

Readiness Assessment Report

Liberty Baptist Church and Newport Christian School,
Newport Beach, CA

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Our Mission

Love God – Serve Others – Preach the Gospel

STUDY METHOD

PURPOSE:

The purpose of the Readiness Assessment was to present to Liberty Baptist Church and Newport Christian School members, friends, donors and other supporters the proposed vision and capital campaign. After presenting this proposed plan during numerous vision planning meetings feedback was carefully collected from written questionnaires, verbal questions and comments during the meetings, as well as personal conversation. This data will help gain participant's perspective to this need and the relative priority of this need, and will gauge the level of support of a capital campaign for funding the plan.

ACKNOWLEDGMENT:

Excellent preliminary work was instrumental in helping the study process move forward efficiently and effectively. Thank you to Pastor Ryan Thompson as well as the deacons of Liberty Baptist Church and Principal Kevin Cyprian of Newport Christian School. Special thanks also to David Scott for preparing the visual presentation and to Keith Gilbert, Javen Poyyak, and Joe Walsh for helping with the presentation.

VISION PLANNING MEETINGS:

The study scheduled a series of sixteen (17) vision planning sessions (including one session for the Youth on February 13th). These sessions were designed to involve as many parents, members and friends of Liberty Baptist Church and Newport Christian School as possible during the allotted time. Meeting dates and times were selected to provide the entire church and school community with an opportunity to attend and offer their input in response to the proposal (Appendix A). The schedule was communicated through the normal print and electronic channels employed by the church and school including the Sunday bulletin, newsletter, targeted e-invitations, printed invitations via USPS, verbal announcements during Sunday worship and personal invitation.

Each vision planning meeting was conducted in a uniform manner with a common agenda. The presentation included a summary of the vision and recent history of Liberty Baptist Church and Newport Christian School followed by a summary of the proposed project. A presentation with appropriate pictures, graphs and data comprised the primary visual presentation material for the group settings (Appendix G). Professionally prepared artistic renderings were also displayed for further inspection. Questionnaires were distributed at the beginning of the Questions and Comments session (Appendix B). Most attendees submitted their questionnaires immediately following the presentation, while some took them home and returned them later. There was a total of **395** questionnaires completed and returned by the conclusion of this report (February 25, 2019).

During each public meeting questions and comments from the participants were also recorded. They are listed in a later section of this report (Appendix F). Responses to the Questionnaire are also included in this report under the Responses to Vision Planning Questionnaires section (Appendix E). Utilizing this information, we have sought to objectively appraise the responses to identify patterns and sentiments that could influence the accomplishment of the proposed plan for a capital campaign at Liberty Baptist Church and Newport Christian School.

ATTENDANCE:

Participation in the Vision Planning meetings was very strong for a church and school community of this size. Total attendance was **503** which represented an unusually strong sample size of approximately **90%** of average Sunday morning worship attendance and comprising a cross-section of those associated with Liberty Baptist Church and Newport Christian School (Appendix C).

IMPORTANT NOTE FROM PASTOR RYAN: We understand that Liberty Baptist Church is God’s work, not man’s creation. The only way that this campaign will be truly successful is if God chooses to bless and provide through His people in miraculous ways. We must bring these needs to Him in consistent and persistent prayer. No plan, method, or strategy is more important than God’s power and presence throughout this process. He is not dependent upon our methods. We are dependent upon His blessings for success. We also understand that God wants His work conducted in an orderly, intentional, and wise fashion. God does not receive glory when any eternal endeavor is embarked upon with half-hearted, casual, or minimal effort. God’s work deserves our best, and for this reason, we have chosen this model to lead the most effective and efficient campaign possible for His glory.

As we embark upon this capital campaign with a thoughtful, organized, and proven strategy, we are reminded of the statement, “Without God, we are destined to fail miserably, or succeed even more miserably.”

See: Ecclesiastes 9:10, Luke 14:28-30, John 15:5

Prerequisites for Campaign Success

The directors of James D. Klote & Associates have provided counsel and direction to hundreds of campaigns for a wide variety of causes. This experience indicates successful campaigns are most often the result of the following factors:

- 1) **Proper Timing** – Proper timing does not refer to timing of the stock market, the economy, or even the church or school year. It refers to volunteer hours and calendar priorities. Campaigns require time and effort by both staff and volunteers. The fewer distractions occurring during the campaign period the better the results will be. During a capital campaign, individuals must place a high priority and remain focused on the tasks they have been given to help reach the goal within a specified time period.
- 2) **Appealing Case** – The client must make a strong “case” or rationale for conducting the campaign. The case must be clearly defined and well documented. It must be visionary and meet long-term needs and strategic goals. Furthermore, it must speak to the needs and opportunities perceived as being most important by the church and school.
- 3) **Influential Leadership** -- There must be access to the top staff and lay leaders who are willing to provide their influence, time and resources to support a campaign. Ideally, a core of these individuals must remain heavily involved with campaign organization and implementation. There is no substitute for active leadership to ensure the success of a capital campaign. A true “team effort” must be evident, with members drawing upon the support and skills of each other. Campaign leaders must be firm yet sensitive, demanding yet understanding. They must also respect the judgment of the campaign consultant and be willing to accept the consultant’s counsel to facilitate a successful campaign.
- 4) **Constituency With Adequate Resources** -- There must be adequate financial potential within a sufficiently large constituency to meet the needs identified for the campaign. In addition, experience has shown that the following pattern of gifts is sought to increase the chances for success:

\$1,000,000	Lead Gift	Up to 15% of Goal
\$3,000,000	Top 15% of Gifts	40-50% of Goal
\$2,000,000	Remaining Gifts	30-40% of Goal

This is not a magic or exact formula, but our experience with hundreds of successful campaigns confirms the value of seeking to establish a giving pattern of this nature.

Addressing the Prerequisites for Success

1 Proper Timing?

Of the **503** who attended Vision Planning meetings, there were **395 responses** received through questionnaires. Of these responses, **252 individuals, or 64%**, indicated that they would volunteer time to the campaign (Appendix D). An additional **72 individuals, or 18%** of the respondents, indicated a desire for more information before answering the question. **55 individuals, or 14%** of the respondents, didn't answer the question. **Only 16 respondents, or 4%** of the total responding, indicated that they would not be interested in volunteering time in support of the campaign.

These statistics as a group are very strong and indicate a positive indication of commitment within the core membership. The group that marked “yes” is unusually high for a campaign of this size. Beyond the large group that indicated “yes” is also a sizeable group that marked “need more information.” Our experience has been that “need more information” generally means that the individual is very receptive to volunteering but simply wants to ask a few questions about what is required before saying “yes.” There appears to be a strong core group of volunteers from **the church, the Spanish ministry and the school** committed to this cause from which to build an adequate team for the personal visits. However, it will also be important for those in positions of leadership to set a positive example by their own volunteer involvement and commitment.

Overall, based upon direct comments on questionnaires and during Vision Planning meetings, the consensus was that the need to move forward with the proposed project at Liberty Baptist Church and Newport Christian School Church was both appropriate and necessary (Appendix E & F).

From a practical perspective, it will be important to keep the public focus of the church and school over the 4 months on the capital campaign. Raising the capital to fund this vision will be a tremendously large effort for Liberty Baptist Church and Newport Christian School. Therefore, retaining focus on the campaign and raising capital must take priority.

A phrase we will use repeatedly throughout this campaign among the leadership is one that should be added, figuratively, to the Liberty Baptist Church and Newport Christian School mission statement: “...and secure the funds to accomplish it.” This phrase underscores the critical nature of securing adequate funding to accomplish the vision of any organization. Without proper funding, a vision statement is simply words on a page.

The mission of Liberty Baptist Church and Newport Christian School is...

*Love God – Serve Others – Preach the Gospel...
and secure the funds to accomplish it.*

Since adequate funding is a prerequisite to fulfilling the vision of any organization, the proper time and energy must be committed to ensure a successful outcome. The personal visitation model used by Klote and Associates for a capital campaign requires a high degree of commitment and time, but the results are well worth it when compared to results from less labor and time intensive models.

2 Appealing Case?

An appealing case is the most influential factor in any campaign. It is the case that will motivate a donor more than economics. A strong case with an average donor base can easily outperform a poor case with an affluent donor base.

When presented with the facts of the proposal for Liberty Baptist Church and Newport Christian School there was strong agreement that many, if not all the elements in the plan, were not only desired, but necessary. Although every individual will have suggestions and may feel more strongly about one aspect of the plan over another, there was little dissension over the core elements in the proposal. In fact, when asked to identify the most important part of the plan 37 responses, or about 9% of the responses refused to list a priority but instead described a reference to “All” or “All of it.”

Following are a few representative comments showing this response from Question #1.

“In your opinion, what is the single most important part of this plan?” (Question #1)

- *I love the whole project, vision. I believe it is inspired by God*
- *We need to do everything*
- *Everything is important for the future of our church*
- *Honestly I think ALL are important and need to be done. Personal favorites are Tanzania, sound/choir, and courtyard*
- *All of the plan is awesome. I believe the Lord is in this*

From the remaining responses there was a clear preference to prioritize the Administration Building/Secondary Wing project as well as the projects in the main auditorium. The mission project also received solid support. Since the 10% mission tithe is imbedded into the campaign as a whole there is no need to prioritize it. All of the remaining projects including the Community Center, Debt retirement, and the Courtyard project included some support as being the ‘most important.’ Following is a chart showing a breakdown of all of the responses. The exact language of each response can be seen in Appendix E, Responses to Questionnaire, Question #1 on page 36.

First Choice	Other primary choices	Total	
57	33	90	Auditorium Projects
128	22	150	Admin Bldg/Secondary Wing
20	14	34	Community Center projects
27	13	40	Debt
6	17	23	Courtyard
46	17	63	Imani Village/Missions
49	1	50	Miscellaneous
31	6	37	All
364	123		Total
16%	27%		Auditorium Projects
35%	18%		Admin Bldg/Secondary Wing
5%	11%		Community Center projects
7%	11%		Debt
2%	14%		Courtyard
13%	14%		Imani Village/Missions
13%	1%		Miscellaneous
9%	5%		All

In evaluating the language of the responses, it is clear that participants see the interconnectedness of all the projects and how dependent they are upon another, thus making it difficult to pick just one or two things.

There were **no** obvious ‘red flags’ in the project, or elements which should not be pursued even if the money was available. These items would normally be seen in responses to Question #2: **“Are there any parts of this plan that you consider to be unnecessary?”**

It is significant that the single biggest response by far was “No” or “Nothing,” taking up over 77% of the responses. No other project or idea captured more than 8% of the remaining responses. This shows remarkable agreement that the entirety of the vision is both appropriate and necessary. The exact language of each response can be seen in Appendix E, Responses to Questionnaire, Question #2 on page 58.

As for items that may be missing from the plan, there appears to be no one, single, ‘forgotten’ item, but rather a collection of ideas from which leadership can draw inspiration as they refine the plan. Please read all the suggestions from Question #4 **“Have we forgotten anything?”** I have listed some of the most common suggestions below although all suggestions should be evaluated for importance:

- Elevator in the Administration Building
- Security upgrades
- Possible kitchen upgrades
- Importance of renovating all the bathrooms in the Administration Building and the Community Center
- Review design elements of the façade of the Administration Building for cohesion with the rest of the campus
- Review design elements of the platform and choir loft remodel in the auditorium

It should be noted that some of these elements, including security, are already being addressed through the yearly budget process and may not need to be part of the capital campaign.

Finally, the responses to Question #8 (**“Please write down any additional comments regarding this proposal”**) indicate a great degree of agreement and appreciation for the plan as presented as well as the work that went into the plan’s development and the process of sharing it through these vision planning meetings. I have included a few representative samples below:

- *This campaign is very exciting and I am looking forward to being a part of it. I appreciate all the hard work that has gone into it and the desire to see this church move into this new decade*
- *I appreciate Pastor’s vision for our church and the thoughtful planning that has taken place.*
- *Seems well planned out with budget. I like the vision sharing and transparency as to where budget is going*
- *I’m 100% on board. I’ve been able to see God’s miraculous work in churches before. I’ve seen God’s people have faith and do some miraculous things in unexpected places*

3 Influential Leadership?

Many people have already shown their leadership and willingness to help support a capital campaign. Indeed, very strong, capable and influential members at the church are already engaged and are revealing a relatively confident spirit and commitment to the success of the capital campaign. **41** individuals were identified by questionnaire respondents as being potential leaders or supporters who should be enlisted for leadership roles. Those already engaged in leadership roles are obviously on that list. Most would likely participate in a specific role that met their individual preferences. In addition, an enormous total of **252** individuals indicated through the questionnaire that they would be willing to volunteer for the campaign. This represents an unusually high total for potential volunteers from a community of this size. It is evident from the feedback received from many of these individuals that there is an underlying assumption that the process will continue moving forward successfully.

To focus these responses a bit further, approximately **90%** of the original Advance Phase list of potential campaign donors attended a Vision Planning session. **47** of these individuals have already indicated that they are willing to volunteer their time for the campaign effort.

These results point to an adequate number of dedicated, committed members who are willing to give of their time, talents, resources, and influence. In addition, the church leadership staff have pledged their willingness to assist in whatever way necessary to make this campaign a success. Considering this, it can be assumed there will be a sufficient number of volunteers to begin and sustain the campaign recruitment process.

4 Adequate Resources?

Whether or not Liberty Baptist Church and Newport Christian School has the ability to meet the funding of this project is a question facing all of us. Given our experience and the present demographics of Liberty Baptist Church and Newport Christian School as well as the apparent commitment demonstrated in the questionnaires, meeting the need will be very challenging, but possible. The resources are here. The case is exceptionally strong and agreeable. Experience with campaigns of similar demographics and size have proven successful at this level. There is sufficient capacity. What cannot be gaged at this time with any degree of accuracy is the willingness of individual donors. A much clearer picture of willingness will become apparent during the Advance Phase portion of the campaign.

Success will require acts of significant and inspirational giving by supporters. Those families with above-average ability to give will be instrumental in setting the stage for reaching and perhaps surpassing any challenging campaign goal. The success of an appeal **will require inspirational financial support first from all members of the Liberty Baptist Church and the Newport Christian School community.** Once a strong base of support is achieved by the core membership of LBC and NCS, only then should attention can be given to also included former members, alumni, interested corporate sponsors etc.

Campaigns traditionally follow a formula that is skewed toward obtaining “lead” gifts from those most blessed with the ability to give. As our Lord clearly states: *From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked (Luke 12:48b).* Liberty Baptist Church and Newport Christian School is not an exception to this pattern. It must be noted that this does not in the least detract from the shared importance of the clear majority who will provide less than “lead” gifts. The advantage of being able to test the goal during the Advance Gifts Phase of a campaign is that it will help the leadership in

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evaluating what Klote & Associates believes to be a realistic goal. In other words, given the lack of immediate past performance in a capital campaign, **the only way to test the donor capacity at Liberty Baptist Church and Newport Christian School is to begin asking for pledges during an extended quiet phase. The goal can then be evaluated in light of the results of early solicitation.**

It is significant to note that with brief discussion of the estimated costs; **285 or 72%** indicated that this is a campaign they would support financially. There were **60** others, an additional **15%**, who needed more information before supporting financially. It has been our experience that “need more information” almost always results in a pledge once the donor receives and is satisfied with the information they’re looking for. Additionally, **37** respondents, or **9%** did not respond to the question of financial support. Only **13, or 3%**, indicated they would not support the campaign financially. The high percentage of those who answered YES and the very low percentage of those who answered NO are both exceptional metrics. Overall these numbers are *exceptionally strong* and are consistent with some of our best campaigns.

James D. Klote & Associates does not ask Vision Planning participants during the Readiness Assessment to indicate an amount they are willing to give at this point in the process. It is too early and would only serve to re-enforce an inexperienced notion of philanthropy that is inadequate to the task at hand. Rather, the “ask” will come during that donor’s personal visit and will be based on the scale of gifts and a review of donor capacity from the donor review process. Adhering to the plan of campaign will be vital to securing these results as will strong performance from the leadership. **“As goes the leadership, so goes the campaign,” is a very accurate statement regarding any fundraising effort.**

Capital campaigns built around a personal visitation model as conducted by James D Klote & Associates regularly produce results of 4 to 6 times annual giving. Although the total need for LBC and NCS is on the upper range of these results it is still within the metrics of performance shown by other similar church and school combinations. Early donor review work has shown an adequate prospect base for lead gifts and an adequate number of prospects to achieve your needs.

It will be the unique privilege of LBC’s and NCS’s leadership to **‘set the bar’** for excellence in the advance phase of the campaign. As goes the leadership, so goes the congregation. Achieving a solid base of support from the leaders during the Advance Phase will ensure a successful public kickoff to the campaign that will inspire the rest of the congregation to “go thou and do likewise!”

The single best way to set this high level of expectation is for leadership to demonstrate it tangibly through its own performance. In this case, Leadership refers to the core base of support for the church and school including staff, Deacons, capital campaign committee and other early donors. If this base can demonstrate a high level of commitment, others will follow. If, however, the bar is set low, the remainder of potential donors will do likewise

Leadership must also remain *focused* on the campaign. Although it certainly isn’t the only priority of Liberty Baptist Church and Newport Christian School, it needs to be the Number One priority for the next 4 months. In addition, every effort must be made to communicate that the goal of Liberty Baptist Church and Newport Christian School is to fund this effort *in its entirety*. The goal is not to phase this project over many years or multiple campaigns, but to **simplify** and ask for a significant commitment once, so that the entire project may proceed, and maximum efficiency can be achieved without having to continually plan for future phases. There are few dynamics that cause donors to commit less than the knowledge that multiple campaigns are being planned in the future for multiple phases. When this is the case, donors will usually default to the lowest common denominator, or the least amount required knowing that they will probably be asked for another major gift soon. Low

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expectations can become a self-fulfilling prophecy.

Our experience from previous campaigns is that comments from participants regarding a prioritization schedule for the plan are primarily motivated by the assumption that the entire need of \$6 million cannot be realized in a single campaign. If there was already \$6 million in the bank, very few would be asking about priorities since the vast majority believe that all of the projects are necessary. Therefore, it will be critical to emphasize sacrificial giving in the context of what will be required to fund the entire project through **one, major campaign**.

There is no apparent reason why LBC and NCS cannot perform at a similar level as its peers in raising the funds necessary to complete the entire plan.

Results will be enhanced and encouraged through the personal visitation model that this campaign will use.

We recommend soliciting pledges that would be made payable over a three-year period.

Following is a Scale of Gifts for Liberty Baptist Church and Newport Christian School based on a total of \$6 million. It represents the actual performance of previous campaigns with similar organizations that were successful at raising this approximate amount. The closer that LBC and NCS can stay to this model the more likely it will be to reach the goal.

