**Agenda**

**Congregation Council**

**St. John’s Lutheran Church via Zoom**

**April 27, 2021 | 7:00 p.m.**

Prayer - We begin our meeting centered in the presence of God. Silence, then opening prayer led by Jane Rizzo.

1. Future Dates
	1. Clean-up Day: Saturday, May 8
	2. Boards: Tuesday, May 11, 2021
	3. Council: Tuesday, May 25, 2021, 7:00 p.m. Prayer led by Paul Beck
2. Financial Report - Jane Rizzo
3. Pastors’ Report - Pr. Pam & Pr. Jonathan
4. Council Action Items & Updates
	1. Employee Retention Credit / Payroll Tax Credit
	2. St. John’s Hall acoustic / audio project update
	3. Usher update
	4. Safe Operating updates
	5. Sabbaticals updates
	6. Racial Justice update
5. Board Reports - Board Chairs
6. Consent Agenda Items
	1. Approval of March council minutes
	2. Approval of April financial report

Prayer - The president leads a prayer asking God’s grace and help in our ministry. After the president’s prayer is concluded, we finish the meeting praying the prayer Jesus taught us, the Lord’s Prayer.

**Congregational Council**

**St. John’s Lutheran Church | Northfield, MN**

March 23, 2021 | 7:00 p.m.

Meeting via Zoom due to COVID-19

**Present:** Merilyn Calcutt, Suzy Taggart, Paul Beck, Carolyn Nitz, Ruth Dahl, Pr. Pam Fickenscher, Vern Koester (in for Gene Bakko), Pr. Jonathan Davis, Jane Rizzo, Rob Nutt, Suzanne Pfau, Kristy Harms, Rachel Brownlee, Mark Gleason

**Not Present:** Rod Christensen

The meeting was called to order at 7:00 p.m.

1. Opening Prayer - led by Paul Beck
2. Financial Report
3. Pastors’ Report
4. Council Action Items & Updates
	1. Board Updates
	2. Safe Operating Task Force update
	3. Hillcrest Village pledge follow-up
	4. Financials - Loan forgiveness
	5. Sabbatical updates
	6. Columbarium Committee vacancy
5. Consent Agenda Items
	1. Paul Beck made the motion to approve the financial report for March 2021. Kristy Harms seconded the motion. The motion carried unanimously.
	2. Jane Rizzo moved to approve $15,000 this year and $2,500 each year for the next four years (for a total of $25,000 over five years) to CAC’s Hillcrest Village, with funds coming from Grace Overflowing benevolence fund, and St. John’s Foundation fund. Rachel Brownlee seconded the motion. The motion carried unanimously.
	3. Mark Gleason made the motion to approve spending up to $1,000 of Grace Overflowing funds on an acoustic improvement consultation and detailed proposal for St. John’s Hall. Paul Beck seconded the motion. Motion carried unanimously.
	4. Kristy Harms made the motion to approve Jonathan’s sabbatical plan for 2022. Mark Gleason seconded the motion. The motion carried unanimously.
	5. Jane Rizzo made the motion to approve Pr. Pam’s updated sabbatical plan for 2021–2022. Rob Nutt seconded the motion. The motion carried unanimously.
	6. Kristy Harms moved to approve the February council minutes as submitted. Carolyn Nitz seconded the motion. The motion carried unanimously.
	7. Kristy Harms made the motion to approve the nominations of Ruth Neuger and Scott Swanson to the Columbarium Committee. Mark Gleason seconded the motion. The motion carried unanimously.
6. A closing prayer was offered by Ruth Dahl.
7. Meeting was concluded. Meeting adjourned at 8:30 p.m.

**Business Management Board**

St. John’s Lutheran Church

April 13, 2021

Present: Jane Rizzo, Jim Enestvedt, Reed Hagberg, Jim Loe, David Norman, Greg Norman, Leah Garlie

Unable to Attend: None

The meeting was called to order by Jane at 7:01pm.

