

## **Facility Evaluation and Growth Planning Task Force Findings and Recommendations**

**Charge:** To evaluate the growth trajectory of Salem’s ministries and the opportunities and obstacles we are facing, focusing primarily on, but not necessarily limited to, the capacity of our current facility to support continued progress in leading more people to Connect, Grow, and Go as followers of Jesus Christ. Further, based on this evaluation, make recommendations to the Leadership Team regarding possible facility use/expansion and/or other options to consider as we strive to fulfill our mission.

**Priority #1:** Salem Covenant Church has experienced growth in the number of attendees as well as in its ministry programs, especially programs related to children, youth, and families. This current growth has made us aware of the following:

- The conducive space for children and youth education has been exceeded. The current space limitations will prevent future growth.
- Many of the lower level classrooms are accessed through a maze of hallways that are not “user-friendly,” especially to new families.
- Entrances to education space need to be more strategically located.

**Recommendation #1:** The short-term reassignment of rooms with children and youth as priorities and the near-term consideration of building remodel and expansion.

**Priority #2:** Salem Covenant Church took a step of faith over a decade ago in its decision to launch a contemporary service. This step of faith, coupled with the growth in the contemporary service, proved again God’s faithfulness to “do exceedingly, abundantly beyond what we would ask or imagine.” It is the sense of the Task Force that the Gym is not the long-term solution for the Contemporary Service. Options include a new location, adding on a new auditorium to Salem’s footprint, or redesign and expansion of the current Sanctuary to accommodate current and future needs of Traditional and Contemporary worship.

**Recommendation #2:** That permanent space be found for the Contemporary Worship Service. Determination of the best option should be based on architectural design and input.

**Priority #3:** The growth of programs has necessitated the growth of our Ministry Staff. The current office space:

- is spread throughout the building,
- is crowded and lacks efficiency,
- has no centralized area for a conference room or meeting space,
- has walls that do not offer necessary sound deadening for the sake of privacy.

**Recommendation #3:** Building expansion to accommodate current and future office space.

**Priority #4:** The importance of first impressions has been well documented. A query of newer attendees, visitors, and a consultant from National Covenant Properties indicate the need for addressing the Narthex, where many first impressions are formed. Observations include the following:

- the function of Welcome Center does not require the current allotted space,
- the current location of coat racks is in the pathway of traffic flow and obstructs view to ministry areas, nursery, and restrooms.
- the advantage of a more centralized coffee area,
- the need for more open space for fellowship and traffic flow.

**Recommendation #4:** New/additional signage and acquiring architectural renderings for redesign of the Narthex.

Recommendations/plans for facility remodel/expansion would be brought to the Salem membership for consideration.