**Liberty Baptist Church / Newport Christian School
Newport Beach, CA**

Scale of Gifts - \$6,000,000

A

<u>Amount</u>	<u># of Gifts</u>	<u># of Prospects</u>	<u>To Raise</u>	<u>Accumulative Total \$</u>	<u>% of Total</u>
\$1,000,000	1	2	\$1,000,000	\$1,000,000	17%
\$500,000	1	3	\$500,000	\$1,500,000	8%
\$250,000	2	5	\$500,000	\$2,000,000	8%
\$100,000	7	14	\$700,000	\$2,700,000	12%
\$75,000	7	14	\$525,000	\$3,225,000	9%
Total	18	38	\$3,225,000	\$3,225,000	54%

B

<u>Amount</u>	<u># of Gifts</u>	<u># of Prospects</u>	<u>To Raise</u>	<u>Accumulative Total \$</u>	<u>% of Total</u>
\$50,000	10	20	\$500,000	\$3,725,000	8%
\$35,000	13	25	\$455,000	\$4,180,000	8%
\$25,000	20	35	\$500,000	\$4,680,000	8%
\$15,000	25	40	\$375,000	\$5,055,000	6%
Total	68	120	\$1,830,000	\$5,055,000	31%

C

<u>Amount</u>	<u># of Gifts</u>	<u># of Prospects</u>	<u>To Raise</u>	<u>Accumulative Total \$</u>	<u>% of Total</u>
\$10,000	40	65	\$400,000	\$400,000	7%
\$5,000	50	75	\$250,000	\$650,000	4%
\$3,000	55	85	\$165,000	\$815,000	3%
\$2,000	65	95	\$130,000	\$945,000	2%
Total	210	320	\$945,000	\$6,000,000	16%
Grand Total	296	478	\$6,000,000		100%

\$6,000,000 Total Need

Finally, in the words of respondents when asked how this project would help fulfill the vision of Liberty Baptist Church and Newport Christian School:

- *If we are not going forward we are going backward. Particularly in OC we need both the functional and the aesthetic improvements*
- *If we are supposed to grow as Christians, our campus needs to grow as well – to hold the people comfortably and not cause safety issues and to stay current*
- *Making these improvements would increase the offerings and education our children would receive*
- *The beauty and excellence of the Gospel is to be reflected in our lives and priorities*
- *Ultimately, we want to reach people, and I know that these projects (Imani Village Auditorium, school) all help with that*
- *There are so many more people that would be impacted by these upgrades. Appearance/first impression means a lot to visitors*
- *I believe God wants our best and His place needs a facelift for sure. This will greatly broaden our vision*
- *As we have seen in our recent history, having the right facilities can explode our growth and opportunity to reach our community for Christ*
- *Provides versatility to our buildings and can allow visitors to feel welcome*
- *If we have an updated facility with better use of space, we can reach more for Christ*
- *It would give us room for growth and allow us to use the property more effectively*
- *To project to the public the image that Christian education is a choice worth considering for your child's future chance to succeed*

Summary of Study Statistical Data

Vision Planning Meetings		
Measurement	Qty	Ratio
Quantity of families listed in the Church and School database (Member, Attender, Parent of student, Donor)	709	
Average Sunday morning worship attendance	561	
Quantity of public Vision Planning meetings offered	17	
Total quantity of unique attendees (%= 503 divided by 561)	503	90%
Total families represented in attendance (%=305 divided by 709)	305	43%
Quantity of questionnaires returned (%=395 divided by 503)	395	79%
Quantity of persons Identified as potential campaign leaders	41	

Persons Willing to Volunteer Time		
Measurement (of the 395 responses)	Qty	Ratio
• Yes	252	64%
• No	16	4%
• Need More Information	72	18%
• No Answer	55	14%
Totals	395	100%

Persons Willing to Support a Campaign Financially		
Measurement (of the 395 responses)	Qty	Ratio
• Yes	285	72%
• No	13	3%
• Need More Information	60	15%
• No Answer	37	9%
Totals	395	100%

Professional Recommendations for Liberty Baptist Church and Newport Christian School

James D. Klote & Associates respectfully makes the following recommendations to the Leadership of Liberty Baptist Church and Newport Christian School:

1. Prayerfully review the Questionnaire Responses and the Questions & Comments findings included in this report;
2. Evaluate all the input regarding the proposed building plan paying particular attention to the suggestions made regarding potential changes to the plan that could be incorporated.
3. Immediately begin a capital fundraising campaign to benefit from the momentum, enthusiasm, and communication efforts of the Readiness Assessment;
4. Communicate a pledge period of three years. While receipt of pledge funds as soon as possible will be the most economical, it is simply not reasonable to expect all donors to fulfill their pledge upfront. Since this is a very large need it will be important to give donors every opportunity to reach that goal. The option of pledging over three years will allow larger commitments to be made.
5. Evaluate the proposal again during the Advance Phase to determine the likelihood of raising the entire \$6 million. If funding falls short in the Advance Phase re-evaluate the proposal to reflect a realistic fundraising total before making a public kickoff.
6. Pray – every day! Ask that God’s will for Liberty Baptist Church and Newport Christian School be served through the efforts of the various volunteers and volunteer teams. Encourage one another to be receptive to the ideas and suggestions forming your capital campaign. Give thanks for those who in the past have planned and sacrificed for Liberty Baptist Church and Newport Christian School. Pray for those who are to come and share in the results of this plan.

Plan of Campaign

Phase I **Advance Gifts Phase (Quiet Phase)**

- ❖ Enlist Campaign Steering Committee & Hold weekly meetings (A small group of outstanding leaders)
- ❖ Prepare campaign materials (View Book, Pledge Cards, Brochure, etc.)
- ❖ Seek above-average gifts on a limited, highly selective basis
- ❖ Plan a Campaign Kick-off event
- ❖ Plan events for the Pattern (Public) Phase that promote the campaign among all supporters
- ❖ Enlist and train Chairpersons and team members for Public Gifts Phase of the campaign

Phase II **Pattern Gifts Phase (Public Phase)**

- ❖ Conduct Training and Card Selection Session(s)
- ❖ Hold Campaign Kick-off Event
- ❖ Begin Pattern Gifts visits immediately after the Kick-off event
- ❖ Hold Pattern Gifts Report meetings
- ❖ Produce and disseminate inspirational campaign stories via video, internet, social media, newsletters, special mailings, etc.
- ❖ Prepare and send a solicitation mailing to alumni and former members who live out of the area
- ❖ Plan and conduct a “Celebration” event for the end of the campaign

Calendar

- ❖ Recommended campaign is 18 weeks +/-: February 11 through June 15 or until complete
- ❖ The Advance or “Quiet” phase is approximately February 11 through April 28+/-
- ❖ Kickoff on or about April 28 +/-
- ❖ Pattern Gifts Phase – April 28+/- through June 15 +/-
- ❖ Celebration event in June (perhaps delayed to August/September based on receipt of final pledges) to symbolize the end of the public phase of the campaign

Campaign Organization

Following is an example of typical campaign organization, showing the various teams or committees that can be used to help guide the campaign to a successful conclusion.

Pastor

The role of this important leader is one of initiation, inspiration and support of the capital campaign and the campaign steering committee.

Responsibilities:

1. Attend campaign steering committee meetings as able.
2. Make his/her pledge first.
3. Assist in recruiting campaign leadership.
4. Stimulate the parents, students and alumni through announcements, letters, stories, etc.... to understand and support the campaign.
5. Participate in solicitation visits, especially in the Advance Gifts Phase.
6. Provide guidance to the Spiritual Emphasis Team.

Campaign Chair(s)

The **Campaign Chair/Co-Chairs** will lead Liberty Baptist Church and Newport Christian School in a successful capital campaign.

Responsibilities:

1. Preside at campaign steering committee meetings.
2. Assist in solicitation in all Phases of the Campaign. (Completing visits)
3. Help identify, enlist and stimulate other outstanding leaders to serve this cause.
4. Keep in touch with campaign leaders. Be confident that they are fulfilling their accepted responsibilities.
5. Be in regular contact with the campaign office, devoting time and effort as needed to conclude the campaign successfully and on schedule.
6. Attend campaign meetings as outlined in the "Calendar of Events."

Campaign steering committee

The **campaign steering committee** is the KEY to a successful campaign.

Its members are persons of influence whose involvement in the campaign inspires confidence that the effort will succeed. The Team **sets policy and guides** the course of the campaign. It consists of approximately 12 members, including Campaign Chair(s).

Responsibilities:

1. Work closely with the Campaign Chair(s) and the Campaign Consultant in developing and implementing the basic steps in the “**Plan of Campaign.**”
2. Help identify and recruit key leaders to serve in leadership positions as needed.
3. Establish a pattern of prompt, thoughtful and inspirational giving, thus encouraging others to do likewise.
4. Be willing and able to make visits to other potential donors to solicit pledges. (At least ten each)
5. Determine to give the campaign high priority and perform duties with diligence and enthusiasm. Attendance at meetings demonstrates hearty backing and support and provides the action necessary for success.
6. Assist in planning the capital campaign kick-off event.
7. Assure that everyone is kept informed of the campaign progress.
8. Help identify and recruit those members who will **visit other donors** to participate financially in the campaign.

Donor Review

Donor Review should be accomplished by 10 to 12 individuals (or as many as necessary) who know the church family well. The task is extremely important and will set the stage for the entire campaign. The campaign consultant will meet with the members of the team individually throughout the campaign. Members will remain anonymous.

Spiritual Emphasis Team

The **Spiritual Emphasis Team** will assist in developing a **spiritual base** for all campaign activities. This may be done by means of announcements, reports in the newsletter, support at various meetings, and development of a campaign prayer and the selection of a scriptural reference. The **Spiritual Emphasis Chair** will select a small number of members to assist in this important part of stewardship emphasis. The **Campaign Prayer** can be used in campaign meetings, worship and chapel services, campaign brochures, and the campaign kick-off event.

The **Spiritual Emphasis Team** also has the task of identifying and recruiting donors for brief personal statements or testimonials on the value that Liberty Baptist Church and Newport Christian School has had in their lives, or on their vision of Liberty Baptist Church and Newport Christian School and how they see the fulfillment of the identified needs enabling that vision.

Responsibilities:

1. Prepare a special Campaign Prayer that can be used throughout the campaign, during worship and chapel services, when groups meet during the week and as a part of each family’s devotions, etc....
2. Ensure that the entire campaign is supported by prayer - both public and private.

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3. Secure approximately twenty (20) written testimonials or personal statements from various members, endorsing the project; statements about their personal stewardship decision and about the importance of Liberty Baptist Church and Newport Christian School in their lives.
4. Work with campaign leadership to secure individuals who will be willing to share their story of commitment to Liberty Baptist Church and Newport Christian School publicly either through speaking at a Church/School event or on video.

Publicity Team

The **Publicity Chair** will need to involve a number of persons with him or her in carrying out the duties of this team. Team members will work with the existing communications team of Liberty Baptist Church and Newport Christian School as well as the Campaign Chair and Campaign Consultant in **preparing articles** for the church newsletter, church and/or denominational bulletin inserts, social media, and other promotional and recognition materials. The Chair and/or other members will work closely with the Campaign Consultant in **developing an attractive brochure** to be given to potential donors. They will also be responsible for **preparing a progress display** to keep supporters informed and up-to-date on campaign progress. They will also be involved with the **Kick-off Event Team** and campaign steering committee in preparing materials for the event.

Responsibilities:

1. Work with the Campaign Chair and Campaign Consultant in the preparation of:
 - a. View Books
 - b. Brochures
 - c. News and other promotional materials/releases
2. Produce and keep current a campaign progress display.
3. Serve as a clearing house for all public announcements as to plans and progress reports concerning the campaign.
4. Prepare news releases as needed.
5. Visit all the church internal organizations to communicate the aims, purposes, and goals of the campaign.

Business Manager

Responsibilities and Guidelines:

The **Business Manager** will develop policies and procedures to handle all pledges and payments received, deposit receipts, and payment of campaign expenses when they are due. **All pledge cards must be signed.** The arithmetic related to the payments and pledge schedule is to be correct and audited. The Business Manager will provide accurate reports of all pledges, payments and expenses during the campaign and at the conclusion of the campaign. He or she will be responsible for tracking pledge payments and providing statements.

Fiscal Integrity and Comprehensiveness

1. Reconcile the Campaign Consultant's Pledge Report, deposit money as it is received and keep an accurate record of the total received and disbursed
2. Audit records and pledge cards at the end of the campaign and prepare a proper summary as defined by the Campaign Consultant and the campaign steering committee
3. Provide guidance and assistance with respect to all financial transactions in all phases of the campaign so that it may be concluded successfully and on schedule
4. Keep all campaign data, collection procedures, and accounts completely separate from other expense and income records
5. **Treat all gifts, payments, and records confidentially**
6. **Use campaign funds only for the purposes identified** and in the priority order established by the leadership of the church. There can be no exception regardless of the need or circumstance.
7. Even the slightest deviation from the understood use of funds can cause irreparable damage and may lead to significant payments shortfall. Innocence in the deviation may not be a basis for regaining trust. Perception of intended deception, whether true or not, is considered and will be treated as truth.
8. Make frequent positive announcements in church publications and in Sunday services to keep members and friends of the church informed and encouraged
9. With the help of the campaign consultant, write positive, upbeat **thank you letters to all donors immediately upon notification of the pledge** and on an annual basis. Make members feel good about their participation. Avoid any negative or pressure type letters.
10. Establish a process for the timely production and distribution of statements and follow up letters

Advance Gifts

Advance Gifts are those gifts to the campaign received during the "quiet" phase of the campaign before it is launched publicly. The **Advance Gifts Chair** (as needed), along with several **selected members**, plus **members of the campaign steering committee**, will be responsible for securing **major gifts** that will represent forty to sixty percent (40% to 60%) of the campaign goal. This team will visit about 10% of the active donor database.

Responsibilities:

1. Make personal generous pledges to the campaign goal.
2. Personally call on those assigned regarding participation in the campaign.
3. Secure these pledges early (by the campaign kick-off event) to set a high pattern of giving and assure the success of the campaign.
4. Move forth with enthusiasm and with the knowledge that the success of the campaign is in its hands.

Leadership Solicitation:

All members of the campaign steering committee are to be personally visited by a fellow member and asked to make their pledges to the campaign. These gifts will be added to the Advance Gifts.

Kick-off Event Team

The **Kick-off Event Team** typically consists of three or four individuals and will typically be augmented with many others to assist with arrangements. Specific responsibilities may include:

1. Enlist a small team to prepare and mail kick-off invitations.
2. Form a telephone committee to encourage attendance.
3. Secure members of the campaign steering committee and other leaders of the church to serve as hosts and hostesses.
4. Arrange for flowers and/or other decorations.
5. Make special transportation arrangements for the elderly or others as needed.
6. Secure an inspirational speaker and/or entertainment for the event.

This team will work closely with the Campaign Chair and the Campaign Consultant, helping to coordinate the Campaign Kickoff.

Pattern Gifts (Public Phase) Team

Pattern Gifts are those which immediately follow the kickoff and are in the “pattern” of those received during the advance phase. The **Pattern Gifts Chair** will enlist other top leaders capable of soliciting gifts from prospects during the public phase of the campaign. **The Pattern Gifts Chair attends the weekly Campaign steering committee meetings.**

Responsibilities:

1. As in the Advance Gifts phase, quality giving must be emphasized.
2. A Pattern Gifts Team Chair or Co-Chairs will be chosen during the advance phase. His/her primary responsibility is to work with the campaign steering committee and the campaign consultant to recruit sufficient volunteers to serve as visitors. Sufficient team members will be identified so that all Pattern Gifts visits can be conducted, requiring an average of ten (10) visits per Visitor.
3. Training volunteers in the “right way” to solicit is a key part of this phase.
4. Help secure volunteers who can prepare a mailing to alumni who reside out of the area.
5. Help secure volunteers who can follow up this mailing with a telephone solicitation.
6. Complete solicitation quickly and effectively allowing for a successful Victory celebration.

Pattern Gifts Organization:

- **1-2** Pattern Gifts Chair (co-chairs)
- **5** Captains (Each helps to encourage 10 team members)
- **40** Team members (Each solicits 10 families)
- **47** Total in organization

Implementation

This **Plan of Campaign** is a proven method of achieving the greatest campaign potential. The Plan will work. It depends; however, upon our **working the Plan conscientiously and devotedly**.

1. The **Campaign Schedule** must be closely followed. Any delays tend to get amplified throughout the remainder of the schedule. Campaign leaders must make the campaign a matter of **top priority**.
2. The **ability to attend** planning, orientation, prospect selection, and other scheduled meetings is a **prerequisite** for those to be enlisted as leaders and visitors. In recognition of the value of the volunteers' time, all meetings will begin and end promptly as scheduled. **Maximum attendance** of Campaign steering committee Members at all committee meetings helps set the pace, build enthusiasm and ensure the successful conduct and timely conclusion of the campaign.
3. All visits will be on a **personal visit basis**, usually in the prospects home (excepting those who do not live locally). Contacts by mail, telephone or by chance meeting neither produce the desired result nor dignify the campaign in the desired manner. **Personal visitation** has been a proven method for achieving objectives for at least 2,000 years. **Whenever possible, team up with another person to add credence to the importance of the visit.**
4. The **pledge card system** prevents duplicate visits and assures that each prospect is assigned to a visitor. The campaign office will prepare one card for each family (pledging unit). In every phase of visitation, prospects' **cards are to be selected, not assigned**. This leads to more cordial and productive calling. Leaders and Visitors will **not** select his or her own pledge cards.
5. All prospects will be asked to "**consider**" an asking amount which has been determined from the Donor Review process in relation to the total needs of the church. In this way prospects can see where they fit in to the overall picture to help the church reach its goal. Only by presenting individuals with a specific level of gift to "**consider**" will we realize "**stretch giving**" and gifts of a truly **sacrificial nature**.
6. Pledges payable over a **three-year period** are encouraged.

The Liberty Baptist Church and Newport Christian School capital campaign will enable the church to take another step into the history of a wonderful church which began many years ago. This step has now become the responsibility, and the opportunity, of the current membership under the guidance of the capital campaign steering committee.

James D. Klote & Associates has been selected to provide consulting services for the capital campaign. The James D. Klote Directors have served churches and schools as consultants to capital

campaigns for many years. The Plan of Campaign will serve as a blueprint for Liberty Baptist Church and Newport Christian School. The Plan focuses on presenting the **vision of the church/school and the building plan** and providing the guidance and opportunity for those families to participate in this historic moment. Members can provide greater financial support when they have more time to pay a financial commitment; therefore, an emphasis will be placed on personal commitments payable over a three-year period rather than a one-time contribution. Needless to say, the earlier the donation can be given the better it is for the church. Donors, who have the ability to donate their entire pledge now, should be encouraged to do so. However, this should not be encouraged to the detriment of a larger pledge that can be given over a period of years.

We urge your thoughtful study of the Plan of Campaign. Following the plan carefully and faithfully throughout the campaign is as important to the success of that campaign as following the requisites of a blueprint is to a builder. Both are based on practical experience and are of proven value.

Your resident campaign consultant is Steve Siegel. Please feel free to call him at any time. He will be available for counsel and guidance at any time during the campaign. Moreover, he will be as engaged in the campaign and as committed to its success as the campaign leaders and other participants. His role will be to:

- Provide experienced day-to-day guidance for your church and school volunteer leaders and other participants.
- Assist you in planning and implementing educational and information-sharing activities.
- Provide training and information materials for the campaign leaders, other participants and other members of the team.
- Serve as the “encouraging voice” to see that the Plan of Campaign is followed.
- Provide for the establishment and maintenance of the detailed records that are a part of the campaign and those that will be necessary for control and audit during the payment period.

Recruiting Visitors

Sequence of events:

- The **Campaign Chair** participates in a coaching (training) meeting.
- The Campaign Chair recruits other **Chairs** to lead the public phase of the campaign.
- All visitors will attend a visitor orientation session conducted by the campaign consultant prior to making visits. This will provide the visitor with the appropriate tools, knowledge, and confidence to conduct a productive campaign visit. Visitors will have the opportunity to select the families that they wish to visit. To the extent possible, those selections will be honored.
- The Campaign Chair monitors the Visitors’ progress and leads by example in setting appointments, securing pledges and by attending weekly reporting meetings. **Visitors should feel welcome to attend the reporting meetings.**

Recruitment Points:

- Visitation period spans the period of the campaign phase.
- Visitors are asked to pick 10 prospects each from the list provided. These visits will be made during the period of the campaign phase.
- Visits are to be in person and preferably at the prospect's home. The visits can take place elsewhere at a convenient location and time, such as over a cup of coffee, at lunch, or in the Visitor's own home.
- Reporting meetings will be conducted weekly. **It is extremely important that the Visitors attend these meetings** whether they have pledges to turn in or not. Report meetings are brief, usually 60 minutes or less. They are; however, vital to the success of the campaign. They keep the visits "on the front burner" and are the key source of the campaign status. They also provide clues regarding any additional training that may be needed. Well-attended reporting meetings demonstrate a **commitment to the campaign** and help to build teamwork among the Visitors.
- Visitors can continue to receive updates and support from the campaign leaders and their fellow Visitors.

Humanly speaking, victory can be won by....

Insuring maximum attendance at the Campaign Kick-Off Celebration

Strict adherence to the time schedule

Advance visits with leaders, other influential supporters, and those donors who have more resources and are capable of larger gifts

A well-organized, informed and enthusiastic group of Visitors

Personal visits with every potential donor

Regular report meetings attended by each Visitor

The recognition that capital needs are different from annual giving to a church or periodic gifts to charity and require a sacrificial and inspirational effort on the part of each potential donor

Humanly speaking, victory can be lost by....

