

The Dow Smithsonian

A newsletter for clients, colleagues, and friends of Dow Smith Company, Inc.

Winter 2022

Before You Build A Church, You Need To Build Consensus

That's why we suggest embarking on a 3-Day Design Charrette with church leadership before beginning to design and build a church. This three-day event consists of a series of meetings where we bring all of your stakeholders together before we get started with the project.

A charrette gives leaders, team members and key decision-makers a chance to have open dialogue about what they expect, as well as an opportunity to express concerns. When everyone is present and engaged, we can get everything out on the table. We can discuss the challenges we may face and how to avoid pitfalls. This will put you in the best possible position to have a realistic plan with achievable benchmarks as we move forward.

"We're really excited when we get to partner with a church and they entrust us with their facilities, with their money, with their people, because we know that church leaders have a lot of responsibilities and they're held accountable for how things go," says Joey Rhyne, Partner and Design-Builder at Dow Smith Company. "So we like to make them feel relaxed and feel confident about who they've hired."

The process can also save as much as six figures. Some churches, eager to get to work, will pay hefty fees for designs that are impossible to build on their budget. Having an intensive discussion ahead of time can prevent this from happening.

Luke 14:28 asks us, "For which of you desiring to build a tower does not first sit down and count the cost, whether he has enough to complete it?"

This is a critical question and it's not just about the financial cost, though that's part of it. It's also about the strain expansion can put on a congregation and



Among other schematic designs, a conceptual floor plan will help church leaders visualize the future space. We work with design partner, Mantel Teter, to help design individualized space that will work for each and every church we build.

the sacrifices that you'll inevitably have to make along the way. Understanding how to minimize disruption to existing operations, while keeping staff and members of the congregation safe, is of the utmost importance.

So, what does a typical 3-Day Design Charrette do?

- Establish metrics such as historical attendance, space usage and project budgets so that everything will scale appropriately.
- Conduct discovery interviews by meeting with staff and core ministry leaders identified by the church to better understand the ministries that are under design.
- Prepare at least two optional site campus master plan concepts based on the conclusions from our discovery interviews.
- Prepare conceptual schematic design floor plans for the next identified building phase for your teams' review.
- Prepare conceptual exterior building elevations to capture what the exterior may look like.

- Revise site plan, floor plan and elevations according to feedback from leadership to be presented again to capture any final comments.
- Provide overall code summary and discuss any red flags or concerns.
- Discuss final details to be completed and delivered.
- Prepare computer-generated model of the church.

We will craft an agenda for our three days together that will allow us to accomplish all of the above. This will be time well spent as everyone will leave the charrette on the same page and ready to start the next chapter of your church. You will gain consensus.

"I don't consider a job a success unless the clients are our friends at the end of the job," Joey says. "We are really passionate about the construction process, and even though it's usually going to be inconvenient, we want it to be as enjoyable as possible. Construction is supposed to be exciting. It's supposed to be about growth and good things, and change is a good thing."



Old West Justice

A man in the Old West was being tried for stealing a horse. It so happened that the man whose horse had been stolen was a mean fellow who didn't have a single friend in the entire town. The case was tried and presented to the jury.

After about 30 minutes, the jury returned to the court chambers. The judge asked, "Gentlemen of the jury, have you reached a verdict?"

The chairman of the jury stood up. "We find the defendant not guilty if he will return the horse."

The judge admonished the jury. "I cannot accept that verdict. You will have to retire until you reach another verdict."

The jury went back to deliberate some more. About an hour passed before they re-entered the courtroom.

"Gentlemen of the jury," said the judge again, "have you reached a verdict?"

The chairman of the jury stood up. "Yes, your honor. We find the defendant not guilty, and he can keep the horse!"