1. Insurance Review

a. Guest Presenter: Mark Lancaster of Northfield Insurance Agency

b. Mark shared an overview of the insurance industry. 2020 was a rough year for claims (property claims in particular) thus carriers are trying to make up for losses with increased premiums

c. Churches have a limited number of options for insurance carriers given the complexity of needs and risk profile: Continental Western (current), Liberty Mutual, Grinnell Mutual

d. Overall, St. John’s has good, broad coverage in its commercial package. Possible

suggestions for coverage changes:

i. Functional vs. replacement building coverage (would likely be a Council decision, but good to know the price difference)

ii. Could increase coverage in water and sewer backup and cyber security

iii. Deductible on property claims is already fairly high at $25,000, would

not suggest increasing further

e. Premiums increased in 2021 to $28,700 (up 18%), partially due to increase in building

replacement coverage.

f. Mark is negotiating with Continental for a reduction and seeking bids from Liberty and

Grinnell for comparison. He will send to the committee when he receives them

2. Financial Review

a. March financials are not yet complete. Leah will send when ready

3. Old Business

a. Jane suggested a joint meeting with Properties & Grounds to discuss intersectionality of responsibilities – insurance coverage (BMB) and building maintenance (P&G). Committee members agreed.

4. New Business

a. Updates from Council meeting

i. Payroll protection plan loan was forgiven in its entirety: $25k unplanned income

ii. Payroll tax credits for employee retention will be even more generous in 2021, per our accountants

b. Report of the Audit committee was received this week

i. Only two small findings

ii. Leah explained policies and practices to address findings

iii. No concerns from the committee

c. May meeting planning

i. Discuss what factors will determine our return to “normal” counting of offering

ii. Jane will request a recommendation from the Safe Operating group to discuss at our May discussion

Council Action Items: None

The next meeting will be held via Zoom on May 11, 2021 at 7pm.

The meeting was adjourned by Jane at 7:52pm.

Minutes submitted by: Jane

**Worship & Arts**

St. John’s Lutheran Church

April 13, 2021

Present: Paul Beck, Donna Paulson, Nathan Proctor, Lori Skoglund, Anne Sovick

Unable to Attend: Scott Swanson

The meeting was called to order by Paul Beck at 7:00 pm.

1. Safe Operating Task Force update - Paul

a. Usher training April 18

b. Sign up with Signup Genius

c. Outdoor Worship June 13 at Goodtree Farm

d. Discussion of FAQ updated April 10,2021

2. Board responsibilities that Nathan oversees and/or does the work

a. Worship liturgy

b. Music staff

c. Works with ECC board concerting streaming of service – camera free zone

d. Request committee help when needed

3. St. John’s Hall Acoustic update

a. Discussed April 13 th meeting with consultants

b. Primary concern is to improve conversation when there is group discussion

c. Consultants to come up with a plan

Council Action Items: None

The next meeting will be held Tuesday, May 11 th 7:00pm on zoom.

The meeting was adjourned by Paul Beck.

Minutes submitted by: Paul Beck

**Property and Grounds Board**

St. John’s Lutheran Church

8 March 2021

Present: Gene Bakko (chair), Sue Brockman, Vern Koester, Mark Rydberg and Tim Byers (staff)

Unable to attend: Fred Hoemoeller, Dale Gehring and Terry Rydberg

Meeting called to order at 3 PM

1. We discussed the building sprinkler system and the fact that it has not had a complete

inspection for many years, if ever. Viking Auto Sprinkler, who does the flushing of the

system periodically and is familiar with our system, has entered a bid of $1450 to assess

the internal piping, test and/or replace gauges in the system, and inspect all valves. We

decided this should be done. Tim will make arrangements with Viking Auto Sprinkler.

1. For 20 years the church has had a “no pesticide use” policy for our property. We checked

into this to be sure it was being followed. Tim reported that our current service does,

indeed, abide by this policy. Our lawn service does use some bio-degradable fertilizer but

no pesticides.

1. CLEAN-UP DAY will be Saturday, May 8, from 9-12AM. Vern said he could bring his trailer

to haul leaves and yard waste. Gene will contact Leif Knecht to inquire about getting mulch. Announcements will be forthcoming.