Indifference

Procrastination

The use of letters, telephone calls or chance meetings rather than the planned and scheduled personal visits

Thinking that “our church’s circumstances are different” as a basis for circumventing proven campaign methods

A failure to see the value of the campaign, a failure to become aligned with the vision, or a tendency toward disinterestedness

A failure to develop a belief in the ultimate achievability of the objectives

2 Corinthians 9: 6-15 ⁶ But this I say, He which soweth sparingly shall reap also sparingly; and he which soweth bountifully shall reap also bountifully. ⁷ Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity: for God loveth a cheerful giver. ⁸ And God is able to make all grace abound toward you; that ye, always having all sufficiency in all things, may abound to every good work: ⁹ (As it is written, He hath dispersed abroad; he hath given to the poor: his righteousness remaineth for ever. ¹⁰ Now he that ministereth seed to the sower both minister bread for your food, and multiply your seed sown, and increase the fruits of your righteousness;) ¹¹ Being enriched in every thing to all bountifulness, which causeth through us thanksgiving to God. ¹² For the administration of this service not only supplieth the want of the saints, but is abundant also by many thanksgivings unto God; ¹³ Whiles by the experiment of this ministration they glorify God for your professed subjection unto the gospel of Christ, and for your liberal distribution unto them, and unto all men; ⁴ And by their prayer for you, which long after you for the exceeding grace of God in you. ¹⁵ Thanks be unto God for his unspeakable gift.

Vision Planning Sessions Presenter Schedule (Appendix A)

Vision Planning Sessions Master Schedule - Liberty Baptist Church and Newport Christian School					
Day	Date	Time	Presenter	Location	Attendance
Sunday	20-Jan	11:30 AM	Ryan Thompson & Keith Gilbert	Music Room	46
Wednesday	23-Jan	5:45pm	Ryan Thompson & Javen Poyyak	Music Room	25
Saturday	26-Jan	10:00 AM	Ryan Thompson & Keith Gilbert	Music Room	13
Sunday	27-Jan	8:50 AM	Ryan Thompson & Keith Gilbert	Music Room	41
Sunday	27-Jan	11:30 AM	Ryan Thompson & Joe Walsh	Music Room	22
Wednesday	30-Jan	5:45 PM	Ryan Thompson and Javen Poyyak	Music Room	2
Saturday	2-Feb	5:00 PM	Ryan Thompson and Kevin Cyprian	Music room	30
Sunday	3-Feb	9:00 AM	Sammy Roberson and Neptali Martinez	Community Center	68
Sunday	3-Feb	11:30 AM	Ryan Thompson and Joe Walsh	Music Room	21
Saturday	9-Feb	9:00 AM	Ryan Thompson and Kevin Cyprian	Music Room	25
Saturday	9-Feb	6:00 PM	Ryan Thompson and Kevin Cyprian	Music Room	32
Sunday	10-Feb	8:50 AM	Ryan Thompson & Keith Gilbert	Music Room	24
Sunday	10-Feb	11:30 AM	Ryan Thompson and Joe Walsh	Music Room	32
Sunday	10-Feb	11:30 AM	Sammy Roberson and Neptali Martinez	Community Center	12
Sunday	10-Feb	4:00 PM	Ryan Thompson and Kevin Cyprian	Music Room	7
Wednesday	13-Feb	7:00 PM	Ryan Cavin	Youth Room	52
Saturday	23-Feb	10:00 AM	Ryan Thompson and Kevin Cyprian	Music Room	51
Totals					503

Vision Planning Meeting Questionnaire (Appendix B)

1. In your opinion, what is the **single most important part** of this plan?

2. Are there any parts of this plan that you consider to be unnecessary?

3. How would this plan help fulfill our mission?

4. Have we forgotten anything? What would you add to the proposed plans?

Please turn over to complete the other side

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5. A capital campaign requires many volunteers with varying responsibilities for its successful completion. Would you consider supporting a capital campaign:

Financially? _____ YES _____ NO _____ Need more information

Volunteer Time? _____ YES _____ NO _____ Need more information

6. Who would you suggest for volunteer leadership roles to ensure the success of a capital campaign? (Please provide names of individuals)

_____	_____	_____
_____	_____	_____
_____	_____	_____

7. My hope for Liberty Baptist Church is:

8. Please write down any additional comments regarding this proposal.

Name: _____

Date of Session _____

(Individual responses will be kept confidential.)

THANK YOU!

The questionnaire was also presented in Spanish for the Spanish Ministry Vision Planning Sessions.

CUESTIONARIO - Iglesia Bautista de la Libertad

1. En su opinión, ¿cuál es la parte más importante de este plan?

2. ¿Hay partes de este plan que consideres innecesarias?

3. ¿Cómo ayudaría este plan a cumplir nuestra visión?

4. ¿Hemos olvidado algo? ¿Qué añadirías a los planes propuestos?

Por favor voltee para completar el otro lado.

5. Una campaña de capital para apoyar financieramente un programa ambicioso como este requiere muchos voluntarios con diferentes responsabilidades para que se complete con éxito. ¿Considerarías apoyar una campaña de capital?

¿Financieramente? ____ Sí ____ NO ____ Necesita más información

Tiempo de voluntariado? ____ Sí ____ NO ____ Necesita más información

6. ¿A quién sugeriría para los roles de liderazgo voluntario para asegurar el éxito de una campaña de capital? (Por favor indique los nombres de las personas)

7. Mi esperanza para la Iglesia Bautista de la Libertad es:

8. Por favor escriba cualquier comentario adicional con respecto a este plan.

Nombre: _____
(Las respuestas individuales serán confidenciales.)

Fecha de la sesión a la que asistió: _____

¡GRACIAS!

Vision Planning Meeting Attendees (Appendix C)

(Redacted for privacy)

Volunteer List (Appendix D)

(Redacted for privacy)

Responses to Questionnaire (Appendix E)

1. In your opinion, what is the single most important part of this plan?

- Sound system
- I want to see how is going to be to reach more program to go and evangelize people
- Imani Village. I believe one of the main reasons God has blessed LBC is that we have always had a strong focus on missions. Secondly, the sound system in the sanctuary
- 1. Extra Guest Rooms; 2. Need for more classrooms; 3. Missionary
- 1. Pay off the current debt; 2. The upstairs renovations; 3. The sound system in the main auditorium
- The needs for the sanctuary because of using it each week and bring new people to church
- The sound system and sanctuary
- A/V of sanctuary. Sound is the top priority
- Would like to see it still very open. I would consider the worship center the first priority followed by Admin and then paying of the current debt. (notes) The courtyard shade is much needed so more people are covered. Just concerned that the mini walls will separate the patio
- Science project and youth education room, then the community center projects and AV projects
- Order of importance: 1. Debt retirement; 2. Auditorium; 3. Imani Village; 4. Administration building; 5. Community Center and courtyard
- Imani Village – 10% of all donations to missionaries and mission projects
- 1. Admin building; 2. Debt relief; 3. Worship center; 4. Africa mission project; 5. Community center
- 1. Missions giving; 2. Admin building with secondary classrooms
- Capacity to reach more and missions project
- All of it
- Personally, I believe it is the Imani Village project
- Paying off current debt mixed with the Imani Village
- Paying off our current debt and sound system
- Administration building and sound system
- The community center and 2 additional apartments. The Spanish ministry has tripled since the pastoral change
- Sound system

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- Secondary School
- Secondary wing and Imani Village
- The Tanzanian Village
- Worship center and eliminate the mortgage
- Missions project – Imani Village
- Accomplishing this as quickly as possible
- Retiring the debt, then the worship center as the first priority of renovations
- Missions and the sound system
- The 10% part given to spread the gospel. I like the whole plan. Most important starting with the sound system
- Mission village and the Life Center
- AV systems
- Paying off the debt
- Funds for the village
- The first 10% going into the mission field
- Upgraded auditorium including the new teen room
- Spread the Gospel
- Debt retirement
- The debt retirement
- Patio
- Sound system is key to proclaiming the Gospel
- Better use of the spaces
- All of the work and improvements are necessary, but most important is debt free for the future (part of the plan)
- Administration Building (Secondary Wing)
- Worship center would be the first one to be updated followed by administration building
- All of the plan is awesome. I believe the Lord is in this
- Efficiency so that the facility can be used to serve
- Teen room
- Upstairs admin. And sound system
- Additional classrooms and offices
- The administration building and the debt
- The missions outreach
- All of it! I like it. Choir loft on remodeled stage – looks like a prison, however. Maybe clear plastic glass?
- Missions project real cost!
- East Africa and sound system
- Paying off the debt. If left until the last, the debt may never get paid. The missions money may never be “there”
- “All doing what they can”
- Worship Center
- I think everything is important
- Upgrade of auditorium
- All of these plans look good to me
- The need for us to pray for God’s guidance
- Trusting God for all the funds without borrowing
- 1. Education Building; 2. Book Store Renovation
- 1. Sound system; 2. Community Center

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- Sanctuary
- Missions
- The worship center/Youth center
- The Imani Village in Africa
- I believe everything is so important especially the sound system so people can hear the Word
- Fellowship Hall and courtyard upgrade. Also bookstore
- The auditorium upgrade
- The new secondary wing. Growing our school will ultimately help us reach a whole new group of people for Christ
- Upgrading Spanish area
- I think the most important part is shared by the debt retirement and the Imani Village project
- Sound system, Sanctuary and classroom in the main building in conjunction with the % to missions
- Making more room for classrooms, sound system in the sanctuary
- Administration building (re-purposed 2nd floor)
- Community Center
- All
- Update and remodel of the community center for the continued growth of the Spanish ministry
- Updating sanctuary including sound system
- Update Administration Building
- Spanish Ministry space/NCS space
- Administration Building, lights in courtyard and entrance
- Creating space for the Spanish and school ministries to grow
- It would be the Administration building
- The sound system and auditorium upgrade
- Getting more classrooms built in the administration building and all of the offices
- Administration building and auditorium
- Debt Retirement
- Getting debt free
- Community Center upgrade
- Expanding and fixing the Spanish Ministry area
- Sound systems, audio, visual
- Updating administration building
- Debt Retirement. I think it's important to free up that money for missions giving and other needs that the church has
- The second-story renovation and the community center for Spanish ministry
- Debt reduction (not exciting, but provides the most flexibility to accomplish the rest of the vision)
- 1. Auditorium sound system; 2. Debt reduction
- The remodel and re-purpose of the secondary wing
- Administration building classrooms that will be used every day of the week
- The main building upstairs update (office space and more secondary classrooms)
- Safety. Safety windows/glass mostly in the community center/children's ministry. Choir podium (make sure there's 2 exits, not 1 for fire or emergencies) Video cameras,

security systems. Safety barriers to prevent people from driving onto property.
Structurally sound buildings.

- Campus upgrade is important. All are seemingly linked together. Benefits the future in all areas. To do first, Administration building/school
- Administration building
- Administration building and worship center
- Administration building 2nd floor, Youth room, sound system
- The improvements to the Rec building and restroom updates
- I feel the single most important part of this plan is the courtyard and upper administration building. I feel it would serve visitors and members along with students well
- Freeing up the debt
- Missions giving and educational upgrades
- Administration building. I have thought many times “what a waste of space!”
- 1. Sound system; 2. Missions
- Tanzania project is interesting. Does local missionary run the project
- The sanctuary. Increase the choir loft both in length and bringing forward to allow more choir spaces. Also extend stage forward to enlarge this area. Fixing the sound system is so important to preaching and music!
- Administration building, to be ahead of the school growth. Involving school families with pledges keeps families connected with ownership at NCS
- Honestly think ALL are important and needs to be done. Personal favorites are Tanzania, sound/choir, and courtyard
- The overall bigger vision of our church – to be able to reach out to the world in the form of outreach and being able to have a vision for our future. Proverbs 28:19
- Auditorium sound system. It is woefully outdated and used by our church and every big event
- Upgrading and improving our property
- Second school building
- Adding more classes
- The secondary space
- Science center, art studio and expansion of extra-curricular activities
- Planning with professional input to make the best ideas in the construction be available to consider
- All of it
- Improvements to the church, including sound system, lighting and platform area, as well as making better use of the space that is currently used as a bookstore. Also important is the expanded capacity for more student enrollment in the school
- The part of the student’s new activity place
- For the library
- Teaching environment and child environment are more important, and the library
- I love the idea of having an art class, science lab and music. It’s very important for kids to be well grounded and learning these activities
- Secondary floor renovation which would improve education, benefit faculty, increase attendance (revenue). Second is the outdoor area to increase campus interaction and family environment. Healthy and happy campus – take full advantage of California including outdoor classes, fresh air, teachers not cooped up. Last thing, windows that can open for fresh air
- The re-development of the building for the secondary school. As the upper grades grow to have their own space it is very important but still allow for integration with lower school

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- All of it
- School administration and secondary remodel building
- Paying off the \$2.5 million debt, secondary classrooms, music electives
- It is really important to provide the secondary students with facilities that will enable them to pursue educational experiences that will enrich them intellectually and allow them to be competitive with their peers. I have no doubt that spiritual and moral growth can happen anywhere and is already taking place
- In my opinion, the single most important part of this plan is the upgrade of the auditorium. I think music can help children a lot during their growth and the thinking of study and life
- The secondary wing
- Future of our children and how they will be affected by this plan
- Expansion of the education center for the growing school
- Increased space for secondary school. (why offices upstairs in secondary? Why not reconfigure first floor as offices with preschool and full upstairs for secondary)
- The school classroom building re-do
- Secondary building expansion of classrooms
- I need to pray about it
- To keep preaching the Word of God and keep remodeling this beautiful place that God has given us
- The most important part is a youth center because we need to keep reaching teenagers
- The Imani Village and the youth center because they are the future of our church
- Everything is important
- The Tanzania project
- Includes everything that impacts our future generations, teen room and education buildings
- The education building to reach more families for the Lord
- Our future to glorify our Lord
- To continue buildings to continue to be safe
- The missions project
- The apartments for the missionaries
- New school rooms
- That there would be a vision for church growth
- My opinion is that everything is important
- Everything is important for the future of our church
- Imani Village
- All the projects are important
- The Imani village
- The Imani Village
- All the projects are important and I am very happy
- It's important for our church to keep growing and God will give us great joy
- Fix the buildings
- Missions
- We need to do everything
- The sound in the auditorium and the whole community center
- Pray and ask God to give us faith
- The school project and to remodel the youth center

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- Keep helping other people build their church properties (Imani Village), though remodeling is necessary
- I think to build in Tanzania
- Biblical teaching in our school
- Our sound and all of it
- Fill the church with new members and families
- That more people be converted to Christ and for all of us to support this project
- To reach more people for Christ
- They're all important
- The Imani Village
- The projects for the kids and teenagers
- To have enough money to finish this project
- Spanish ministry
- Paying our debt
- To have the right contractors so this can be a successful project
- Imani Village
- Spanish ministry
- All of it is important but we should focus our vision on what is most necessary
- Tanzania
- The education building for the kids
- To have all the funds so that we can help everyone
- Everything because it's for God
- Sharing the Gospel
- I believe everything is important
- The bathrooms and the plumbing in all the buildings especially the community center
- Community Center, restrooms, courtyard, Auditorium, Imani Village
- All of them
- All of it
- The audio system upgrade and the administration building
- It's hard to choose. All phases are purposeful and important. Auditorium/Youth room would be most important in my opinion. School expansion would be next
- All of it. Very much needed
- Using the bookstore area into a teen center is a great idea! As well as administrative building as the growth in our school enrollment is growing
- The Administration building needs a remodel on the inside AND outside
- The admin/secondary building. The age of pastor and prospective growth due to accreditation demand preparation
- God is driving force in this whole project
- Safety. Old buildings are always in need of repair causing constant cash flow. Re-do offices/classrooms most important. Kids are the future
- More rooms for the school
- Auditorium
- 1. Auditorium, sound, youth room, debt retirement. 2. Meet needs of staff and school expansion, but be more modest in cost
- Cost
- 1. School. 2. Multi-purpose (façade last) 3. Patio 4. Sanctuary
- Office space remodel
- Updating the sound system and debt retirement

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- Overall plan looks great. Love of others is most important part – inclusion of Spanish members. Missionary push to central America will help their and our futures
- Educational building
- Building/remodeling school and church. Building so more students and church families can learn/worship in a better place and all this is for the glory of God
- I think you have identified the right order of operations; Remodeling the oldest buildings, paying off debt as highest priorities
- 1. Secondary building; 2. Chapel building (auditorium) and audio; 3. Courtyard; 4. Spanish ministry building/community center; 5. Debt retirement
- Remodel of the oldest building and patio
- It is all important, but I most appreciate the addition of classrooms and expansion of resources for the students
- Growing school size as well as expanding around the world. More buildings in this location would give opportunities to many more kids
- Getting everyone on board and making it happen!
- The school improvements because it impacts generations and builds a ministry of Christians with vision to spread the Gospel
- Pay off debt
- The impact of more student's lives and the ripple effect it has. Remaining Christian and having that as a mission statement: excellent!
- Expansion and remodeling of the building and classrooms
- Administration building revamp
- Secondary remodel
- More classrooms to keep classes small
- Church worship center in hopes to grow church and to grow the school – encourages growth in students and giving
- The upstairs remodel and outside courtyard
- The playground I love as it creates community for students and it's fairly cheap compared to the whole project. I also love the second level of the school and remodeling. I think this would add revenue to the campaign with new students
- The secondary building/remodel. I think the capital campaign would be well spent on increasing and upgrading classrooms
- Secondary school expansion into church 2nd floor office building and AV work
- Debt retirement
- Debt retirement
- Secondary classrooms
- The secondary classroom renovations and more classes in the same building
- Growing school for the kids
- Modernizing the school and church
- Updating the school for current and future use including a science lab
- I think of the big picture. Our children can start in Kindergarten and continue to graduation with all of these visual plans to come to fruition. I think for me as a parent is a science lab
- Expanded secondary space, music, science, etc. Stay affordable
- That the education remains affordable
- The second-floor remodeling plan of the side building
- Future education progress and Word of God spread
- Sound system for the Word of God to be impactful and penetrate hearts to join the ministry. Also, the building where chapel is held on Wednesdays for NCS

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- The most important part is that this plan is intended to grow the Lord's kingdom, providing opportunity not only for the school and church families, but also for missions globally, specifically the improved AV systems and educational space are most exciting
- I love the whole project, vision. I believe it is inspired by God
- To grow NCS I think the first project shown seems the most important (2nd floor Admin remodel)
- It seems that there is no single most important part, as a ministry they need to be together
- Imani village and NCS expansion
- The ability to provide for the children an expanded environment
- Classroom expansion
- Additional secondary classrooms and building updates and paying off of current debt
- Strong education through High school – Christian based
- Updating the second floor for the classrooms
- Building and expanding the classrooms, but keeping classroom size down
- The continued growth of the secondary school, and sound systems and AV
- The two-story secondary building re-use plan looks great
- Remodeling administration offices to add more classes
- Missions. India needs much furthering of the Gospel
- Structure
- The needs of the church first. Reaching our people locally. Then missions
- Collectively it makes sense. Prioritization/execution is critical in my opinion
- Debt retirement
- Missions work across the world
- Consistency- as far as giving and promising vs. real life expectations
- Tied with audio updates and community center
- The outdoor space remodel/landscape and auditorium remodel
- The community center/Spanish ministry building
- Administration building upgrades
- Upgrade the Spanish church
- To get support in all of the plan. I do think that this plan is important and is a good idea
- Court yard (let us know the cost of the split out from the other second floor estimates)
- Sound system
- Sound system and administration building
- Debt retirement equal to missions outreach
- All of it! 😊
- Sound system!
- Lighting
- Upgrade to the administrative building since it is the first structure/area a person comes in contact with. There should be emphasis as well to upgrade all infrastructure that is aging that will at some point will not function at all
- Imani Village is the most important part to me because I think we have been blessed with so much here in the USA and these little African children have absolutely nothing
- All are important
- Upgrades to the sanctuary
- Missionaries. The less fortunate to hear the Word of God
- Church family input and commitment

