creative ways to give. **All are welcome on March 28th at 7pm** to hear from Brenda Moore about making your best gift.

### I'm stressed about the cost. Who's making decisions?

Five groups of people: 1) Leaders from the "Next Steps" facilities teams would seek bids for a general contractor. 2) HTLC's Finance team would determine a financing plan. 3) A Campaign Leadership Team is prepared to help us determine our best gifts. 4) The Church Council will provide oversight over to parties involved. 5) Finally, after this information is collected, the congregation would ultimately vote on a specific building plan with a defined budget.

# April 12

### When do we vote?

On **Wednesday, April 12 at 6 pm**, in-person or via Zoom, at a special congregational meeting. HTLC's constitution doesn't allow for early voting. A quorum needs to be reached (which would be 104 confirmed members). The church council has indicated that we will only proceed with the proposed project following an affirmative vote of 80% or more.

### What if the vote doesn't pass?

Holy Trinity is blessed with a congregation full of smart and faithful people called to share God's love for all people from one generation to the next. If this vote doesn't pass, pursuing the vision and mission doesn't stop. The leadership teams will step back to reflect on the questions and concerns and work together on formulating the next best plan.



### Dan Jacobson - HTLC President

These are exciting times for all of us at HTLC! Preparing for the future is no easy task. We as the Congregation of HTLC will all need to work together to determine the best path for the future of our Church. All are welcome! And we want all to be present and to be heard.

## Check out the Model Church!

Thanks to Dave Vaupel, Lynn Johnson, Joel Larsen, and Pat Remfert for this wonderful visual!

*\*Disclaimer: this model seeks to give conceptual understandings of the layout. All details are subject to change.*





As a new teacher in town in the Fall of 1968, I found a tiny Lutheran church located very close to the present-day Mayo Clinic Health System and decided to attend a Sunday service. I felt very welcomed and decided to join Holy Trinity Lutheran Church. Later, as the church was really starting to grow, I became a member of the church council and eventually, the church council president. Because we became short on space for youth and adult education, and the need for a larger sanctuary, we knew that we might have to consider moving to a new location and build a larger facility. We had to be prepared to serve the needs of others who might be joining us in the future. There was much discussion about the pros and cons of moving and building, just as we are doing at the present time concerning the proposed remodeling plans.

To keep this story short, we were able to sell the original Holy Trinity church building and purchase the land where Holy Trinity currently sits. It was a truly exciting time for both young people with children, including Dorothy and me, and for the older members, some of whom founded the church. The older members realized that the future growth of Holy Trinity was dependent on having much to offer families as well as themselves. So we BUILT! Wow, we grew so fast that we had to build additions to our new building!

Now I am an older member, and one of those who have taken the place of the past seniors who supported building a new church in 1978. I am proud to be a senior member of Holy Trinity, and happy that we are considering remodeling so that our building is up to date by today's standards. Once again, we can meet the needs of our ministry to serve all generations.

- Dennis Jaspersen

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**HOLY TRINITY**  
LUTHERAN CHURCH