1. Werner Electric will be at the church on Thurs., April 15, at 2PM to discuss and give opinions for lighting options for the Narthex. All who can attend, including any staff, should be there to give opinions.
2. Tim announced that we will be hiring a new snow plow business next winter. He comes

recommended by Matt Garlie who has done our plowing through this winter. Work will

be done by THE LAWN GUY. Charges will be $125/ hour.

1. In the discussion of repairing/replacing the Narthex doors leading into the sanctuary, we decided that repairing would be the better option. Tim has contacted Scott Swanson to

remove the doors, remove hardware and old covering, and then bring them to Garner

Upholstery for recovering. We’ll also have Scott replace some missing pieces of quarter-

round molding along the baseboard in the Narthex.

1. Tim reported that new carpeting replacement has occurred in his office, Emanuel’s office, and the Youth Room. Also, loose tiles in some classrooms have been re-glued.
2. Tim reported that the changing table in the lavatory adjacent to the office has been installed. Plastering touch up and painting will be done by Doug Child.
3. Tim reported that the air flow system assessment, door #1 canopy repair, and courtyard wall repair are still on hold.

Meeting adjourned at 4PM.

Next meeting: Tuesday, May 11, 2 PM, in the library

Minutes by Gene Bakko

**Youth Board**

St. John’s Lutheran Church

April 13, 2021

Present: Rob Nutt, Emily Westerback, Keri Peterson, Emmanuel Kaghondi, Betsy McLaughlin, Todd

Menssen, Amanda Tracy

Unable to Attend: None

The meeting was called to order by Rob Nutt at 7:05 PM.

Check in – Highs and Lows

1. Council update
2. Noted CAC / Hillcrest Village pledge
3. Noted pastors’ sabbatical timelines

2. Updates on Programming – Emmanuel

1. Continuing monthly confirmation Zoom meetings – last one in May
2. Previewed Youth Bonfire 4/14/21 and Senior Recognition service in May

3. Previous Events

1. The Key / Easter Treat Bags service event Wednesday, 3/31/21 6:30-7:30 PM

Well attended

Feedback was to make intentional announcement of why we are here; will work that into next service event in May

4. Upcoming/Ongoing Events

1. The Key / Meal service project and cookout – Saturday, May 15 th 12:00-1:30

Youth and parent volunteers prepare meal delivery of hotdogs

Hot dog cookout for youth volunteers

1. Drive In Movie series

Youth inspired event

Rob will reach out to highschooler with idea and begin to move it forward

1. Brainstormed ideas for Summer activities

Weekly service event / e.g. Food Shelf

Inner Tube / Cannon River

Bible Study time

Camping Night

Outdoor game night

Hammock outing

Scavenger Hunt – joint with Bethel

Council Action Items: None

The next monthly Board meeting will be held at 7PM on May 11 via Zoom.

The meeting was adjourned by Rob Nutt at 8:09 PM.

Minutes submitted by: Rob Nutt

**Faith and Health Board**

April 13, 2021- 7 p.m.

Present: Pam Groves-Gaggioli, Debby Nitz, Kristen Wermager, David Sudermann,

Dennis Rinehart, Suzanne Pfau, and Sally Lindell

New Business – Blood drive on May 10 th from 1-6 p.m. – Sally reported that they

only need one person to work and that she can handle that.

Reports from last Council meeting

Safe operating committee – we will be starting in church services later in April and that people who wish to be included let the church know.

A memorial service will be planned spring or summer for people who have lost loved ones from 1 to 14 months ago.

Sabbaticals – Pastor Pam is planning on two shorter periods of sabbatical in Fall of 2021 between Oct 9-24 th and Winter of 2022 between Feb 16 to Mar 15 th. Pastor Jonathan – a 12 week sabbatical between July 1 st and Sept 30 th of 2022 for a time of study with emphasis on Lay Preaching and a Renewal of Life seen in a different way.

Hillcrest Village – a $25,000 gift from church over a 5 year period was passed by the Council in March.

Safe operating Committee – constant updating but check CCP under reports.

Outside coffee gathering on May 5 th - 2 p.m.- meet on people’s driveways or patios, backyards – stay tuned.