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- 1. Administration building and outdoor lighting; 2. Community Center re-do with apartments; 3. Children homes in Africa
- Audio Visual in the worship center and the Administration Building 2nd floor/ and courtyard
- Tie between Imani Village mission venture and the Worship Center enhancement
- Administration building
- The wise using of the rooms
- 2nd floor of the Admin building
- Missions and giving to them
- We believe that all parts of this plan are necessary
- Debt
- 1. Sound system; 2. Debt; 3. School
- Office upgrade
- Update the sound system – at times it's embarrassing
- Family center
- Love, faith and optimism of LBC
- Missions
- Revamp the sound system!
- Sound system
- Preaching God's Word
- Community Center and 2nd floor changes and updates
- The missions project
- Administration building
- Main auditorium improvements including sound. (The "tithe of the tithes" going to mission building programs is fantastic!)
- To fix everything that is broken in our buildings
- To fix and replace everything that is important and necessary
- Imani Village in Tanzania
- The sound system and youth center
- The 2nd floor of the Admin building because the children and teenagers are the future of this church
- All the sound so we can hear the Word of God better
- The Tanzania project and everything else is secondary
- Pay off the debt
- Tanzania missionary village
- Christian School project and the project for the teenagers
- 1. Better use of current space for school; 2. Missions investment
- Classroom expanding and equipment upgrades
- The school
- The ministry program and the educational improvements, i.e. new science lab
- Commitment from NCS families
- Building fence
- The secondary building upgrades. Outside seating area
- Upgrading the buildings and converting rooms to accommodate the growth of the school, encouraging more kids and teens to attend and benefit from a Christian education
- The students – how it will benefit them
- Outside lunch and study area

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- Paying debt so money can be reinvested into class activities and school programs
- 1. Secondary project; 2. Out of debt; 3. Africa mission
- Adding additional classroom space. Also to keep the classroom size small
- The updates for and additional classrooms
- The updates for the school and youth rooms
- Remodeling of secondary classroom building space (including sprinklers for safety and elevator for disabled)
- The secondary building improvements are personally important to me, but I do believe that all the concepts are of value
- Updating and remodeling the buildings and youth room for secondary education (high school) and the courtyard to have a separate lunch area for them as well
- The second-floor secondary education wing. With the growth of the school, a modernization and the extra space is paramount
- Seems comprehensive
- The planning and controlling the construction cost
- In my opinion, it is all important, but I particularly have a passion for the school and the Imani Village
- 1. Remodeling 2nd floor and admin building (need science lab and music hall); 2. Like the outdoor lunch area
- All of it
- More classroom space to grow – building out the secondary
- Administration building
- The remodel of the admin building for the new classrooms (secondary students wing)
- Secondary buildout improvement and auditorium a/v
- 1. The secondary remodel in the administration building; 2. The courtyard for secondary; 3. The youth area
- Renovation of the 2nd floor to provide more classrooms
- Imani Village. I think it's great that we are not only giving to our community but to others
- Secondary wing It's very important to build more rooms and get more students
- Classroom addition and lunch area
- Updating the buildings to get much more classroom space for the fast-growing number of students coming to NCS
- Retiring debt
- Classroom expansion and debt reduction
- Secondary building and rooms
- Expanding the building to configure more rooms
- This is a wonderful plan
- Secondary wing for older grades/expanding classrooms
- The remodel of the existing building. Floor #2 is essential to the immediate improvement without major construction
- 1. Secondary classrooms; 2. Sound system; 3. Outside area; 4. Youth lounge; 5. Community Center

Comments from Question #1 have been grouped in 8 major topic areas in the following table. A respondent’s first choice for priority was noted in column one. If a project was also mentioned as a secondary choice by the same participant, it is noted under “Other primary choices”

First Choice	Other primary choices	Total	
57	33	90	Auditorium Projects
128	22	150	Admin Bldg/Secondary Wing
20	14	34	Community Center projects
27	13	40	Debt
6	17	23	Courtyard
46	17	63	Imani Village/Missions
49	1	50	Miscellaneous
31	6	37	All
364	123		Total
16%	27%		Auditorium Projects
35%	18%		Admin Bldg/Secondary Wing
5%	11%		Community Center projects
7%	11%		Debt
2%	14%		Courtyard
13%	14%		Imani Village/Missions
13%	1%		Miscellaneous
9%	5%		All

The clear choices for priority were the Administration building/Secondary wing project, followed by all or at least some of the projects in the main auditorium. The Missions project was also well received and received strong support. Since that project is imbedded in the whole as a 10% tithe it doesn’t necessarily require a decision regarding priority. Debt and the Community Center follow next followed by the Courtyard and a smattering of answers grouped under “miscellaneous”

It should be apparent after reading through the responses, however, that most answers did not have a clear project that lacked priority (this will be seen more clearly in Question #2). **Note also the relatively high response rate for “All” as in, “All the projects are important”**

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For ease of reading, I have grouped the above responses by “First Choice” category below so that responses under one of the categories can be found quickly.

First Choice	Other primary choices	Other primary choices	Other primary choices	Other primary choices	Responses to Question 1: "In your opinion, what is the single most important part of this plan?" Key: 1 = Auditorium projects; 2= Admin Bldg; 3 = Community Center projects; 4 = Debt; 5 = Courtyard ; 6 = Imani Village/Missions; 7= Miscellaneous; 8= All
1					· Sound system
1					· The needs for the sanctuary because of using it each week and brining new people to church
1					· The sound system and sanctuary
1					· A/V of sanctuary. Sound is the top priority
1	2	4	5		· Would like to see it still very open. I would consider the worship center the first priority followed by Admin and then paying of the current debt. (notes) The courtyard shade is much needed so more people are covered. Just concerned that the mini walls will separate the patio
1					· Sound system
1	4				· Worship center and eliminate the mortgage
1					· AV systems
1					· Upgraded auditorium including the new teen room
1					· Sound system is key to proclaiming the Gospel
1	2				· Worship center would be the first one to be updated followed by administration building
1					· Teen room
1					· Worship Center
1					· Upgrade of auditorium
1	3				· 1. Sound system; 2. Community Center
1					· Sanctuary
1					· The worship center/Youth center
1	8				· I believe everything is so important especially the sound system so people can hear the Word
1					· The auditorium upgrade
1	6				· Sound system, Sanctuary and classroom in the main building in conjunction with the % to missions
1					· Updating sanctuary including sound system
1					· The sound system and auditorium upgrade
1					· Sound systems, audio, visual
1	4				· 1. Auditorium sound system; 2. Debt reduction

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1	6				· 1. Sound system; 2. Missions
1					· The sanctuary. Increase the choir loft both in length and bringing forward to allow more choir spaces. Also extend stage forward to enlarge this area. Fixing the sound system is so important to preaching and music!
1					· Auditorium sound system. It is woefully outdated and used by our church and every big event
1	2				· Improvements to the church, including sound system, lighting and platform area, as well as making better use of the space that is currently used as a bookstore. Also important is the expanded capacity for more student enrollment in the school
1					· In my opinion, the single most important part of this plan is the upgrade of the auditorium. I think music can help children a lot during their growth and the thinking of study and life
1					· The most important part is a youth center because we need to keep reaching teenagers
1	3				· The sound in the auditorium and the whole community center
1	8				· Our sound and all of it
1	2				· The audio system upgrade and the administration building
1	2	8			· It's hard to choose. All phases are purposeful and important. Auditorium/Youth room would be most important in my opinion. School expansion would be next
1	2				· Using the bookstore area into a teen center is a great idea! As well as administrative building as the growth in our school enrollment is growing
1					· Auditorium
1	4	2			· 1. Auditorium, sound, youth room, debt retirement. 2. Meet needs of staff and school expansion, but be more modest in cost
1	4				· Updating the sound system and debt retirement
1	2				· Building/remodeling school and church. Building so more students and church families can learn/worship in a better place and all this is for the glory of God
1					· Church worship center in hopes to grow church and to grow the school – encourages growth in students and giving
1	3				· Sound system for the Word of God to be impactful and penetrate hearts to join the ministry. Also the building where chapel is held on Wednesdays for NCS

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1	2				· The most important part is that this plan is intended to grow the Lord's kingdom, providing opportunity not only for the school and church families, but also for missions globally, specifically the improved AV systems and educational space are most exciting
1					· The needs of the church first. Reaching our people locally. Then missions
1	3				· Tied with audio updates and community center
1					· Sound system
1	2				· Sound system and administration building
1					· Sound system!
1					· Lighting
1					· Upgrades to the sanctuary
1	2	5			· Audio Visual in the worship center and the Administration Building 2 nd floor/ and courtyard
1	4	2			· 1. Sound system; 2. Debt; 3. School
1					· Update the sound system – at times it's embarrassing
1					· Revamp the sound system!
1					· Sound system
1	6				· Main auditorium improvements including sound. (The "tithe of the tithes" going to mission building programs is fantastic!)
1					· The sound system and youth center
1					· All the sound so we can hear the Word of God better
2	3	1			· Science project and youth education rooms, then the community center projects and AV projects
2	4	1	6	3	· 1. Admin building; 2. Debt relief; 3. Worship center; 4. Africa mission project; 5. Community center
2	1				· Administration building and sound system
2					· Secondary School
2	6				· Secondary wing and Imani Village
2					· Administration Building (Secondary Wing)
2	1				· Upstairs admin. And sound system
2					· Additional classrooms and offices
2	4				· The administration building and the debt
2	1				· 1. Education Building; 2. Book Store Renovation
2					· The new secondary wing. Growing our school will ultimately help us reach a whole new group of people for Christ

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2	1				· Making more room for classrooms, sound system in the sanctuary
2					· Administration building (re-purposed 2 nd floor)
2					· Update Administration Building
2	5				· Administration Building, lights in courtyard and entrance
2					· It would be the Administration building
2					· Getting more classrooms built in the administration building and all of the offices
2	1				· Administration building and auditorium
2					· Updating administration building
2	3				· The second-story renovation and the community center for Spanish ministry
2					· The remodel and re-purpose of the secondary wing
2					· Administration building classrooms that will be used every day of the week
2					· The main building upstairs update (office space and more secondary classrooms)
2	8				· Campus upgrade is important. All are seemingly linked together. Benefits the future in all areas. To do first, Administration building/school
2					· Administration building
2	1				· Administration building and worship center
2	1				· Administration building 2 nd floor, Youth room, sound system
2	6				· Administration building. I have thought many times “what a waste of space!”
2					· Administration building, to be ahead of the school growth. Involving school families with pledges keeps families connected with ownership at NCS
2					· Second school building
2					· Adding more classes
2					· The secondary space
2					· Science center, art studio and expansion of extra-curricular activities
2					· The part of the student’s new activity place
2					· Teaching environment and child environment are more important, and the library
2					· I love the idea of having an art class, science lab and music. It’s very important for kids to be well grounded and learning these activities

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2	5				<ul style="list-style-type: none"> Secondary floor renovation which would improve education, benefit faculty, increase attendance (revenue). Second is the outdoor area to increase campus interaction and family environment. Healthy and happy campus – take full advantage of California including outdoor classes, fresh air, teachers not cooped up. Last thing, windows that can open for fresh air
2					<ul style="list-style-type: none"> The re-development of the building for the secondary school. As the upper grades grow to have their own space it is very important but still allow for integration with lower school
2					<ul style="list-style-type: none"> School administration and secondary remodel building
2					<ul style="list-style-type: none"> It is really important to provide the secondary students with facilities that will enable them to pursue educational experiences that will enrich them intellectually and allow them to be competitive with their peers. I have no doubt that spiritual and moral growth can happen anywhere and is already taking place
2					<ul style="list-style-type: none"> The secondary wing
2					<ul style="list-style-type: none"> Expansion of the education center for the growing school
2					<ul style="list-style-type: none"> Increased space for secondary school. (why offices upstairs in secondary? Why not reconfigure first floor as offices with preschool and full upstairs for secondary)
2					<ul style="list-style-type: none"> The school classroom building re-do
2					<ul style="list-style-type: none"> Secondary building expansion of classrooms
2	1				<ul style="list-style-type: none"> Includes everything that impacts our future generations, teen room and education buildings
2					<ul style="list-style-type: none"> The education building to reach more families for the Lord
2					<ul style="list-style-type: none"> New school rooms
2	1				<ul style="list-style-type: none"> The school project and to remodel the youth center
2	1				<ul style="list-style-type: none"> The projects for the kids and teenagers
2					<ul style="list-style-type: none"> The education building for the kids
2					<ul style="list-style-type: none"> The Administration building needs a remodel on the inside AND outside
2					<ul style="list-style-type: none"> The admin/secondary building. The age of pastor and prospective growth due to accreditation demand preparation
2	7				<ul style="list-style-type: none"> Safety. Old buildings are always in need of repair causing constant cash flow. Re-do offices/classrooms most important. Kids are the future
2					<ul style="list-style-type: none"> More rooms for the school

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2	5	1			· 1. School. 2. Multi-purpose (façade last) 3. Patio 4. Sanctuary
2					· Office space remodel
2					· Educational building
2	4				· I think you have identified the right order of operations; Remodeling the oldest buildings, paying off debt as highest priorities
2	1	5	3	4	· 1. Secondary building; 2. Chapel building (auditorium) and audio; 3. Courtyard; 4. Spanish ministry building/community center; 5. Debt retirement
2	5				· Remodel of the oldest building and patio
2					· It is all important, but I most appreciate the addition of classrooms and expansion of resources for the students
2					· Growing school size as well as expanding around the world. More buildings in this location would give opportunities to many more kids
2					· The school improvements because it impacts generations and builds a ministry of Christians with vision to spread the Gospel
2					· The impact of more student's lives and the ripple effect it has. Remaining Christian and having that as a mission statement: excellent!
2					· Expansion and remodeling of the building and classrooms
2					· Administration building revamp
2					· Secondary remodel
2					· More classrooms to keep classes small
2	5				· The upstairs remodel and outside courtyard
2					The secondary building/remodel. I think the capital campaign would be well spent on increasing and upgrading classrooms
2	1				· Secondary school expansion into church 2 nd floor office building and AV work
2					· Secondary classrooms
2					· The secondary classroom renovations and more classes in the same building
2					· Growing school for the kids
2					· Updating the school for current and future use including a science lab
2					· I think of the big picture. Our children can start in Kindergarten and continue to graduation with all of these visual plans to come to fruition. I think for me as a parent is a science lab
2					· Expanded secondary space, music, science, etc. Stay affordable

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2					· The second floor remodeling plan of the side building
2					· To grow NCS I think the first project shown seems the most important (2 nd floor Admin remodel)
2					· The ability to provide for the children an expanded environment
2					· Classroom expansion
2	4				· Additional secondary classrooms and building updates and paying off of current debt
2					· Updating the second floor for the classrooms
2					· Building and expanding the classrooms, but keeping classroom size down
2	1				· The continued growth of the secondary school, and sound systems and AV
2					· The two-story secondary building re-use plan looks great
2					· Remodeling administration offices to add more classes
2					· Administration building upgrades
2					· Upgrade to the administrative building since it is the first structure/area a person comes in contact with. There should be emphasis as well to upgrade all infrastructure that is aging that will at some point will not function at all
2	3	6			· 1. Administration building and outdoor lighting; 2. Community Center re-do with apartments; 3. Children homes in Africa
2					· Administration building
2					· 2 nd floor of the Admin building
2					· Office upgrade
2					· Administration building
2					· The 2nd floor of the Admin building because the children and teenagers are the future of this church
2	1				· Christian School project and the project for the teenagers
2	6				• 1. Better use of current space for school; 2. Missions investment
2					• Classroom expanding and equipment upgrades
2					• The school
2					• The ministry program and the educational improvements, i.e. new science lab
2	5				• The secondary building upgrade. Outside seating area
2					• Upgrading the buildings and converting rooms to accommodate the growth of the school, encouraging

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					more kids and teens to attend and benefit from a Christian education
2					<ul style="list-style-type: none"> The students – how it will benefit them
2	4	6			<ul style="list-style-type: none"> 1. Secondary project ; 2. Out of debt; 3. Africa mission
2					<ul style="list-style-type: none"> Adding additional classroom space. Also to keep the classroom size small
2					<ul style="list-style-type: none"> The updates for and additional classrooms
2	1				<ul style="list-style-type: none"> The updates for the school and youth rooms
2					<ul style="list-style-type: none"> Remodeling of secondary classroom building space (including sprinklers for safety and elevator for disabled)
2	8				<ul style="list-style-type: none"> The secondary building improvements are personally important to me, but I do believe that all the concepts are of value
2	1	5			<ul style="list-style-type: none"> Updating and remodeling the buildings and youth room for secondary education (high school) and the courtyard to have a separate lunch area for them as well
2					<ul style="list-style-type: none"> The second floor secondary education wing. With the growth of the school, a modernization and the extra space is paramount
2	5				<ul style="list-style-type: none"> 1. Remodeling 2nd floor and admin building (need science lab and music hall); 2. Like the outdoor lunch area
2					<ul style="list-style-type: none"> More classroom space to grow – building out the secondary
2					<ul style="list-style-type: none"> Administration building
2					<ul style="list-style-type: none"> The remodel of the admin building for the new classrooms (secondary students wing)
2	1				<ul style="list-style-type: none"> Secondary buildout improvement and auditorium a/v
2	5	1			<ul style="list-style-type: none"> 1. The secondary remodel in the administration building; 2. The courtyard for secondary; 3. The youth area
2					<ul style="list-style-type: none"> Renovation of the 2nd floor to provide more classrooms
2					<ul style="list-style-type: none"> Secondary wing It's very important to build more rooms and get more students
2	5				<ul style="list-style-type: none"> Classroom addition and lunch area
2					<ul style="list-style-type: none"> Updating the buildings to get much more classroom space for the fast growing number of students coming to NCS
2	4				<ul style="list-style-type: none"> Classroom expansion and debt reduction
2					<ul style="list-style-type: none"> Secondary building and rooms

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2					<ul style="list-style-type: none"> Expanding the building to configure more rooms
2					<ul style="list-style-type: none"> Secondary wing for older grades/expanding classrooms
2					<ul style="list-style-type: none"> The remodel of the existing building. Floor #2 is essential to the immediate improvement without major construction
2	1	5	3		<ul style="list-style-type: none"> 1. Secondary classrooms; 2. Sound system; 3. Outside area; 4. Youth lounge; 5. Community Center
3	2	6			<ul style="list-style-type: none"> 1. Extra Guest Rooms; 2. Need for more classrooms; 3. Missionary
3					<ul style="list-style-type: none"> The community center and 2 additional apartments. The Spanish ministry has tripled since the pastoral change
3	5	1			<ul style="list-style-type: none"> Fellowship Hall and courtyard upgrade. Also bookstore
3					<ul style="list-style-type: none"> Upgrading Spanish area
3					<ul style="list-style-type: none"> Community Center
3					<ul style="list-style-type: none"> Update and remodel of the community center for the continued growth of the Spanish ministry
3					<ul style="list-style-type: none"> Spanish Ministry space/NCS space
3					<ul style="list-style-type: none"> Creating space for the Spanish and school ministries to grow
3					<ul style="list-style-type: none"> Community Center upgrade
3					<ul style="list-style-type: none"> Expanding and fixing the Spanish Ministry area
3					<ul style="list-style-type: none"> The improvements to the Rec building and restroom updates
3					<ul style="list-style-type: none"> The apartments for the missionaries
3					<ul style="list-style-type: none"> Spanish ministry
3					<ul style="list-style-type: none"> Spanish ministry
3					<ul style="list-style-type: none"> The bathrooms and the plumbing in all the buildings especially the community center
3	5	1	6		<ul style="list-style-type: none"> Community Center, restrooms, courtyard, Auditorium, Imani Village
3					<ul style="list-style-type: none"> The community center/Spanish ministry building
3					<ul style="list-style-type: none"> Upgrade the Spanish church
3					<ul style="list-style-type: none"> Family center
3	2				<ul style="list-style-type: none"> Community Center and 2nd floor changes and updates
4	2	1			<ul style="list-style-type: none"> 1. Pay off the current debt; 2. The upstairs renovations; 3. The sound system in the main auditorium
4	3	6	2	3	<ul style="list-style-type: none"> Order of importance: 1. Debt retirement; 2. Auditorium; 3. Imani Village; 4. Administration building; 5. Community Center and courtyard