SPEED BUMP

Dave Coverly



Top Tips For Career Advancement

You're ambitious and want to advance in your job. It won't happen overnight—you have to take active steps to move up in your career. Follow this advice from the *BioSpace* website to get ahead:

- **Always keep learning.** Knowledge is crucial to career success. You'll never get to the point where you know everything necessary for the future. Keep your mind open to new facts and opportunities to master new skills.
- **Set goals that matter.** To achieve what you want, you have to map it out in detail. Decide what's important to you and focus on that. Set goals daily and for the long term to keep yourself motivated.
- **Get organized.** Learn to manage your time effectively. Keep your workspace clear of distractions. Eliminate redundant or pointless tasks. This will help you concentrate on accomplishing what's most important.
- **Support your team.** Don't be selfish. Helping your team achieve its goals positions you as a reliable worker—someone others will support in turn. You'll earn respect and help build a strong network that will help you advance.
- **Take care of your health.** Get enough sleep, exercise regularly, cut back on junk food, and relax as needed. You need the energy that only a healthy lifestyle can provide to stay productive for the long haul.

"Embrace what you don't know, especially in the beginning, because what you don't know can become your greatest asset. It ensures that you will absolutely be doing things different from everybody else."

—Sara Blakely

Want A Career You Love?

What do successful leaders see as essential to a fulfilling career—and life? Podcasters Eric Eliasson and Lara Mitra asked 30 top business leaders what they'd learned on their path to success. The *MIT Sloane School of Management* website presents some of their insights:

- **Diversify your passions.** Don't limit yourself to just one area of interest. Look around and seek out new possibilities throughout your career. The more passions you have, the greater your range as you go through life.
- **Be open to changing views of success.** "Success" can mean making lots of money, having wide power, or earning the love of a family—or an infinite number of other things. As you learn and grow, your definition of success may shift. Don't fight it. You may find that you have very different ideas of what's valuable at different stages of your life.
- **Remember to plan.** Being open to change doesn't mean totally winging it throughout your career. Set some goals early on and develop a plan for moving forward. You may have to adjust your plan as your circumstances and views change, but you'll be in a better position to pivot if you have a firm foundation to stand on.
- **Take action to build confidence.** You may be unsure that you're doing the right thing, but if you do nothing, you'll never achieve any of your goals. Taking action, even if you fail, can give you the confidence you need to keep moving forward. You'll see what you can do, and learn that failure isn't the end of the world.

The Steamy History Of Coffee

From that morning mug of java to a cup of decaf with dessert, many people rely on coffee to get through the day. The *Cracked* website shares the fascinating history of our favorite hot beverage:

A legend goes that in Ethiopia around 850 A.D., a farmer named Kaldi noticed that the sheep in his flock had more energy and slept less after eating fruit from a particular plant. He tried it himself, and also felt more energized, so he took it to a nearby monastery where the monks used it to brew a tea. They found that the tea helped them stay awake during their evening prayers.

The first written mention of coffee came a few decades later, when a Persian physician wrote about a drink called "bunchum." "Bunn" was the Ethiopian word for the coffee berry. The Ottoman empire spread coffee through the lands it conquered, where it reached Europe during the 17th century. Early Christians thought it evil and asked the Pope to ban it. The Pope, however, decided to try drinking it himself first, and declined to forbid its use.

Coffeehouses spread quickly across the continent—Venice in 1645, England in 1650, and France in 1672. It eventually crossed the ocean in 1676, when a coffeehouse opened in Boston. For a while, farmers in Mediterranean countries enjoyed a monopoly on coffee, but that ended when the Dutch started growing and exporting it from the Indonesian territory of—wait for it—Java.

France is responsible for the first iced coffee, thanks to troops who dubbed their concoction "café mazagran" after the fortress they were stationed at. Today, we consume more than 2 billion cups of coffee a day around the world, making it the most popular beverage around.

"The distance between insanity and genius is measured only by success."

