



## Church Motion for Approval

### I. Motion

The Board is seeking church approval to move forward with the **Breaking Barriers Initiative** in the following ways:

- A. Agreeing to the concept of replacing the back wall of the sanctuary with heavy partition-style dividers that can open for Sunday morning services (doubling the potential capacity of our Sanctuary) and be closed during the week (preserving our designated fellowship hall/gym) to prepare for and accommodate future church growth and increased outreach/discipleship opportunities
- B. Partnering with W.E. Bowman Construction (General Contractor) to accomplish goals related to this project
- C. Raising \$450,000 through special giving and fundraising efforts for project completion
- D. Entrusting leadership/management of this effort and ongoing oversight of this project to the Salem Board and the Senior Pastor

This approval will be decided at a special-called business meeting to follow the morning church service on August 24<sup>th</sup>, 2025.

### II. Schedule/Process toward Approval

**A. Introduction of the Motion:** August 10<sup>th</sup>

**B. Discussion of the Motion**-Opportunities for Q&A/discussion of this motion with the pastor and members of the board will be provided on the following dates/times:


- 1. Wednesday August 13<sup>th</sup> at 7:30pm
- 2. Sunday August 17<sup>th</sup> at 9:00am
- 3. Wednesday August 20<sup>th</sup> at 7:30pm

**We ask that you take advantage of one of these Q&A/Discussion sessions to entertain input and seek clarification so that we can have an efficient business meeting on Aug 24<sup>th</sup>**


**C. Approval of the Motion** will take place at special-called business meeting to follow the morning church service on August 24<sup>th</sup>, 2025.

### III. Background/Process Leading to this Motion

A. This **motion** is the result of over a year of prayerful and collaborative consideration of how Salem can prepare for and accommodate, reach, and disciple the growing context around her in the most efficient and responsible way.

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1. (January-July 2024) Pastor Jeff has been in regular communication with church leaders, ministry experts, and mentors who have evaluated our church's logistical, financial, programmatic, and missional condition and goals. After much prayerful consideration, this sanctuary expansion was determined to be an appropriate catalyst to help take the church into its next exciting season.
  2. (August-December 2024) This concept was shared with the Salem Board of Directors and discussed at length against the backdrop of church history and her current situation.
  3. (January 2025-Today) The Breaking Barriers initiative was introduced to the church and investigations toward how to accomplish this goal began to take place.

B. The **particulars** of the motion above (see page 1) are a result of careful and prayerful consideration of many options and potential solutions

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1. The Board has discussed alternative projects and/or possible solutions at length (multiple services, simply removing the wall and/or building a separate fellowship hall/gym, etc.) as well as how this project fits into long-term church planning, and determined that this motion represents the best move forward for church functionality and growth.
  2. The Board evaluated three options for contractors and decided upon W.E. Bowman based on their experience, rapport, process, and cost of pre-construction proposal/analysis.
  3. The Board evaluated multiple options and prices for engineering, partition walls, steel, sheetrock, and other related elements that were solicited and presented by W.E. Bowman as proposal was finalized.
  4. A complete project proposal was made available to Salem Board and evaluated/discussed with contractors.

## IV. Questions and Considerations

### A. What other concepts were investigated and why were they passed over?

*Removing the wall, finishing the sanctuary, and building another fellowship hall/gymnasium was a concept that we investigated (especially once the costs associated with our motion were discovered). However, this alternative solution was deemed far more costly (significantly more than the proposed costs associated with Breaking Barriers Initiative) and, the logistics of where to put such an addition as well as the needed size and scale of the addition were issues that seemed either too cumbersome and/or too difficult to pursue at this time. The board also believes that it is important to fill and utilize the current building and all undeveloped areas therein (like the second floor) before adding to the church's footprint.*

*Moving to two services was a concept that was investigated also. However, two services can very easily lead to two increasingly unrelated bodies/churches. Two services also places the kind of strain on workers/volunteers that makes it difficult to recruit help/volunteers in any one area (leading worship, nursery, children's church, etc.). Given that it is already difficult to fill needed areas of service with one corporate worship service, moving to two at this point is not feasible.*

*Simply removing the wall was a concept that was also investigated. However, given the way in which our church utilizes the gym/fellowship hall and in the interest of preserving the existing sanctuary, having the capacity to close off the gym from the original sanctuary in a robust way is best and provides better functionality for how the building is and will be used for the foreseeable future (in both activity areas and in smaller services that may be hosted).*

### B. Why is this project so expensive?

*While the concept proposed may seem simple, it is highly sophisticated. The partition wall that will be installed is a customized, specialized, and heavy piece of equipment that will have to be manufactured to particular specifications for our room and needs. This partition wall also requires a complicated steel structure on which to hang it—a structure that must be rooted in new footers and then hidden behind by sheetrock and other finishes. This is specialized work, while costly, will yield a functional and effective means to help achieve our church's missional goals well into the future.*

### C. What are the possible pros/cons associated with this concept?

*Cons-Cost and loss of gym/fellowship hall on Sunday mornings.*

*Pros-Doubling the potential capacity of our sanctuary without losing the functionality of designated fellowship hall/gymnasium outside of Sunday mornings. For years to come, this will allow us to grow as a church body without having to sacrifice existing programs/ministries. It will also open many new opportunities for us to use our facility to bless and serve our growing community.*

**E. How does this project fit into the long-term plans for Salem?**

*This project, once executed, will accomplish the first component of a three-phased approach that might be neatly summarized in the phrase “growing Out, Up, Beyond.” Increasing the capacity of our sanctuary is the “growing out” phase of this long-term plan as we make space for more to worship and be disciplined in our growing church family. The growth that we are trusting to Lord for in the “growing out” phase of this long-term plan will then be instrumental as we eventually seek to “grow up” (phase 2) and finish out the second floor of our existing building with improved youth space and other discipleship spaces for adults and children. As God uses these finished spaces and increased capacity of our church to reach and disciple our community, Salem can then explore how she might “grow beyond” our current footprint as necessary (in phase 3).*

**F. What /are we doing ourselves to help lower the associated costs of this project?**

*Though the majority of this project requires specialized professional oversight and execution, the board is soliciting its own help in re-routing electrical wiring/components, relocating fire alarms, and lowering the sound booth prior to major construction. This is already helping to lower demolition costs and has removed the need for any electrical subcontracting from W.E. Bowman.*

**G. How are we planning to raise the money for this?**

*Funding for this project will be dependent on a combination of non-reserve cash on hand, a giving campaign, and special fundraising efforts as part of our Breaking Barriers Initiative. We are not looking to take out loans or increase our church’s debt to accomplish this project. Construction of this project will not be entertained until adequate funds are raised.*

**H. Once construction begins, how long will this project take to finish?**

*Estimated construction duration from start to finish on this project once it begins is 6 weeks. We WILL be able to use the sanctuary during the construction period on Sunday mornings.*

**I. How will information be communicated as we move forward?**

*If you have any questions or would like to reach out to our team, please send an email to [info@salembaptistchurch.info](mailto:info@salembaptistchurch.info) and including "Breaking Barriers" in the subject line.*

*Information and updates will also be communicated ongoingly through our designated webpage: [www.salembaptistchurch.info/breaking-barriers-initiative](http://www.salembaptistchurch.info/breaking-barriers-initiative)*