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4	6				· Paying off current debt mixed with the Imani Village
4	1				· Paying off our current debt and sound system
4	1				· Retiring the debt, then the worship center as the first priority of renovations
4					· Paying off the debt
4					· Debt retirement
4					· The debt retirement
4					· All of the work and improvements are necessary, but most important is debt free for the future (part of the plan)
4					· Paying off the debt. If left until the last, the debt may never get paid. The missions money may never be “there”
4	6				· I think the most important part is shared by the debt retirement and the Imani Village project
4					· Debt Retirement
4					· Getting debt free
4					· Debt Retirement. I think it’s important to free up that money for missions giving and other needs that the church has
4					· Debt reduction (not exciting, but provides the most flexibility to accomplish the rest of the vision)
4					· Freeing up the debt
4	2				· Paying off the \$2.5 million debt, secondary classrooms, music electives
4					· Paying our debt
4					· Pay off debt
4					· Debt retirement
4					· Debt retirement
4					· Debt retirement
4	6				· Debt retirement equal to missions outreach
4					· Debt
4					· Pay off the debt
4					• Paying debt so money can be reinvested into class activities and school programs
4					• Retiring debt
5					· Patio
5					· I feel the single most important part of this plan is the courtyard and upper administration building. I feel it would serve visitors and members along with students well

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5	2				<ul style="list-style-type: none"> · The playground (courtyard) I love as it creates community for students and it's fairly cheap compared to the whole project. I also love the second level of the school and remodeling. I think this would add revenue to the campaign with new students
5	3				<ul style="list-style-type: none"> · The outdoor space remodel/landscape and auditorium remodel
5					<ul style="list-style-type: none"> · Court yard
5					<ul style="list-style-type: none"> • Outside lunch and study area
6					<ul style="list-style-type: none"> · I want to see how is going to be to reach more program to go and evangelize people
6	1				<ul style="list-style-type: none"> · Imani Village. I believe one of the main reasons God has blessed LBC is that we have always had a strong focus on missions. Secondly, the sound system in the sanctuary
6					<ul style="list-style-type: none"> · Imani Village – 10% of all donations to missionaries and mission projects
6	2				<ul style="list-style-type: none"> · 1. Missions giving; 2. Admin building with secondary classrooms
6					<ul style="list-style-type: none"> · Capacity to reach more and missions project
6					<ul style="list-style-type: none"> · Personally, I believe it is the Imani Village project
6					<ul style="list-style-type: none"> · The Tanzanian Village
6					<ul style="list-style-type: none"> · Missions project – Imani Village
6	1				<ul style="list-style-type: none"> · Missions and the sound system
6	1	8			<ul style="list-style-type: none"> · The 10% part given to spread the gospel. I like the whole plan. Most important starting with the sound system
6	3				<ul style="list-style-type: none"> · Mission village and the Life Center
6					<ul style="list-style-type: none"> · Funds for the village
6					<ul style="list-style-type: none"> · The first 10% going into the mission field
6					<ul style="list-style-type: none"> · Spread the Gospel
6					<ul style="list-style-type: none"> · The missions outreach
6					<ul style="list-style-type: none"> · Missions project real cost!
6	1				<ul style="list-style-type: none"> · East Africa and sound system
6					<ul style="list-style-type: none"> · Missions
6					<ul style="list-style-type: none"> · The Imani Village in Africa
6	2				<ul style="list-style-type: none"> · Missions giving and educational upgrades
6					<ul style="list-style-type: none"> · Tanzania project is interesting. Does local missionary run the project
6					<ul style="list-style-type: none"> · The Imani Village and the youth center because they are the future of our church

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6					· The Tanzania project
6					· The missions project
6					· Imani Village
6					· The Imani village
6					· The Imani Village
6					· Missions
6					· Keep helping other people build their church properties (Imani Village), though remodeling is necessary
6					· I think to build in Tanzania
6					· The Imani Village
6					· Imani Village
6					· Tanzania
6	2				· Imani village and NCS expansion
6					· Missions. India needs much furthering of the Gospel
6					· Missions work across the world
6					· Imani Village is the most important part to me because I think we have been blessed with so much here in the USA and these little African children have absolutely nothing
6					· Missionaries. The less fortunate to hear the Word of God
6	1				· Tie between Imani Village mission venture and the Worship Center enhancement
6					· Missions and giving to them
6					· Missions
6					· The missions project
6					· Imani Village in Tanzania
6					· The Tanzania project and everything else is secondary
6					· Tanzania missionary village
6					• Imani Village. I think it's great that we are not only giving to our community but to others
7					· Accomplishing this as quickly as possible
7					· Better use of the spaces
7					· Efficiency so that the facility can be used to serve
7					· "All doing what they can"
7					· The need for us to pray for God's guidance
7					· Trusting God for all the funds without borrowing

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7					<ul style="list-style-type: none"> · Safety. Safety windows/glass mostly in the community center/children’s ministry. Choir podium (make sure there’s 2 exits, not 1 for fire or emergencies) Video cameras, security systems. Safety barriers to prevent people from driving onto property. Structurally sound buildings.
7					<ul style="list-style-type: none"> · The overall bigger vision of our church – to be able to reach out to the world in the form of outreach and being able to have a vision for our future. Proverbs 28:19
7					<ul style="list-style-type: none"> · Upgrading and improving our property
7					<ul style="list-style-type: none"> · Planning with professional input to make the best ideas in the construction be available to consider
7					<ul style="list-style-type: none"> · For the library
7					<ul style="list-style-type: none"> · Future of our children and how they will be affected by this plan
7					<ul style="list-style-type: none"> · I need to pray about it
7					<ul style="list-style-type: none"> · To keep preaching the Word of God and keep remodeling this beautiful place that God has given us
7					<ul style="list-style-type: none"> · Our future to glorify our Lord
7					<ul style="list-style-type: none"> · To continue buildings to continue to be safe
7					<ul style="list-style-type: none"> · That there would be a vision for church growth
7					<ul style="list-style-type: none"> · It’s important for our church to keep growing and God will give us great joy
7					<ul style="list-style-type: none"> · Fix the buildings
7					<ul style="list-style-type: none"> · Pray and ask God to give us faith
7					<ul style="list-style-type: none"> · Biblical teaching in our school
7					<ul style="list-style-type: none"> · Fill the church with new members and families
7					<ul style="list-style-type: none"> · That more people be converted to Christ and for all of us to support this project
7					<ul style="list-style-type: none"> · To reach more people for Christ
7					<ul style="list-style-type: none"> · To have enough money to finish this project
7					<ul style="list-style-type: none"> · To have the right contractors so this can be a successful project
7					<ul style="list-style-type: none"> · To have all the funds so that we can help everyone
7					<ul style="list-style-type: none"> · Sharing the Gospel
7					<ul style="list-style-type: none"> · God is driving force in this whole project
7					<ul style="list-style-type: none"> · Cost
7					<ul style="list-style-type: none"> · Getting everyone on board and making it happen!
7					<ul style="list-style-type: none"> · That the education remains affordable
7					<ul style="list-style-type: none"> · Future education progress and Word of God spread

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7					· Strong education through High school – Christian based
7					· Structure
7					· Collectively it makes sense. Prioritization/execution is critical in my opinion
7					· Consistency- as far as giving and promising vs. real life expectations
7					· To get support in all of the plan. I do think that this plan is important and is a good idea
7					· Church family input and commitment
7					· The wise using of the rooms
7					· Love, faith and optimism of LBC
7					· Preaching God’s Word
7					· To fix everything that is broken in our buildings
7					· To fix and replace everything that is important and necessary
7					• Commitment from NCS families
7					• Building fence
7					• Seems comprehensive
7					• The planning and controlling the construction cost
7					• This is a wonderful plan
8					· All of it
8					· All of the plan is awesome. I believe the Lord is in this
8					· All of it! I like it. Choir loft on remodeled stage – looks like a prison, however. Maybe clear plastic glass?
8					· I think everything is important
8					· All of these plans look good to me
8					· All
8	6	1	5		· Honestly think ALL are important and needs to be done. Personal favorites are Tanzania, sound/choir, and courtyard
8					· All of it
8					· All of it
8					· Everything is important
8					· My opinion is that everything is important
8					· Everything is important for the future of our church
8					· All the projects are important
8					· All the projects are important and I am very happy
8					· We need to do everything

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8					· They're all important
8					· All of it is important but we should focus our vision on what is most necessary
8					· Everything because it's for God
8					· I believe everything is important
8					· All of them
8					· All of it
8					· All of it. Very much needed
8					· Overall plan looks great. Love of others is most important part – inclusion of Spanish members. Missionary push to central America will help their and our futures
8					· Modernizing the school and church
8					· I love the whole project, vision. I believe it is inspired by God
8					· It seems that there is no single most important part, as a ministry they need to be together
8					· All of it! J
8					· All are important
8					· We believe that all parts of this plan are necessary
8	2	6			• In my opinion, it is all important but I particularly have a passion for the school and the Imani Village
8					• All of it

2. Are there any parts of this plan that you consider to be unnecessary?

- Not unnecessary but maybe be done in sections (due to cash)
- I see that we need all these new constructions. They need to be changed
- The courtyard upgrade seems more like a ‘nice to have’
- None. All the plans are intertwined and connected to each other so they are necessary
- Not unnecessary but do we know who would over-look the African Village?
- I think the closed, elevated choir loft limits your options of use of the front of the church. And don’t go with ivy on the walls it can damage structures
- While the hotel rooms are wonderful, just concerned that the Community Center is too small now for various church activities. Is it possible to add on?
- Specifically, I think the choir loft facelift is pretty unnecessary
- No
- No
- It is all necessary
- If I understand this correctly, I don’t like the idea of meeting with families individually. That is too much pressure (sorry if I misunderstood that)
- Gutting the whole upstairs. Would the hallway and work done recently be ripped out? I don’t like high pressure people meeting with me at my home, etc.. it’s a turn off. Not into guilt driven sales. LOL That’s just me, sorry
- No, just priorities
- No
- None
- None
- No
- No
- None
- No
- No
- No
- No
- No
- I like the courtyard remodel, but it seems like it might be too much
- Not unnecessary, but trying to understand how the Imani Village ties into proposal seems like that could be initiative for mission banquet/offering
- Nope. All good ideas
- If anything, the courtyard
- Hotel rooms?
- No
- Can’t think of any
- No. All great plans
- All great ideas and needed
- No
- All work would seem to benefit our ministries greatly – more people saved
- No
- Everything is a priority
- No
- No
- Wooden wall in auditorium. Too trendy

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- I am for all of it!
- No
- No
- No, but some more necessary than others. Especially glad to hear about remodeling of bathrooms. From a selfish standpoint, I would like the preschool classroom to be near the nursery bathroom. We've been told no teacher should be alone in the classroom with children. There are many Sundays when Mrs. Cavin is alone for most of the Sunday School hour because I am in the bathroom with the kids (or walking back and forth) to the bathroom
- No
- AV walls
- No
- None
- No
- None
- No
- No
- None
- Courtyard update – maybe
- No
- No
- No
- Not all. I feel that every area is well thought through and will greatly impact our ministry
- No
- Not unnecessary, but of least importance I believe is the courtyard
- No
- No
- Two additional apartments and moving the bookstore
- No
- None
- None. It's a wonderful, all-encompassing plan which includes our international ministry
- Courtyard update
- No
- It's all awesome!
- No, it's all great!
- No
- Everything looks to be a necessity for sure
- Nope
- The courtyard
- Not unnecessary, but maybe reorder the list of things so 'debt retirement' or 'debt free' is #1, then the Imani village, etc.
- No
- No
- No. Each idea would add to the entire campus
- No
- No
- No!
- No

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- Courtyard re-design may not allow the space to be as flexible use
- No
- Question: Is there currently an athletic field for school sports teams (soccer, football, etc.)
- Choir podium. Dividing partitions-courtyard. It segregates
- Walls on courtyard could be stifling. Main stage with proposed choir arrangement limits use and growth
- No
- Nothing at this time
- Not really. I feel they are all necessary
- No
- Not yet
- Divided courtyard
- No. All areas of potential construction, redesign are needful projects for the future functionality of our church. My only question would be perhaps taking one section at a time, completely pay off and then proceed with the next area
- No
- No. All are vital
- Not at this time
- No
- No
- No
- They are all intertwined
- No
- No
- No
- No. I agree that all parts of the plan are necessary
- No
- No
- Now that the plan has been laid out, I believe it is necessary to let us follow God's will. Maybe it is a long process. Bless
- I love the space and the plan for our children. Everything talked about is necessary
- No, but last priority is the Imani Village. Complete project first in order to drive stronger cash flow to Imani Village in the future
- No, I think this is all necessary
- No
- Courtyard. Debt reduction should be Phase 2
- Too much technology/lighting in chapel
- No
- No
- My oldest will begin high school next year. It would be nice to see the secondary wing built out sooner
- No
- Ideally, I would like for all of the plans to become possible
- Revamp of the footprint auditorium platform (love the revamp of sound/lights and bookstore to youth)
- The school is the most important as for the rest, it can be later
- Possibly the community center

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- No, all is fine
- All is important
- I think everything has its importance, but some things are not necessary like the patio
- No
- No
- No
- No
- No
- No
- Nope
- No
- No
- No
- No
- Nothing, it's all for God
- No, all of it is for good and for growth
- No
- No
- No
- All of it is a good idea
- None
- I like all of it
- No
- All of it is good. We need to promote so that more come and invite others to fill the bus
- All of it is necessary, but there is a priority
- All of it is necessary because they are tools for church growth
- No
- No
- In reality all of it is necessary
- No
- All of it is necessary for church growth and to remodel the buildings
- Nope
- I think all of the projects are necessary and will be a blessing for the families that God brings to our ministry
- All of it is necessary for our future
- All of it is necessary
- No
- No
- There are things that would be unnecessary now, but in the future would probably be necessary
- I believe all of it is necessary
- No
- All of it
- No
- All of it
- I don't know
- All of it
- No
- Community bookshop to teen room needs not be flamboyant

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- No
- No
- No. They are all great and much needed plans
- No
- Not really
- None
- If anything, maybe the courtyard is secondary to building reconstruction
- No
- Don't see how the homes on mission field combines with all the work on our property. Separate as goals during our 'yearly mission goals'
- Any cosmetic updates, community center facelift needs to be cut back and apartments in scale. Courtyard update unneeded
- No
- No
- Change in worship auditorium stage is unnecessary. Sounds is very good and size is very expandable as is. I have performed on that stage. It is very good
- Courtyard
- No
- No
- Paying off the mortgage. Any consideration to refinance? Debt free is a great idea but may not be a part of this next step. If the vision is to grow the school this could pay the school mortgage off quicker?
- No, although my preference for the order in which these changes are made are based on what impacts the students
- I don't think any are unnecessary but more of a priority. I come from a very humble home so state of the art TV or sound isn't as necessary, but it would be good to have there
- No. I strongly feel that everything mentioned is necessary
- No, but you may want to structure a "cafeteria" approach to funding, allowing donors to focus giving on component(s) that match their hearts. How does the church grow at the same time? What efforts if any?
- No
- Leaving the Imani Village/10% of every contribution as last area was a great way to present
- I like everything except the Imani Village plan as we should focus in house before outreach due to monetary need. Since it's 10% of the financial plan, however then I am okay with the plan
- None
- No
- Courtyard and or community center upgrades
- Important but the least would be the community center. Can use the worship center in the meantime
- No. It's been well thought out to update and expand the ministry
- N/A I can see value in all the projects mentioned
- The community center
- All are necessary
- No
- No
- No

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- No
- No
- No
- Understanding the courtyard space/secondary lunch areas is still in concept form, I would suggest not including a permanent wall (with plants) because this would limit visibility of the students during lunch hours unless teachers are on both sides of the partition. Also having a removable division or not one at all would enable a more open space for any church/school events
- No
- They all seem necessary
- No
- All good!
- No
- Perhaps the courtyard vision. Not that it's not a great idea, just that other visions seem more necessary
- None
- No
- Question: Back in the 2000's, the students ate indoors in the fellowship hall. I wonder about continuing to build and re-build outdoor lunch areas (although at the recent "tailgate party" I saw that our students left the current outdoor lunch area a mess
- None
- Well thought out plan
- No
- I think God will make this all happen with prayer, hard work, and faith
- Some are less critical than others. That will need to be determined by the membership and the Good Lord's leading
- No
- No
- No
- No
- Nope
- No
- No
- To do this piece meal in 3 years, to do all the things that are important
- No
- No
- No
- Courtyard upgrade would be nice, but not a necessity
- No
- No
- No
- All of it can be considered necessary to some degree
- No
- No
- I don't think any are unnecessary
- No
- No

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- No. Very pleased and impressed with overall. Feel that the youth space and relocation of Bookstore could happen immediately with minimal cost
- No
- No
- No
- It's not unnecessary, but the unimportant one is the courtyard
- Nothing
- No
- Courtyard could be done for possibly less. Maybe members who are in the landscape business could help beautify the campus etc. over a one-year plan and utilize volunteers, etc.
- Tanzania?
- No, the courtyard is not vital, but necessary, good place to lead someone to Christ
- No
- No
- No
- No
- Possibly less expensive courtyard improvements
- We should be content in what God has blessed us with
- No
- Every single project is very important. The buildings need improvement
- No
- I don't see anything unnecessary. Prioritized though. I would think the Admin building would be lowest, but school needs might change that
- No
- No
- No
- No, but maybe the lights in the auditorium need to be replaced immediately
- Everything is important
- No
- No
- The courtyard
- What is the large, expanded office space needed for in the 2nd floor remodel? It is larger than potential added classroom space. Dollars for courtyard space remodel may be lower on priority than more addition to substance or school (added programs, new teachers, library, science lab, computer programming) Would spend less on cosmetic changes and more toward actual maximizing of space for kids
- No
- As someone who has worked in the A/V field, I didn't find the A/V sound system in the worship area to be that bad. I did note, however, new microphones would have improved the Christmas play
- None
- No
- Re-designing the chapel area for the elementary students
- None of it is unnecessary. Being able to complete the entire plans will be amazing. But if we had to prioritize, adding more room for more kids should come first!
- Everything. Depends on what the Lord is calling leadership to move on
- I don't consider this unnecessary; however, not a priority to remodel the community center

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- No
- To replace secondary. Create a new building and walls for security instead of fencing
- The courtyard
- No
- No
- No, although “bang for your buck” seems less for community room improvements than other elements
- No, love them all
- None
- All plans are awesome
- No
- All necessary and I pray it becomes a reality
- How would this change tuition cost? Also, when we expand, will there be a need for more teachers? If so, will the incoming student flow pay for the additional staff
- No
- No, all necessary
- No. All points of the outline are great
- All improvements first. Debt last
- No
- The courtyard. As beautiful as it looks, we can invest in other areas. The sound system isn’t high on the list
- No. Updating the school and facilities is always a plus
- None
- No. I think all parts are equally important
- None
- No
- I think everything was well thought out. I believe all are necessary
- Courtyard aesthetics may be last priority
- None
- No

Comments from Question #2 have been grouped in 7 major topic areas in the following table. The overwhelming first response to any project or part of the project see as “unnecessary” was some version of “None” or “Nothing.” Support for the vision as a whole was very strong.