Few people have inquired about getting vaccinations. Need seems to be being met in community and beyond as vaccine becomes available to various ages. Information as to where to find vaccination sites is now on St. John’s web site via MDH.

Remainder of time was spent catching up on the health of our own members.

Respectfully submitted,

Suzanne Pfau, board chair

**Benevolence and Social Concerns Board**

St. John’s Lutheran Church

April 13, 2021

**Present:** Bill Gasho, Dave Rod, Martin Thorsheim, Jerry Ugland, Pam Fickensher, Carolyn Nitz, Guest: Emily Fulton-Foley

**Unable to Attend:**

**The meeting was called to order by Carolyn Nitz at 7:05 p.m.**

**Agenda Item :** Presentation by Emily Fulton-Foley, executive director of the Northfield Union of Youth

 Major points:

 a. NUY seeks to give a voice to and empower youth by having youth participate in and create their own rules, policies, and activities. If youth feel they don't have any power or control over their choices, they tend not to express concern about their actions or outcomes. If they are listened to and their ideas, stories, and experiences are validated, they are much more likely to take positive actions on their own behalf and those of others.

 b. NUY population, which has become increasingly diverse, has experienced growing needs in the last year for support in mental health, housing, and food security. Host homes are a continuing need, for which training is available to interested people who meet NUY's requirements. Volunteers are usually needed for various activities, but are currently curtailed because of covid. Social service needs are huge, in part because parents are hesitant to ask for help. In many cases, youth seek help for themselves as well as their families. NUY assists with connecting family members with appropriate services.

 c. NUY is funded about 50% by private donations, 35% by state grants, and 15% by foundations. It will need to hire staff to replace two interns when their service ends.

**Agenda Item:** The Benevolence Board passed a motion to support NUY with a financial donation to be determined. We are also interested in pursuing other ways to support this organization.

**Agenda Item:** The Board was updated on the Church Council's action regarding financial support of the Heritage Village Project.

**Agenda Item:** The Board discussed allocation of undesignated funds. Members expressed the need to review organizations the Board has donated to in the past. This topic will be revisited at the May Board meeting.

**Council Action Items:**

**The next meeting will be held via Zoom on May 11 at 7 p.m.**

**The meeting was adjourned by Carolyn Nitz.**

**Minutes submitted by: Carolyn Nitz**

**Adult Ministry and Education Board**

St. John’s Lutheran Church

Tuesday, April 13, 2021, 7 p.m. via Zoom

Present: Merilyn Calcutt, Kathleen Hanson, Anita Hellie, Rob Quanbeck, and Bob Rendahl

Also attending: Pastor Jonathan

Unable to Attend: Andy Nelson

1. Outside Coffee Gatherings

a. Dates have been set: May 5 and May 19 at 2 p.m. and will be cancelled if inclement weather

b. Decision was made to limit each gathering to 24 people; Rob will work with Angie to set up a sign-up online and to have information placed in the E-Voice and Bulletin.

c. Social distancing will be take place

d. Attendees will be asked to bring a beverage of their choice (if they chose); Adult Ministry may provide some pre-wrapped snacks.

e. Pastors will provide communion to the group

f. Adult Ministry Board will purchase pre-packaged communion cups and wafers

g. Attendees will be urged to have this type of event in their driveways or patios so that people can continue to connect.

h. Adult Ministry will help coordinate more of these driveway/patio gathering if communion is desired.

2. Red Barn Pizza

a. It is hoped that we can designate an evening at the Red Barn as a St.John’s gathering again this year. We do know that Red Barn is planning to do pizza nights once again.

b. This will depend on the restrictions in place because of the pandemic as well as the Red Barn restrictions.

c. Merilyn will reach out to Red Barn to see if groups (and what size) are going to be allowed.

3. Anti-Racism Task Force.

a. The Task Force survey was discussed and the Adult Ministry Board was urged to complete the survey. Rob will send the link to the Board members.

b. More information will be obtained on how the Adult Ministry Board can work with this Task Force.

The next meeting will be held via Zoom on Tuesday, May 11, at 7 p.m.