—Bruce Feirstein

Take On Those Tough Tasks

Focusing on difficult tasks at work can be hard, but you can't avoid it most of the time. The *Nature* website offers this science-based advice on getting the job done:

- **Make space.** Set aside large blocks of time to work on the problem confronting you—15 minutes here or there won't let you settle in mentally. Schedule time consistently so you make it a habit that's easy to adjust to when you sit down to work.
- **Remove distractions.** Look around your workspace for cues that might lead you astray. Put your phone in a drawer so you won't see incoming texts, for example. Unplug your computer from the internet. Even if you can ignore such distractions while you're working, they'll still be there, tugging at your concentration.
- **Forget the small tasks.** You may be tempted to finish up just one more thing before getting down to work. Resist the impulse. These small tasks will interfere with your ability to start focusing on what you need to work on.
- **Find the right structure.** Think about how to approach the task ahead of time. Developing a logical plan will help you carry through when you hit obstacles. It also helps you get started each time, because you'll know right away where to begin.
- **Take breaks.** You're allowed to take a break while working on a complex task. Just don't get pulled into other work. Leave your workspace, talk to people, or just take a walk to clear your mind. Return with a clear head and dive right back into the task.
- **Stick with it.** You may need time to find the right structure or approach to working through the problem. Don't give up. Be ready to try something new as long as your mind is still focused on the project you're working on.



Test Your Knowledge

1. How fast was the first person to be pulled over for speeding traveling?
2. Which are the only animals to blush?
3. What do the "M's" stand for in M&Ms?
4. Which American band has the most No. 2 *Billboard* hits, without ever reaching No. 1?
5. What is the dot over a lowercase "i" or "j" called?
6. What is the national animal of Scotland?
7. Humans are just one of how many estimated species on Earth?
8. Playing the accordion was once required of all teachers in which country?
9. Which animal kills more Americans than sharks each year?
10. How many three-point baskets did Shaquille O'Neal make in his career?
11. Which is the only U.S. state to border only one other state?
12. What is the Twitter bird's official name?

12. Larry.
8. North Korea. 9. Cows. 10. One. 11. Maine.
5. A little. 6. The unicorn. 7. 8.7 million.
and "Murrie." 4. Creedence Clearwater Revival.
1. Eight miles per hour. 2. Humans. 3. "Mars"

—Mental Floss

Talk About A Team Effort!

Our project at Greenhouse Ministries was a testament to just how much good we can do in the community when we work together, overcome obstacles, and live out our mission.

We recently completed the new, two-story, 25,000-square-foot building at 307 South Academy Street, across the street from their current building in downtown Murfreesboro. The first floor is home to Greenhouse Ministries' daily operation—a corporate office and counseling services. The second floor contains 18 transitional housing apartments. The current building will also be used to expand Greenhouse's Garden Patch Thrift Shoppe and to allow the warehouse space for larger classes, such as appliance repair, furniture repair, bike repair, and computer refurbishing.



Heading up the project was Superintendent Joel Tellez, with Field Operations Director Trey King working diligently to make sure Joel and his crew had everything they needed throughout

the project. Joey Rhyne handled the relationship with the leadership at Greenhouse Ministries and saw the project through from concept to construction. Project Manager/Estimator Andrea Fall did an excellent job, as always, in helping Greenhouse bring their ideas to life.

"We are unbelievable grateful.

Special thanks go to Dow and all he did and all his crew did of putting this building together...coming through on schedule and on budget. That's big!" commented Cliff Sharp, Co-Founder at the ribbon cutting ceremony in January.



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Featured Project: Jaymes Academy

In early December, we began construction on a new ground-up, 10,000-square-foot day care/early learning center at 13189 Old Nashville Highway in Smyrna.

Jaymes Academy provides early learning adventures for infants, toddlers, pre-school and pre-kindergarten. With locations in Nashville, LaVergne, and Murfreesboro, this new facility in Smyrna will be the academy's sixth location. The new facility will include several new classrooms for infants through pre-school and will also include a new indoor play area. The project is expected to be completed by August 2022.

Aaron Fisher is the project manager/estimator and Nathan Pfeifer is the

project's superintendent. Architect Kevin Goins and Harpeth Park Engineering round out the team. This project is unique in that

Dow Smith Company owners are in a joint partnership with the owner/operator of Jaymes Academy, Angie Phay.

"This is an exciting project that will bring a much-needed, high-quality preschool to this part of town," says Aaron Fisher, project manager and estimator. "We no doubt will encounter many challenges and difficulties, as is usual with any construction project, but we have the tools and the personnel to overcome even the most difficult challenges."



Sitework was underway in early February.