236	None or nothing	77%
9	Set priority	3%
24	Courtyard	8%
7	Apartments	2%
4	Choir Loft	1%
19	Miscellaneous	6%
7	Imani Village	2%

3. How would this plan help fulfill our vision?

- Really not sure, need a bit of time to consider all the concepts
- We will be able to serve in much needed upgrade to have more people to serve them
- As we have seen in our recent history, having the right facilities can explode our growth and opportunity to reach our community for Christ
- Expanding reach out to our community and preparing for our future generation and that of our children
- Impact to school community for the Gospel. Increase the viability of our campus for His glory. Let's OC know that God is moving and active
- Provides versatility to our buildings and can allow visitors to feel welcome
- It would help immensely with reaching the local Orange County community
- My observation only: As the school has gotten better and more qualified it has drawn many families to put their kids in and as a result they have received Christ as their Savior
- Yes
- It will help fulfill the Gospel
- Church growth, youth encouraged to see their future with this church
- Great
- Greatly
- Steward what God has given us. Train up another generation will reach more for Christ
- It would equip our ministry to encourage and exhort local believers to reach others for the Gospel both in OC and around the world
- The project in Africa will help their ministry to reach people. The upgrades could make our church more attractive to people
- Need to keep moving forward
- If we have an updated facility with better use of space, we can reach more for Christ
- Reaching the Lord for Christ would definitely be more effective
- Improves capacity and appearances to attract visitors
- The vision for growth is great but trying to reconcile 3-year plan to 10-year vision. This seems like a "Bridge" to address the near term and a bigger campaign will be needed in two-three years which I'm not against
- Would help with church presentation
- It would look more welcoming to new people
- To reach more people in the surrounding areas and increase the school attendance
- Growth, encouraging people in area to visit and hear the gospel. Reduction in everyday costs i.e. Electrical
- It would change the focus. Right now we have to deal with what we have. Doing these projects would allow us to choose our focus
- The beauty and excellence of the Gospel is to be reflected in our lives and priorities
- Can accomplish more in better ways (for the glory of God)
- Will be giving what we can
- Adding a little bit more or as much as we can
- By providing a safe and well-organized facility
- It would utilize our space more effectively
- We would be able to love God, serve others, and preach the Gospel
- It would
- Attract people. Save souls

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- More people reached
- Missions – to reach the world for Jesus
- I believe it will help us fulfill the great commission
- We will increase the size of our membership with these plans
- Anything that will cause people to visit our church is an opportunity to hear the gospel
- With updated buildings people will enjoy being at Liberty
- Greater education for youth. Expanding Spanish ministry. Mission Building abroad
- It's going to be great
- Provide for membership increase
- It would help us reach the lost and minister to the saved
- With the collaboration of the church members giving
- Allowing more growth for Sunday schools and for the school
- It would provide more space to lead people to the Lord
- Prepare for future growth
- The missions project does fulfill the vision
- Ultimately we want to reach people, and I know that these projects (Imani Village Auditorium, school) all help with that
- To reach others for Christ
- It would allow for growth of future churchgoers and keep future repair costs down
- Allow for expansion and growth and outreach near and far. Education and local outreach. Courtyard remodel will be great for weekly gatherings and interaction
- Expand secondary ed
- It would bring more people to the Lord
- Reach more of the lost
- Reaching and drawing many, many more to our church where they will be taught correctly from the Word of God and encouraged to grow and serve others
- More opportunities to impact more people!
- There are so many more people that would be impacted by these upgrades. Appearance/first impression means a lot to visitors
- Reach more people for Christ
- I believe God wants our best and His place needs a facelift for sure. This will greatly broaden our vision
- To reach more for the cause of Christ!
- To reach more people in an adequate, efficient space
- Reaching others with others wanting to stick around
- This should help both the church and school grow
- Giving financially, manual labor
- Agreed, optimize the space we have to reach more people. Like Pastor said, it would provide nice infrastructure to accommodate the next decade
- In regard to the second story renovation, I feel like we lose/don't attract the older high school students because of our space. I believe with this renovation we would be able to draw more high school age students who need to hear the Gospel through our Christian school
- Eliminate distractions and excuses for people not to come, not participate, etc. Therefore, bring more focus to the cause of Christ
- It would keep our church up to date with the people around us who we are trying to reach
- Reach more students for Newport Christian School

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- I agree with the presentation (reach more people for the Lord through the church and school ministry)
- Making our facility versatile. Open, yet safe
- Ability to grow and spread God’s Word. Provide a more secure environment for our kids and parishioners alike
- Being able to reach more people for the Gospel
- Use the facility wisely to preach Christ to serve
- It will be great to be a part of the updates to the property and expanding of God’s Word
- It would better help our church minister to others
- To bring more people to listen to the Gospel
- It would definitely fulfill the vision
- Others, Lord, Others = every part has the ability to reach thousands
- Yes, by making better use of existing square footage, to service more people
- Better campus to further worldwide footprint
- Extends space allowing more people to come and hear the Gospel of Christ and be saved. Allows for better facilities for music and education programs. Missions – allows us to be more involved in missions support. All of it aimed at winning the lost
- #1 Provide for purchase and buildings in Tanzania. #2 Debt free so that we can reach more in OC. #3 Doing more for the younger generation both in church and school. Keep them and grow them for the future of God’s kingdom
- All well thought out and vital
- I love the idea of improving the space where the Spanish ministry meets. Making the space more efficient in terms of improving the stage and sound system is a very good plan
- It would give us room for growth and allow us to use the property more effectively
- To use more space as the church grows and increases
- Help get the word out to more people
- Investing in the present and future generations of our children and that of their children is paramount in their spiritual life and professional growth
- Increased positive first impressions and greater income capacity to teach students = growth
- I will ask my dad who is an architect if he can help with the design plan
- To project to the public the image that Christian education is a choice worth considering in your child’s future chance to succeed
- By providing many more students with an excellent Christian education
- Money is important
- More space for kids and love the idea of having the art, music, science labs
- Bring greatness and spirituality to the world and those who attend/participate with Liberty Baptist. Love the vision and those who put the time to formalize it
- It will help with the growth of the school and church families
- Increase footprint and reach to kids wanting a Christian education
- Grow church and school through secondary education
- It is clear that this plan is well thought through, so it appears that this is in line with the school’s vision. I truly appreciate the mission to provide a quality Christian education to as many who are interested (try to limit those who are “priced out”). This creates a more diverse population which is much needed in OC
- This plan is great!
- It seems like the plan is attainable
- More sports and activities for my child

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- Granting more accessible/affordable/quality Christian education for our future generation
- Capacity and flexibility for school growth
- Growth of the school
- Expanding the school to include more grades and additional learning equipment and environment
- If it is God's will
- Every beautiful place is a blessing
- Limit my personal expenditures
- Because it is organized with goals and forms and we can speak to every family to help them motivate to participate
- To be better stewards of what God has given us
- It will help in my prayer life and through my financial participation
- I will help financially and praying for guidance as we move forward
- Daily praying and sacrificial giving
- Pray, nothing is impossible for God
- First to pray and then to seek guidance from God
- Give what you can
- Financial help and prayer
- Pray for the project and support it financially
- Praying and giving
- Giving offerings to the church
- In sharing the Gospel
- With careful spending
- Great for the next generation, they need a strong local church
- Prayer
- A personal budget
- Giving by faith
- Doing it
- Giving financially
- To be more effective in fulfilling the great commission
- Prayer and fasting
- By having more classrooms and more resources
- To have better use of space and more activities
- To keep reaching more families and teenagers
- By having more space
- For the salvation of souls
- Because we have a plan
- Praying and giving
- Financially giving
- First to pray and giving
- I like this plan and I will give as much as I can
- Pray and give as much as I can
- To fulfill the great commission
- I will give my labor
- Praying and giving financially
- For more souls to be saved
- To reach more
- To pray and to give

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- Everyone giving
- The upgraded facilities will be conducive to making visitors feel more open to the presentation of the Gospel
- Providing space to grow in the church/school has to happen before growth can happen. I love the projection of the plans
- Bring our campus up to date. Be able to handle more people to hear the Word!
- This project will create more space for current and new church members
- We have a church in a unique location and I believe it's important to keep it attractive as an influence towards our community
- Preach the Gospel
- If we are supposed to grow as Christians, our campus needs to grow as well – to hold the people comfortable and not cause safety issues and to stay current
- Some people do go to church based on appeal so bringing people maybe the looks will bring people
- More people getting saved
- Plan is well thought out
- More community
- Provide support for school
- Vision planning (create the future) for kids too, maybe even participate in fundraising
- Financially and volunteer time
- Expanding the mission to impact lives all over the world. Additionally, it would provide more ways to enrich our children's education
- Opportunity at very low affordable private Christian education
- It would help expand the ministry
- Auditorium – easier to see with new A/V system. Missions to reach others around the world for Christ
- To grow and expand as well as meet the need
- It helps reach out and minister to more and outside of our comfort zone
- Modernize and provide better use of space
- Financial giving
- Expansion of school and increased quality of education
- I definitively think it would help to fulfill the vision
- Making these improvement would increase the offerings and education our children would receive
- Excellent plan
- Helping families bring a Christian education to the kids
- Consider giving
- Enrich the lives of our children
- Using space efficiently, growth, being able to offer more for the older students
- Allows more students to get a Christian education
- We believe each part of this plan can benefit each child and lead to our school to be the best Christian school
- \$\$\$
- A better future for our community who is where we were and the hope of a glimpse of heaven on earth by example of what God's moving looks like
- Teaching children the importance of impacting others; expansion means more impact
- Well, it seems that your vision is to expand a Christian education to as many as possible and expanding, enhancing, would make that possible
- All great plans for the future of LBC/NCS

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- I can volunteer time, fundraising
- Building the school and expanding, developing possible campaign to reach out for investors
- With the continued growth of the school, I see this as necessary
- I don't know. I need to discuss with family
- Spreading the Gospel worldwide
- Financial
- Financially and prayerfully
- Possibility to grow and increase those reached here and abroad. Updates and renovations bring people
- Donate
- To provide resources to serve people on all levels of ministry
- Extra donations
- To get the project going with the donations that we give to this project
- Allow us to reach more people and students
- To reach our community
- Be able to reach more students and family through NCS and bring (lead) them to Christ and LBC
- Missions outreach, continuing youth programs, and much needed upgrades for the Spanish ministry
- Reaching our community where they are with the story of Jesus
- Allows us to use every part of our property to reach people instead of all the dead space
- I would be willing to contribute more funds from my personal paycheck
- Big improvement of physical environment. Very positive to carry ministry and growth
- Plan for growth of Spanish ministry
- Growth for church and school
- Provide space for "more" people and families to come and worship
- This would allow our school to grow and better represent our ministry
- Definitely
- This plan will fulfill our vision by using our resources the best way we possibly can
- This plan creates better facility and environment and there will be more room for students
- Give, pray, volunteer
- That it would help reach people
- Looking to the future of God's plan for this campus and the future of God's people
- We need to update our buildings in order to attract more to our property, if you get them in the door we can preach them the Gospel
- Growth of church, spreading of God's word
- Reach more people, leading to Christ
- Very well
- Making better use of the space would help to accommodate more people to do God's work
- Handle future growth
- Investing now so that future investments can have longer impact
- To help fulfill God's plan for our church as he has increased our blessings
- If we are not going forward we are going backward, particularly in OC we need both the functional and aesthetical improvements
- It will give us God's blessing

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- Have a better future
- To use our resources better for the Lord
- To help our church keep growing and continue to be a blessing
- To do all that God wants us to do
- These are beautiful plans
- To reach more people
- It would allow a more presentable and welcoming appearance for new visitors
- This plan is great to expand the school to the next level
- Expansion and growth
- The plan sounds ambitious and the forecasted budget low; however, it is exciting
- It is important to have the resources to provide Christian education
- Perhaps being able to accommodate more students. Their additional tuition payment could help complete or help complete some of the plans financially
- Don't completely understand the 'vision' but plans/renderings seem nice
- Provide more space to deliver a Christian education to more children in Orange County
- By making a better environment for children around the world
- Help to have Christian education with less debt and a better facility
- Opportunity for growth and outreach
- It provides a guideline for the process
- The plan gives us confidence in our decision to educate our children here and to be a part of the NCS community. Very exciting vision
- In many ways. It is important to keep the buildings in good construction standing
- To grow the school and church
- Help with expansion and update school
- It would 100% help fulfill the vision for NCS. Very exciting!
- I think the expansion of the school and classrooms would bring more students fulfilling the vision of growing the school
- Partnering financially. A/V building, working with our A/V contractor, donating gear and labor
- Being able to offer K-12 Christian education with having the resources (space and facility) to offer it
- Actively working, building, participating in fund raising
- It's a great plan
- Give the school a competitive edge
- Christian education = growth of our faith in the county, country and world
- Assisting in the work of God
- Planting seeds from each family
- Planting a seed, sharing our generosity
- With all that is ahead and the aggressive plan of attack that was explained, this would put the school into greatness for future generations

4. Have we forgotten anything? What would you add to the proposed plans?

- For me, I would need to see the all the areas
- Soul winning
- Once the plan is finalized maybe have an itemized list of priorities so individuals may be led to pray for projects. For example, the choir loft, future for apartments, courtyard groupings, etc.
- More room in the choir area in case more people join
- The renderings are well done. Thank you! We're excited for what God has in store for us here at Liberty!
- Future growth: Choir, Orchestra, Congregation, Spanish, School
- I wouldn't add anything. The plans look really solid and through out
- Would the bathrooms be remodeled in the Community Center as well? You answered this! ☺ I see the reasoning for taking the stair space away on the platform in the auditorium, however, I see them as helpful for school plays and making the kids visible as they sing. Would maybe risers be purchased?
- Construction time frame
- No
- I'd love to have a coffee shop where we could host mid-week Bible studies (small groups), Friday night hang outs (maybe for HS and college – even men/women), worship nights, etc.
- Is there an order to this plan?
- Additional landscaping in the courtyard in order to act as a wind block and the courtyard could host wedding receptions for example. Currently it is very windy
- None
- None
- N/A
- Upgrade the kitchen
- No
- Has an organ been mentioned
- No
- No
- When you describe your 10-year vision, you mention the school is 500 students.. The current proposed school footprint would not support that. What is the thought on expanding the capacity to support 500 students?
- No and no
- Coffee kiosk in the courtyard. Raise for church staff
- Put sound proofing between 1st floor and 2nd flooring of existing school
- Kitchen upgrade
- Nothing comes to mind
- Make sure the patio seating is large enough for everybody – currently not near enough. If you can do all planned for \$6 million I will be surprised
- Elevator to the second floor in the administration building
- Is there room for the Spanish ministry to grow in the remodeled area
- Counseling rooms that are soundproofed
- In order to avoid repetition and wasted time, I would suggest to have some sort of touch screen or monitor in the lobby where someone could replay the Horizon video, have monthly calendar, campus map, etc.

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- The field by the school. All the plants along the back side of the school/gym. The outside play area of the school. The community center kitchen
- Please be careful of open setting offices upstairs. I worked in several for over 25 years – learned to hate it. Big complaints from my high-power clients
- Elevator
- Kitchen remodel
- Elevator in Admin building. Handrails on steps in the auditorium
- It would be nice to have a facility/garage for the busses
- Food pantry? Community assistance?
- Buy some equipment for the kitchen
- Elevator in the Admin building
- Parking lot crossing walks (pedestrian crossing) Asphalt markings for vehicular traffic
- I think an elevator would be beneficial
- No suggestions
- An art studio for the school. Including hard floors and sinks
- With our school growing, the one thing that I would like to see is a bigger/more efficient use of our playground, cement, and field
- Not money-wise, but I would like to see a college and single groups that would help that are group stay in church
- Maybe some sort of outreach for a military ministry in the area
- Parking lot. Resurface and watch for roots. Check campus for tripping hazards. Livestream is great but upgrade it
- Elevators and ADA compliancy
- It would be nice to have a class during the Sunday afternoon service for 6-9-year-olds. Some of them aren't ready to sit in the worship center during the entire service
- Administration building elevator. Updated livestream
- I know that the Orange Tree lease will be up soon and in the future I think it would be great to replace their playground with more field space for the students at NCS
- No
- Bathrooms in the community center, check the exterior plumbing lines. Update kitchen equipment possibly. Plan to take the auditorium into 2 levels possibly
- Maybe some more things for sports for NCS (soccer field/baseball/softball)
- It's perfect!
- Elevator in the administration building
- Door stoppers in case of emergency so the doors cannot get kicked open (safety measure)
- This appears to cover everything; however, additional security cameras should be included. In today's society people/children safety is needed. Additional lighting at night would help too
- Investment in security
- Perhaps adding some more signage on Bison to mark the entrances to the church
- Does the pastor have a private office? Or multiple rooms for private conversations available for church staff members
- No
- Live stream resources
- Maybe add a coffee kiosk during the week to the courtyard
- Using landscaping to provide safety issues such as metal screens in front of windows with vine coverage - walkways/stairways for elderly and handicap and a real safety team office

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- Security concerns. i.e. different doors/secure doors/electronic FOB/Key cards/Window films or different glass/motion lighting interior/exterior/video surveillance/exterior fencing along Bison, 1st Aid/AED Locations, etc....
- Community Center kitchen
- None
- Common area between the rec center and auditorium
- Would there be a possibility of a small coffee shop? I would like to see teens/families rotate running it and the funds made each week go toward missions/teen activities, etc.
- Make sure there is enough room for the orchestra and instruments
- I think the plan will cost more than proposed
- Choir /Instrumental to be movable when growth happens. Medical building for missionary village. Overall plumbing in buildings stinks at times
- Elevator for Administration remodel. Leave courtyard open and undivided with shade. Maybe a shade screen for the setting sun
- Consider a larger diameter of the outside patio
- Cannot think of anything else at this point. I love the new potential area for classrooms, especially rooms for music rehearsal and lab room for students. Would be exceptionally nice and very needed!
- Parking lot, kitchen, concierge/true welcome center on the outside
- Take flexibility and scalability into consideration re: choir loft growth even growth in administration re: music room, or whatever room may need to expand
- None
- The height of the Worship center stage leaves us with a lot of dead space between the pulpit and front row which contributes to the cavernous feeling of the room
- Security cameras
- Security cameras
- Please keep parking in mind as the school expands
- More consideration to expanding the primary outdoor area for playground equipment
- Possibly a swimming pool/swimming or water polo team and or a school library
- No. Thanks. The students need a track and field ground
- Maybe we need another extra sport area for outside ground
- I would love to see a tennis court ☺
- Looks great. Thanks
- Lockers for secondary. Teacher lounge/quiet space
- Delegating a lane or painting areas specifically for pick up/drop off line
- Parking considerations. School security/layout. Keep in mind class sizes
- Instead of forecasting new property acquisition, build a three-story parking garage in front near the drive
- The updates to the proposed secondary building are beautiful but not aesthetically in line with existing facilities. Is there any thought to creating a 'cohesive' campus?
- The basketball and the volleyball are excellent in our school. How about to add football league in our school
- Definity needs an elevator. Locker space
- Month over month immediate savings due to the upgrade (i.e. Electrical bill, water bill, etc.)
- New playground (more outdoor play structures)
- Parking impact? Secondary façade upgrade focus on coordination with chapel and school buildings (brick, etc.) Stands out so much right now. Impact to school projects, fences, shade structures, etc.

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- We need a wall around the property. Summer school program – very important for working families
- Primary playground and lunch area
- No
- No
- No
- Would it be possible to see a drawing of what the future bookstore would look like, just curious
- No
- No
- I would like to see a beautiful garden/landscaping around the church
- No
- Bigger kitchen
- The playground
- Regarding the sound, we need a better system to translate the messages on Sunday night
- No
- No
- No
- No
- No
- No
- None
- Nothing
- No
- I think you thought about the most important things
- No
- No
- An area to help families in need
- All of it is good
- No
- No
- Remodeling the restrooms
- Parking lot
- No
- Women's restrooms
- No
- Nope
- No
- No
- More lights in the parking lot. Parking for disabled closer to the building
- Nope
- No
- No

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- Bigger media walls. Visible bookstore. Pocket doors all around community center. Camera surveillance
- No
- Nothing as of now
- None
- I like that the 'church' includes the 'members' of people in this. I'd add nothing else except the handicap area. Make the whole area facing the building handicap
- Why would people come to just sit in the common area if there is no coffee station or something Will there be free Wi-Fi ☺
- The Imani Village – not sure that's needed. We already support many missions. Would rather money go to support our own missionaries
- More handicap parking spaces
- I think it is great
- Don't put holes in the stage with the stairway intruding. Cuts out useful spaces
- Have you considered the impact of an economic recession over the next decade? How would a recession or change in the economy impact this plan? If giving falls 20%, would that put the school/church in a difficult position? 30% decline? 40% decline?
- Library converting to a kids/student lounge. Incorporate a coffee shop/high school hang out and students can work and profits back into school and ministry
- The design looks like it would work today. Have we considered 10 years from now or 30? If the design will be lasting. Also technology is rapidly changing for sound systems/lights/tech as far as connections/adapters/plugins/touch screen etc. Purchasing while more expensive now, the future options with adaptability to change would be the wisest
- Security and safety. The campus is too open in my opinion
- Security around school parking area etc. We are fortunate to be at a safe area, but one never knows
- I think this was a great meeting and feel like everything that was suggested is needed
- Additional conceptual vision, not necessarily immediately tied to a fundraising plan, of longer-range components: e.g. Acquisition of another property, viability of the use of air space/expansion of the elementary building and admin building (i.e. over the current lunch area and the space south of that building
- Not at this time
- Keep the budget as is but lower the cost
- Is there any campaign/script/brochure/materials that can be handed out so we can solicit help outside of school and church
- No
- Large kitchen for school lunch program. Fenced campus. Not sharing parking lot with Fletcher Jones for increased safety
- Extension of learning programs, growth with small classes
- It's small but the only thing I think of is more trees, shade and playground in the elementary playground area, particularly in the hotter months
- I think the kids need more outdoor spaces and facilities to play on
- One area of concern I have is the after-school program. I would like to see more structure and education offered in that program. For example, it would be great to see a snack offered and a tutoring option
- We would like to increase the income of the teachers. They are the key for the great education

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- How long would it take to finish the vision/plan? Do you want to change the school public instead of private? Maybe I misunderstood, just checking
- Maybe a parking complex
- Details on the loan for the church
- It appears to be well thought out
- For me the academia of the students is vital. Science lab, STEM, offering foreign language, computers, making sure these programs are firmly in place
- Storage
- Have nights or weekend to have a call center
- A Bible college squeezed in
- Would you consider, not necessarily for this campaign but for future NCS growth, building upwards I order to create new classroom space and/or expanding the gymnasium to be two-story with an indoor track around the basketball court? For the plans to increase secondary space, please consider adding lockers for the students since the classrooms will also be used by Sunday classes and other events
- No
- No
- A fence around the property to keep the kids safe due to the types of things transpiring in or at high schools these days. Also an armed security guard gate at the entrance so that anyone entering the property must be on a list or have some sort of sticker or pass allowing them to enter the property (Overprotective mom speaking ☺)
- Any expected impact on tuition? Or mostly from individual giving arrangements as first step
- Campus security/safety
- What additional property can be acquired? How can the parking be expanded? How can you grow the church attendance? Do you have room for High School grades
- Have you looked into solar panels and electricity banks while updating lighting to ease electricity bill to put toward the goal
- I think at this point to build a better play structure and lunch area
- A larger playground for the elementary students
- Do we have a library of chapter books and picture books for younger children
- None
- You have done a great job. Well thought out
- No
- Main auditorium. You said a lot of plays and moving around for choir. Maybe make white ½ wall removeable to allow for additional room
- Existing infrastructure
- No
- Looks good
- Climb wall in courtyard or other area
- I feel the plans will grow us as a church and school
- Nothing that I can think of
- No
- Updating the outside of the auditorium. Modern
- If running plumbing for new apartments can you run it to all add a toilet in current apartment
- I do not believe so
- No
- All were covered
- No. Value engineering once plans are presented

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- No. Looks great
- Consider more flexible, larger space within possible secondary classrooms. An additional space to hold 50-75 folks (in addition to choir room ☺)
- No
- No
- The field
- Lobby in the sanctuary. Really need the doors and windows replaced. Possibly bullet proof and two-way glass for security
- NCS needs larger and newer athletic facilities
- What can the church body do with their gifts, talents, business development skills, before hiring contractors, etc.
- Parking consideration
- I believe you have addressed our major needs
- No
- Restaurant
- More trash cans in the courtyard. Possibly add an elevator to the building if it's not too costly. It's difficult for handicapped persons to get to the second floor
- Assume this would address things like doors/locks not working well on property
- How do you know God wants you to keep building on to this project? After praying, how have you heard Him to build more
- Nothing
- Nothing
- No
- No
- No
- Library is needed for kids. Traffic flow/improving drop/off and pickup. Fulltime security guards. Most important priority: Debt retirement, then building a wall, then additional of science lab/library and additional 2nd floor classroom space
- It would be great to have more after school programs and also consider about the safety
- No, not a clue
- More attention towards educational programs
- Safety
- Musical performance every year, mission trips for kids
- Security increase for school. Library would be a great idea for the kids. After school programs – better organized and more options. Better summer school program
- A security system around the school grounds
- Security
- None
- New building and wall by lunch area
- Add more supervision to the after-school program and educational activities. Add a library
- No
- No
- Study space? Personnel (not buildings: consider security guard?)
- Adding academic experiences to the secondary school. Love the science lab. More options like that
- Library. Locker rooms. Lockers for secondary (additional)
- The bus top on Jamboree Rd. above the school had a direct line of sight onto campus. We should ask OCTA to move it further east. Thank you

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- The main concerns our family considers is the security of our daughter. How might that be addressed
- A library. Security
- I am glad of the ministries mission to give help to African areas. I have a contact that can set up schools in those areas and have contacts with the UN. I am OK with the plans
- No. Security is already being planned as is the lunch area and after school programs
- Security, library and scholarships
- Many high schools have swimming pool, including public school. So do we have swimming pool plan in our school
- I think everything looks great and is well thought out
- Security and safety. Parking lot safety and parking procedures. Pickup and drop off procedures with growth
- I would like to see scholarship funding made a priority for families that run into financial hardship. I am also concerned with class size
- Safety of our school. Pick-up and drop-off in regard to prioritize in “identification”
- Library we must add
- Parking. Drop-off and pickup
- Campus security to keep our kids safe
- Library. School related transportation. Lunch area/shade. Funds for music/arts/electives. Financial assistance for current families
- More structured activities for the aftercare. Glee club, musicals, etc. Sports activities for 1st to 5th graders. Daily/2X a week PE class. Covered path connecting the school buildings. Scholarships
- I love libraries and I would love to have my kids to get in the habit of going to libraries, reading books, listening to audio books, etc.
- Library with free computers time use for kids to work on projects and homework if needed
- Prioritize wall already in the works

5. A capital campaign requires many volunteers with varying responsibilities for its successful completion. Would you consider supporting a capital campaign:

Financially	Yes	285	No	13	Need more information	60
Volunteer Time	Yes	252	No	16	Need more information	72

6. Who would you suggest for volunteer leadership roles to ensure the success of a capital campaign?

(Redacted for privacy)

7. My hope for Liberty Baptist Church is...

- Always to grow
- That we can think “forward” while not forgetting to look back and hold onto the traditional values and practices of the New Testament church
- Good impact in our generation and the future generation. Mentoring persons that will impact both today and future generations
- We continue to seek our part in the Kingdom of God first
- That it does not become a ‘social justice’ – ‘mega church’ as did Mariners but remains a Gospel centered and Christ centered church
- Use our talents and treasures to glorify God, preach the Gospel and reach the lost
- To reach and influence the hearts of as many people as possible and spread the Word of God
- To always keep the old paths that David speaks about (psalms) in all they do. To reach more of our youth in inner city OC, to disciple them to live for the Lord
- Continues to seek the Lord’s leading in staying true to His Word and reaching people
- Continue following the Lord’s guidance in reaching Orange County and beyond with the gospel
- Our children to take it further than we did and for me to fund our next project!
- That it continues to be a shining light for generations to come
- To stay focused on our overall mission of loving God and loving/serving others
- We continue to have the love for God and others than things. We stay focused on spiritual matters and keep the New Testament church model. Focusing on materialistic things is fun and exciting but keeping the ‘needs’ over ‘wants’ is a concern for me. I’m not against, just concerned
- Leading people to Christ through missions and outreach in the communities
- Continual growth and community involvement

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- Growing in grace
- Growing in grace
- Raise another generation (and many more after that) that love God and love people and preach the Gospel
- That the current children and teenagers will catch the vision of our church leadership and continue investing in God's church for decades down the road
- To reach everyone possible with the Gospel
- To reach as many people in Orange County as possible
- To outgrow the campus, so that in ten years we need another capital campaign 😊
- That God will keep bringing more people to His throne!
- God would give us these needs
- Continue to see people saved, church grow and outreach
- To attract and retain newcomers
- To continue to grow and make an impact in Orange County and the world
- For it to continue to grow
- Reach more people for Christ
- Continued growth, more study groups/classes, save more souls, expand youth groups, more fellowship events
- That these plans/projects not pull the pastor away from his primary ministry – responsibility of studying and preaching the Word. That is why people are attracted to this church
- That we would be debt free
- To grow!
- That I can continue to worship here
- To continue to see souls saved and disciples
- To maximize the space here
- Continued growth and God's blessings
- To continue to preach the Gospel and see people saved
- Debt free well-planned facility
- To grow not just in numbers but also in spiritual life together and unity in all things that we do
- We are able to reach more people to be saved
- Fill up the sanctuary on Sundays. Never neglecting the classic hymns and playing them in a way that people can recognize and sing out
- Growth, salvation, God's will (debt-free someday)
- To continue to be an identifiable Body of Christ that glorifies Him in all we do
- It helps us to maximize our facilities. We hope to reach out to our community to share the love of Christ at the property and in the community
- Reach more people with the gospel
- Reaching children and families
- That this capital campaign is a huge success
- We would seek to grow the Kingdom through our activities
- Major growth in membership
- Continue to spread the Gospel of Jesus Christ!
- To be a bright, shining light until Christ comes back
- To do our best to take care of what we have been given
- To grow and be more effective in reaching OC
- That the lost will be saved, and the saved will grow in their relationship with God
- To grow and be secure/safe place to worship God

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- Provide a safe environment, structurally as well as critical incidents. Deter those from committing crime while on our property while keeping our campus open for all
- Grow in my knowledge and walk with the Lord. (This is already happening when we've attended the Bible Study and watch services on Facebook) Also, as a former educator, my interest and heart is for the school and reaching children with the Gospel (including my own)
- To effectively grow disciples and allow people to hear the Gospel
- Reach as many people as possible for the saving knowledge of Christ and growth in Christ
- To raise the money for this campaign! If pastor feels like the Lord has led him and us as a church family, I am right behind this campaign and my church!
- Be a strong light in this area for God. A lot of churches in the area I would love for this church to be able to host hundreds of people
- Continuing to be in God's will
- Continue to grow
- To grow in size and population
- To grow and follow God's plan
- That we all agree or get on the same page and that we would pray and give with equal sacrifice
- To be debt free
- Fulfill God's plan to further reach the people of OC and around the world
- To look back several years from now and see how much LBC and NCS has grown and to see so many more people saved!
- We are constantly in the need for moving forward. If we aren't moving forward we are standing still and that's just (***)for moving backwards
- To have this project done in four years
- To keep growing and reaching those in our area and around the world
- Growth and impact locally and worldwide
- Better use of square footage and out of debt. Continue to expand missions
- That this campaign will materialize in full and Liberty Baptist will be my church until I will meet the Lord!
- To continue to be an effective light in and around our community
- Growth
- To grow in the fear and admonition of the Lord
- Reaching more souls for Christ
- Continue to be a well-grounded welcoming church
- Continue outreach and heart to Bible based exposition of God's Word
- To continue to grow and provide Bible based preaching
- Follow God's will
- To use our facilities and funds to reach as many people as we can
- Growth, outreach, salvations, deeper teaching
- To reach more people with the Gospel here and with missions
- To fulfill the great commission
- For the Lord to bless this with \$10 million and 2,000 average on Sundays, full choir and orchestra
- The doors are never closed, that it remains teaching God's truths from the Bible, loving people, serving more
- To proceed into the future in a way that would best allow for church to reach souls, both via missions and at home
- To see unending growth of God's word and more people reached for the cause of God

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- Improve, teach, preach, music, worship, build relationships
- To continue to grow and reach into our community through our school and church family
- Growing and sharing the Word of God
- Keep serving God, serving people and the community and the world
- Spread the Gospel to Newport Beach
- To seek God and His will daily
- Continue to project God's love to our children in keeping the Bible the center of all
- Follow God's will
- To continue support of ministries like NCS and Missionaries
- Continue to grow however always focus on the Bible and growing churches
- Well impacted in everyone's life
- That the school maintains a feeling of 'family' that all students and staff know one another and are invested in their personal and academic growth
- To continue to keep school affordable to non "Newport" OC families
- Christian education ministry domestically and globally
- To continue leading others to Christ as well as supporting and lifting up families that need it
- To continue the growth and kindness guiding our kids in school
- Realize faculty vision. Protect, nurture and grow ethos, energy and kindness. Document and process current culture and how to grow and nurture it
- To keep growing in God's word and Christian education. Love the environment and culture
- Perfect
- Better and better
- To be able to reach as many individuals and families as possible
- See many lives saved
- To keep standing behind today's vision for the school's future growth
- They would continue to support NCS ☺
- That it would continue to grow/impact OC with the Gospel
- Build a strong generation that is in line with God's Word and that can transform their lives and that of others
- Growth but still feel like a family
- Keep preaching the Word of God
- To keep having souls saved and keep helping teenagers
- To finish everything
- To be a blessing to others
- That it will continue to grow and preach the Gospel to all who come to Liberty or who come into contact with those from Liberty
- Growth at NCS, the Spanish ministry and as a result reach more people for Christ
- We can do all things through Christ
- That we complete all the projects and everything comes out good. In God We Trust
- That we all get involved
- To grow more in the grace of God
- That all the projects be fulfilled and that we would grow
- That the projects would be completed
- To keep growing
- To see all the projects finished
- To reach more

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- To keep preaching the Gospel and that our doors remain open until the coming of the Lord
- To finish all the projects
- To be a light in our world
- Spiritual growth
- To impact our teenagers
- For God to allow us to see this project finished
- To watch the church grow, to serve God and to remain faithful
- The church and school to grow and that many are saved and lives transformed in Christ
- To keep preaching the Word
- To grow more
- To stay faithful with my family
- For more people to be saved
- For God to keep adding to the church
- For the projects to be finished
- For God to keep using this church and to keep receiving those who do not speak English
- For us to finish the projects
- For everyone to participate
- To keep growing spiritually
- To keep growing
- For unity
- For everyone that comes to receive a blessing like I do
- For people to realize God's love for them
- That God will be with us
- That it remains the same sweet spirit and respect for others
- For God's will
- To reach others
- For God to help us give from the heart so that we can finish these projects
- Numerical growth and spiritual growth
- Great church. Just keep growing! Wonderful preaching!
- Be full to the brim every Sunday
- Continue to maintain Christian school. Plan for future growth beyond this plan
- To continue to be a lighthouse in OC
- We don't do a building project that is beyond us and brings people but have issues with parking or find other issues that now we have to do another project to fix the first project
- For the church to move forward and to see my son grow up going to the Christian school and all youth programs
- Growth. God knows this area which has gone liberal – needs strong, solid people from a strong, solid church
- Success through God's leading
- Loyalty to Christ
- To be heavily involved in the construction time
- For the school to continue to grow and have more children involved and saved and grow with the word of the Lord
- To see this move forward
- To be more effective to further God's kingdom without compromising our values and doctrine
- To continue to grow and develop as a center for God's light in the community and children's lives

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- To continue moving forward with what God's leaving them to do
- Christian based learning in small classes where students can grow in faith and in education
- Small classes with adherence to core Christian values and quality
- The projects get completed
- To become the primary place for the student's lives
- More church/school combined activities (i.e. youth group)
- Attracts more young adults
- To reach as many families/children as possible. Spreading the Word of God and love of God. This school has been such a blessing to our family
- To keep classes small and expanding at the same time
- To expand the ministry to impact more lives
- That God would bless the generosity of the people of this wonderful church
- For the church and school to stay true to its mission
- Continue to impact our children/students for the Lord Jesus Christ
- The school continues to grow and strengthen. Again, for me, it's important to see the after-school program improved. As I mentioned by offering more structured activities and tutoring education
- To continue its growth and sharing and growing God's Word and spiritually connect all families with the Lord
- To continue to minister to children by allowing the growth
- To continue to grow and be an effective space for our children
- Grow and evangelize
- Continue to grow – outreach to community
- The church and school stay with core founding values even as it sees its way through amazing growth
- To succeed with this plan and add the extra security
- Growth and impact for Christ worldwide
- To grow and influence to life of many following Jesus Christ
- That Jesus Christ would remain at the center of the plan and the church family would be excited to be a part of the Gospel reaching families not only in OC but all over the world
- To continue to grow in scope and impact furthering the Gospel to the world
- To achieve more exposure and continue to provide education and message
- The church family would pray intensely for this campaign
- To grow and share the love of Jesus with more and more people
- Is for the academic to be offered through STEM. I like the idea of a youth center for the children
- To reach its goals and continuing to grow
- To grow
- To teach my kids a Christian education
- God is the most important so church should follow God's will before any plan
- Keep on the wonderful Christian education
- That it will be known for the excellence of its academics and programs
- Continue to follow God's guidance. This plan seems exactly that this is happening
- To change the lives of beautiful souls around the country and around the world
- My hope to see all the plans come true. They are much needed
- To reach OC and the world with the Gospel and to be a place where people can come and be encouraged and grow in Christ

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- Truly to be a lighthouse in this area
- Continue in growth and support missionaries
- That we have success in all
- To continue to grow with the church
- To continue to grow!
- To continue to impact people from all walks of life and backgrounds
- That it thrives
- We continue to grow and stay faithful to God’s plan
- To continue to put Jesus first
- To see hundreds of souls come to know Christ with the resources God has given Liberty
- To do the will of God
- Focused on the good news of our Lord Jesus and spreading His truth
- That the campaign be 100% success
- To continue the growth of the church
- Growing the elementary and high school
- For its continued growth, especially the Spanish side
- More Souls saved
- To continue to reach the community and missions with Christ centered faith
- Growth
- To grow ... to be able to meet the needs of Orange County, for our school to be able to grow
- Honor tradition, while embracing these changes. Do not compromise the Gospel e.g. KJV, hymns, etc.
- Adding a special needs program for young adults and their families. (Tim Tebow –“Night to Shine”) support group
- To keep doing what you are doing
- To continue preaching God’s Word and spreading His Word to as many people around the world as possible
- More activities to reach people
- 2029 to be true
- I hope this plan can be fulfilled
- That God would be glorified in all that we do
- Keep focused on a multi-racial, multi-generational ministry – both locally and world-wide that is Gospel focused
- To grow and continue to reach the people of OC and preach Christ
- Grow, row, grow! Take care of more missionaries and send more out
- Continued growth to better the lives in coming to our school and church
- Grow and have more people learn
- Become warmer, more open and welcoming beyond leadership
- To continue to reach the community
- Full participation by the church body
- That we take on the responsibility that the Lord has laid upon us with His blessings
- That it will grow and spread the Word of the Lord
- Continue to grow in scope and breadth of impact
- To not be a big church that leads people away
- Focus on His will and glorifying Him. Hope more get involved in service
- That it will be a spiritual haven for me and my family to grow in
- Progress

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- That everything would be done for the glory of God and that we continue serving and glorifying Jesus
- That every person that would come would be saved and be a blessing to the church and become a member of our family
- That many will be reached for Christ
- For my grandchildren
- To move forward as great resource for the continued education for future children
- To grow and expand upper grades, advance computer and science programs
- Continue the work of God
- To continue to do outreach across OC and throughout missionary support in the world
- To increase youth programs
- We all grow and get the church bigger along with the school
- Payoff the pledge, qualify teacher to flourish and help our kids grow
- Continued growth and prosperity
- God's plan would continue to go forth
- God continue to work through it
- To grow and follow the message
- To reach the lost and grow the church. People need to know Jesus Christ
- To continue to grow and provide a good Christian education
- To see this vision become a reality
- To be able to achieve the goals of the current campaign
- To successfully grow and develop while focusing on academic excellence
- Continuing what we have begun
- To grow
- That we grow!
- To grow and keep growing
- To grow and help the church
- To continue to grow and have impact on children here and around the world
- To offer a place of worship for people of all backgrounds
- Don't attend the church, but praying for the church's spiritual health
- I hope the church is able to fulfill its vision of not only improving its grounds and Christian education locally but also able to help others globally by sharing their vision and raised funds
- For kids to realize God's blessing and love
- To continue to provide affordable Christian education
- Prioritize educational programs
- For the plans to come to life
- To be debt free and to continue to advance the Kingdom of God for the glory of God and for the blessing/benefit of our kids

8. Please write down any additional comments regarding this proposal.

- Have online server for comments and options and ability to rank upgrades
- I'm very excited about the worship center remodel!
- What is the long-term plan for the orange tree preschool? Any plan to include a coffee truck or food truck for courtyard
- With the fellowship hall remodel make sure to keep in mind we use it for a lot of events such as ANIB, so we need to make sure it can still accommodate those types of needs
- Sounds great!
- I am excited to see what God has in store for us ☺
- Retrofit the existing apartments plumbing when creating the additional apartments so all have toilet facilities
- Will projects start after money is raised?
- I really like and appreciate the vision and professional way it was presented. Pictures are worth a thousand words! Really like that the first 10% is going to missions
- This campaign is very exciting and I am looking forward to being a part of it. I appreciate all the hard work that has gone into it and the desire to see this church move into this new decade
- Order of priority (for me): 1. Worship Center; 2. Education rooms; Last is debt retirement
- No additional comments
- Would like more information on Tanzania. Because of travel and missing church when can we start donating?
- What are the other mission projects?
- God is able, more than able, to accomplish this vision
- I appreciate Pastor's vision for our church and the thoughtful planning that has taken place. My only concern is regarding the scalability of the community center. Hoping consideration has been given to the rate of growth the Hispanic congregation has experienced
- If needed, would like to help with design, especially dealing with space and functionality
- We really like everything. We appreciate pastor's heart and vision for the church, people, and property
- Well planned
- Great presentation
- Glad for proposal to build 2 more apartments
- Love it all and support it all! Would rather see #1 moved to #5 – thinking of us first/our needs. Not trying to be selfish
- Love the courtyard ideas
- These projects always overrun the estimate costs and time. The estimates are extremely optimistic
- I am excited. I will help and support our church and school ministry
- You might consider a Chest of Joash campaign to raise funds by giving people the opportunity to donate their non-monetary possessions to raise money for the church
- None
- I am so thankful for everything you are doing
- Prioritize projects – with ultimate costs in mind. So if construction goes up fast, do that first, sound system, etc.. do that first
- Seems well planned out with budget. I like the vision sharing and transparency as to where budget is going

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- The first-floor classroom doors come out into hallway interfering with traffic flow. If these doors could be hideaway doors which slide into the wall it would help with traffic control flow. (Frequently, the flow is really bad at child pickup)
- It's awesome and I'm excited to be a part of it!
- I'm so excited for what God is going to do here
- Security around campus, key card system, upgrade to the parking lots
- Great job!
- Additional security cameras throughout the campus
- Concerned about what the worship center will look like when the store is moved in
- I'm 100% on board. I've been able to see God's miraculous work in churches before. I've seen God's people have faith and do some miraculous things in unexpected places
- Not sure how the gym is currently utilized but may be an option for youth meetings as well. Continued focus on security
- Our son just joined the Maggette basketball on Saturday mornings in the gym. It is a great outreach for the community. Great to see how it is being used
- Fencing around property, versatility, openness, safety
- Main plumbing lines (mostly community center) always seem to have issues, bad odors. Any plans to rectify the plumbing issues? Where was bookstore going?
- Excited for the vision. We're blessed to have the privilege to be in it. Will pray for it
- First floor Administration building move an entrance to parking lot
- There should be a good amount of stage space in the community center
- A well thought out plan. Look forward to helping in its completion
- I fully understand the need to prepare and project into the future to best serve the cause of Christ. Am just concerned, need to pray about this, because I am aware of churches who got into building programs so deeply and then went belly up due to lack of funds. We must be both bold, but cautious and careful. I love the projects, but it is a lot to take on all at once, but as you say Pastor, there will be no need for many years after this. For where there is no vision, the people perish
- Having gone through the building expenses of the school and gym, I know how the costs go over. Time delay adds move cost. Prioritize in a way something can be completed after the loan is paid off so that contributors see something and don't get discouraged
- Blessings
- Outside of sports, music is the biggest outreach for any school. I'd love to see an investment in a music room for the school
- All great ideas
- Please keep the personal/family feel that currently exists at the school. Please keep the tuition low so that the school does not price out the average family. We don't want NCS to only serve the elite. Please keep multi-student discounts for large families
- I love the plans for expansion of the secondary spaces and the revisions to the courtyard areas for the secondary students
- Retention (during the) project. Grow culture and mission. Succession plan. Take care of people and grow happiness. Culture protection, guiding principles, keep kindness
- Suggest for landscape: No vines (deteriorates paint and attracts rats). Instead, drought tolerant or synthetic grass, pavers. Design: Clean and contemporary to hold the test of time and consistent with school (elementary building) to show consistent and fluid design
- Teachers aids/administrative aids to help with things like making copies for lesson plans or students. I believe many parents would be willing to volunteer their time to help with work load for both office and teachers
- Keep it to needs. Understand aesthetic wants but keep/manage to accomplishing goals

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- I'm sure this has been considered, but I would like to see the facilities under review be equipped to meet the technological needs not just now, but moving forward as well
- Add more sporting leagues in our school, please. Add more music classes in our school please
- None
- Would like to know idea of number of \$\$ per family that is required for this project (just an estimate)
- Get the kids involved in fundraising, set 'donations' for ticket prices to currently free events.
- None for now other than the fencing is our top priority, for our family. It is a huge concern for us as there is NO security at the school. Unrelated to this plan, it is very difficult to reach the school office by phone during school hours. This should be corrected immediately because it isn't safe
- It's a blessing for me to see that we are not satisfied but we have vision to grow spiritually and to expand our buildings
- That God would help us finish these projects
- That we would have unity in the work
- It's a good plan
- We would do what is necessary and not waste money on unnecessary things
- With God's help everything is possible
- It's a very ambitious plan we'll see if we can finish it
- I like it a lot
- This plan requires a lot of faith and a lot of valor, but I know that God is with this plan like he told Joshua to be strong and of good courage
- To keep us informed about this project
- God is going to bless this plan because God put it in our pastor's heart and it is God that will fulfill the needs
- The church has always gone forward on faith in action
- To continue by faith
- For me this whole project is very important
- We need more activities for members and teenagers
- Thank God we have pastor with great vision
- It's a great thing to do
- I'm very happy because I have three kids that love the services at Liberty Baptist
- This is perfect
- Question: In regard to the administration building, will Orange Tree continue to rent from us and will the nurseries remain the same
- We are blessed to be a blessing
- More information of how and when to give financially
- That God will bless his people, Exodus 36
- Please make sure to visit The Cove at UCI and the common setting area by Ace Hardware and Pavilion on San Miguel. Pocket doors all around community center are a must ☺
- None. Have felt this has been a prayerful endeavor
- Need to process but it seems necessary
- I don't like being approached about giving. I think it is between God and the person and shouldn't be discussed. I like the 'faith promise' type method. Positive: Love that there is a vision ☺
- The Gospel is simple, doesn't need the help of fancy buildings and cosmetic re-dos
- Perhaps it would help that I work for an audio company
- I wonder if you will build at the same time or only one by one

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- What is the final cost
- Again, think that it is well thought out
- Exciting. Would love to see it happen and to be a part of it
- Is there any possibility to increase tuition fee for each child who enrolled or is going to enroll. Such as 20% of current tuition fee. We believe each family would like to do
- Thank you for inviting us to be a part of this plan, the growth of NCS, Liberty Baptist Church and its ministries
- I would love my daughter to attend this school until she will go to the university, a place of love, safety, a place where she hears about Jesus Christ as she becomes a follower
- I'm excited for it
- None, except the gate and security gate (similar to Irvine Co.)
- Your students have exceptional leadership qualities. The suggestion would be to involve the upperclassmen as much as possible in this vision. Let them take ownership in bits and pieces of the vision
- Continued vision of growth for the school. Expansion of classrooms and facility helps with greater learning. Developing possible fundraiser or volunteers to gather investors
- The patio/courtyard area proposal looks a lot like the shade shelters and furniture at MCA/Calvary Chapel Costa Mesa (In Santa Anna) Just thought it was interesting
- What about potential changes in the legal or political landscape. For example, churches and schools under pressure in NYC for preaching the Gospel or confronting LGTB issues, simply studying up for a Biblical world view/standard. Would this kind of change lead to a potential financial burden
- Not at this time
- God bless you as you upgrade
- None at this time
- I believe the vision is amazing and me and my wife would like to help. We need more information.
- Sometimes identifying a readily implemented 'momentum building' project, e.g. courtyard improvements or conversion of the bookstore, so that people can see progress
- You did a fantastic job with the presentation
- I suggest an online platform where both financial and volunteer information is always up and running
- Concern about noise disruption for school
- Thank you for making private Christian education affordable and having the generosity of the church and school family contribute to this vision to grow and expand the opportunity of the children
- I think it's all looking great. Love the concept and the commitment to expansion
- I enjoyed hearing more about the vision of the ministry and school
- I would like to see the sound and lighting bids. I have people who do sound and maybe get a lower bid
- We dig it
- Hope to discuss a couple options with Pastor. See you soon. Nice job. I realize how challenging the smaller group sessions often are. Will keep praying for overall campaign (Psalm 40:3)
- This plan is very exciting to see. This definitely shows the vision and the possibility for amazing growth for our church and school
- Parking capacity. I LOVE this campaign
- You are doing great
- I didn't hear about the sports fields or facilities

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- None at this time
- Parking capacity. Chairs in Community Center (Quiet). Sound system (Advance tech)
- More emphasis on teaching English to the Spanish side of the church and make it easier to have more combined services in the future
- I am too overwhelmed
- I really love the update to admin space. Footprint may decrease but I know that collaboration and impact will exponentially increase so I'm excited for the future that Liberty will embark on
- I don't have an opinion
- I am ready to help
- My husband is an attorney and willing to help in any way he can
- I am so grateful for your vision and dedication to build a better school for our kids and we feel extremely blessed to be part of this!
- Priorities: 1. Debt Payoff; 2. Community Center (benefit to students); 3. Admin, offices, classrooms; 4. Experience
- After school programs would be great
- Need new building at fence
- None
- Well-conceived and well-presented. Nice job!
- I do interior design and exterior landscape design and would love to help
- We are grateful to the leadership team at NCS and Liberty Baptist Church. This plan will undoubtedly become reality with the blessings of this community
- I am a project manager and we would love to come down and give a really good bid. We are a Christian company
- I am open to speaking more in details
- So exciting to see what God is doing here and happy to be a part
- Overall, I appreciate the goals proposed in this campaign and would like to see God bring it to pass
- More safety on campus
- Fundraising and donors
- I think everything was well thought out
- How does this plan affect the education in the position
- I think the plan to improve the 2nd floor of the building should be the immediate start with funds available

Vision Planning Meetings Questions and Comments (Appendix F)

1/20

- Do we lose any banquet space in the community center with this remodel
- What is the timeline for construction
- Is there any order of importance or priority list
- Is an elevator planned for the Administration building
- Explain the debt situation again, how large and where did it come from
- Will there be usable restrooms on the 2nd floor Administration building
- Tell me more about the proposed science center, what is that for?
- What is the current status of the Imani Village
- Speak to the growth of the Spanish ministry. Will this space be large enough, especially if it continues to grow
- \$6 million seems like a good price. Do we plan to borrow any more money?
- Will there be any opportunity for volunteer labor
- What do we do if we run short of \$6 million
- Will the proposed mission apartments have independent restroom facilities
- How do we pay on this pledge. Monthly, weekly, yearly, etc.
- Where will the money be held as it comes in – what kind of an account
- Can I start giving now
- Which piece of this proposal is the most expensive

1/23

- What is the timeline for construction in regard to campaign \$ received
- How did we decide on the Imani Village project
- I like it all, but that outdoor courtyard area is phenomenal
- Will there be an elevator in the Administration building
- How does this process work in terms of deciding on the final projects and any changes that may take place
- What about the Orange Tree preschool. Are they staying on campus with us
- Will we need any temporary facilities during the construction
- If you can do all that for \$6 million I will be impressed
- Any concerns about existing plumbing/electrical issues
- Will the community center be big enough for the Spanish ministry
- Any plans for a kitchen remodel or improvements
- Any additional storage space planned
- Do we have enough parking
- Will there be any tuition impact for NCS.

1/26

- Is there an elevator planned for the Admin building
- There will be more and more need in the future for an elevator, for seniors as well as those with permanent or temporary disabilities
- What is the time frame for making pledges
- Is there a priority schedule for these projects
- Please make sure there are handrails on the steps going up to the platform
- Does the Imani Village have property yet
- How do we know God is directing us to do this comprehensive project? What has been the discernment process
- I hear some very definite needs here, but concerned that we don't lose sight of other needs that may come up in the future that we haven't identified here

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1/27

- Will the projects be one as the dollars come in, or will we wait for all the money to come in before starting
- Will NPC families be invited to participate also
- Is the daycare still on our property
- It's important to believe that all things are possible with God. This is a good thing!
- Would it be more cost effective to tear down and re-build what we need
- Will moving the bookstore limit our growth in the auditorium
- Remodeling of restrooms included also on the first floor of the Administration building
- Will maintenance costs for the courtyard increase with the changes
- Will NPC be included in the campaign
- Do we have enough parking
- Are the buildings next door available
- Are improvements in the live stream included
- Safety and security upgrades included
- Do we record the Wednesday night service
- Key fob or door access upgrades possible
- Landscaping should be considered to provide cover for windows, sunlight, etc.
- When do we start the projects
- Livestream of service is terrible in the nursery, can that be improved
- Anticipated cost escalations
- Any fundraising events planned
- Please consider barriers by the gym where the kids play for safety so that cars could not just drive into the area where kids play
- Is the choir box big enough for growth
- Will there be an elevator in the administration building
- Can we keep an open floor plan in the courtyard? Moveable dividers maybe
- RE: the choir loft and platform, can there be more space between the rows? Can we make the platform a little bigger
- I can't picture removing the platform space in the community center
- Can we lower the platform in the auditorium
- What about future banquets, where will they be held
- Will the project at the Imani Village include a medical mission
- Please address the plumbing issues in the community center
- What about some development of the exterior space behind the proposed youth center for use by the youth
- A science lab is right on. That's really needed
- Any possibility of adding a coffee shop to the campus like a Starbucks or our own
- How long will it take us to pay off the \$2.5 million at the present rate
- What time frame do we anticipate money coming in
- Do we have a projects timeline yet – on which will be done first
- How much money is expected to come in the first year of the campaign
- It is possible that we may need to sprinkle the Admin building and add an elevator which may add to the cost
- I love the ideas. We're doing what we can with what we have, but it would be good to upgrade and do more
- What have the other suggestions been in some of the other sessions
- Are the proposed shade coverings on the patio permanent
- Where do we start

1/30

2/2

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- Is the preschool staying
 - Is the parking adequate
 - There is a potential for isolation by having a separate secondary wing
 - I really like how the grades cross pollinate but having separate space, especially in the older grades, is important
 - When does this start? What is the timeframe? Will it affect the school year
 - Does this have any impact on the existing projects like fencing
 - Any consideration for lockers in the secondary area
 - It will be important to maintain the pleasant and family atmosphere through this project, keeping the stress level down for staff and emphasizing retention of staff will be very important
 - I'll second that comment about the culture of NCS. The staff is young, but very caring and of excellent quality. They may need more help and support during this expansion/change
 - Are there any other existing projects that are already in the que besides the fencing project
- 2/3
- I gave to the education building even though I didn't have a lot. Now I have a young child and I know how important that project was at the time since my children will now be able to use it at NCS
 - Not everyone can give a lot, but maybe we can sell what we don't need and give that
 - Is the boardwalk being changed at all
 - I can't give a lot, but maybe I could cut out one meal at McDonalds or some other sacrifice in order to participate
 - See 'The Cove' at UCI for ideas on creating an effective media wall for the auditorium
 - All of this is overdue and warranted. Looks great
 - Are those LED walls in the auditorium on that rendering
 - What is the priority for these projects
 - I appreciate that you're asking us for our priorities, but I would appreciate your (Pastor Ryan's) opinion on priority
 - Is the design of the auditorium remodel of platform determined yet or is this preliminary
 - It's thrilling to see the growth of the Spanish ministry. How is that ministry being integrated into this plan
 - The stage is already good for space and better than others. Don't lose any of the space in a re-design
 - What is the ROI for the school re: the Admin wing remodel
 - The ministry rewards of the school are priceless
 - Would like to see more on the bookstore location and how that would work
 - The biggest detriment to the bookstore is its location. It is not seen
 - Like the doors on the community enter opening to the courtyard
 - Are there plans for an elevator and more handicap parking
 - We may still need more space in the auditorium. Make sure we don't use up our expansion space
 - I think there is a need for more handicap accessories in the bathrooms (grab bars, etc.)
 - The choir loft has become too dangerous for me to use any longer. Something does need to be done with it
- 2/9
- I've really enjoyed the presentation. I do really like the small class size and prefer that aspect not to change
 - Is there a priority of projects
 - What grade levels would be in the secondary wing

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- Security and safety are important. Is there a possibility of this being a closed campus
- What is the estimated time of completion
- Where does security fit in to these projects
- You guys are doing a great job. My daughter is really thriving in this Christian education environment. What is your priority of projects, Pastor Ryan
- So, mission is a tithe out of the total, not a lump sum that gets paid out up from all at once
- I would love the outdoor space to be first, but in reality the auditorium is probably most important
- With growth there is a need for more staff, how does that work out
- Do projects overlap or do they get done sequentially
- Will there be a place where this presentation can be seen or shared? Online perhaps or a brochure
- What is the current amortization on the debt
- Are you considering adding any debt
- Is there a priority list
- What additional property is available – has any been identified
- Is the parking adequate for the projected growth
- Do you have a call center to help with contacting potential donors
- What is the potential projected enrollment after this is completed
- How many families do we have and what would it take per family to raise the \$6 million
- This seems like a great project that God is leading that will impact so many kids. Amazing
- What other opportunities will be available for the kids – extra-curricular, especially as the secondary gets bigger
- Is the pace of this campaign and project fast enough for the enrollment growth. Are we ahead of or behind the curve
- What is the timeline for project completion
- Are there any plans for mission projects in India
- I saw the difference the new school building has made. It's amazing. This will do the same
- What is our growth potential in the auditorium
- Praise God we're growing. We've added so many people
- Does re-doing the sound system include the nursery, live stream, etc.
- Consider apologetics programming for our youth. It's really needed to help them as they go off to college
- Any possibility of replacing the doors on the auditorium
- Do these plans all run concurrently, or sequentially, or ...
- Any consideration for athletic facilities, weight room, etc.
- Are the school families involved
- How would corporate giving work
- What is the size of those classrooms upstairs? Perhaps design some flexibility into a couple of them so that they can vary in size
- Technology upgrades are changing fast, can we stay ahead of the curve? Price escalations?
- What is the first project you envision doing
- How are we planning for school growth? Is this the plan? How much can the school grow if this is completed

2/10

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2/23

- I was here when we got all these buildings in the swap and the question at the time was, “How are we possibly going to fill them all?” It’s awesome that our problem is now exactly the opposite
- If we don’t take care of stuff when it’s necessary, it can really escalate quickly. It’s important to do these things now when they’re needed
- Is the Tanzania project the priority for missions
- What is being planned for safety and security improvements
- What about a library
- Is there a plan for permanent shade in the lunch area for the lower grades
- After school programming could be more structured
- Will there be child care available for the summer program
- If you extended the education building, the building itself could be a ‘wall’ for security
- When do we move forward? Do we need a certain amount of money in hand to get going
- We could use some traffic flow improvements
- Where is the fence going? Any possibility of also having visual screening
- What is your first and most immediate need
- What is the timetable to start
- What’s happening here is special and is not happening elsewhere or necessarily in other places that we have experienced. It is unique and is of God
- I appreciate the support of other countries though the mission component. Any possibility of developing a scholarship fund
- Do you have a projection of dollars that would come in and when
- We know what we would be paying in tuition if we were sending our kids to other comparable schools, so that’s a good starting point to think about a pledge...as a minimum
- Is there any history of doing a campaign here like this at either the school or church
- Do we have any current corporate or business sponsors
- Is there any kind of refund or voucher program for private school tuition in California
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