Minutes submitted by Merilyn Calcutt

**Evangelism and Communications Board
April 13, 2021**

**7:00 p.m. via Zoom**

**In attendance**: Mark Gleason (Chair); Daniel Edwins; Alyssa Ness; Leah Garlie; Julie Thorsheim; Jill Enesvedt. Not in attendance: Evelyn Hooper.

**1. Check in by members.**

**2. Update on church planning and communications as related to pandemic**. Members reviewed recent church communications regarding current in-person service attendance guidelines and likely emerging guidelines.

**3. Numbers on radio listening and video viewing.** Members reviewed and discussed listener counts from KYMN. The numbers, below, do not include persons tuning in to airwave-radio listeners or persons watching the video livestream.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **4/4/21** | **3/28/21** | **3/21/21** | **3/14/21** | **3/7/21** | **2/28/21** | **2/21/21** | **2/14/21** | **2/7/21** |
| **Web** | 206 | 98 | 84 | 112 | 117 | 103 | 94 | 103 | 122 |
| **Mobile** | 109 | 74 | 67 | 86 | 103 | 88 | 76 | 81 | 110 |

Video logins on Easter were around 140. Therefore a conservative estimate of remote worshippers on Easter is around 455, plus AM/FM listeners.

**4. Discussion of KYMN numbers.** ECB members were pleasantly surprised that the number of listeners/viewers is so high. Members recommended further discussion of ways that the church might celebrate the faithfulness of congregation members during covid-19 restrictions. Members suspect that a full celebration might have to wait until September. However, Pentecost will be a good time for some kind of celebration and acknowledgement of ongoing faithful worship.

**5. Zoom children's education.** Alyssa Ness visited the Zoom education hour. She reported positively on the overall engagement of teachers and students. ECB members recommend that the congregation find a way to celebrate efforts to maintain connections with families, children, and youth during the Covid-19 pandemic, since these efforts have been invisible to congregation members..

**6. Updates on streaming initiative:**

\* Mark is preparing a FAQ re. wedding and funeral streaming options.

\* Mark reported that streaming is encountering fewer internet and/or Vimeo platform slowdown and interruptions. Perhaps Vimeo is increasing its capacity to handle large volumes of streaming on Sunday morning.

\* Mark reported on recruitment and training of volunteers for a-v teams. Two members have volunteered for training. This training will result in our having three two-member teams. One of the teams will comprise two women (Alyssa Ness and Jenny Carlson).

**7. Purchase of new video equipment: next steps.** ECB will purchase in the near future the following equipment:

\* New tilt-and-pan camera for front of church (~$1800)

\* Back-up streaming mixer/streaming device (~$700), portable for use in sanctuary and elsewhere.

**8. Audio/sound upgrades for St. John's Hall: next steps.**

The Council in March, after discussing the recommendations of the St. John's Hall Acoustics Upgrade Committee, voted to fund a needs assessment regarding amplified and non-amplified sound, to be done by Midwest Hearing Loop.

Midwest conducted its assessment of the Hall on April 12 and will develop a full proposal based on that assessment. The minutes of the meeting are appended to these minutes. The committee that met with Midwest continued to include representatives from Worship and Arts, Building and Grounds, Adult Education, and church staff, so that a wide range of needs and expectations are represented.

**9. Oral history update:** ECB discussed website placement of the oral interviews, most likely e.g., via the "About" tab, and then "History" tab. Daniel will create a trial web placement and links to the Joe Shaw audio interview, which will be the first one posted.

**10. Web design.** ECB did not have time at this meeting to discuss how and when to review the overall layout and design of the web pages.

**St. John’s Hall Acoustics Improvement *ad hoc* Committee
April 13, 2021
3 p.m., St. John’s Hall**

Attending from St. John’s: Mark Gleason (convener), David Nitz, Maribeth and Paul Beck, Rob Quanbeck, Pr. Pam Fickenscher.

Attending from Midwest Hearing Loop: Rick Korinek, Robert Oswood

1. **Review of St. John's Hall sound amplification and needs**

Gleason reviewed the results of the previous meeting. (Minutes of the March 19 meeting were provided to committee members via e-mail prior to the April 13 meeting, as well as provided to the Council for its March 23 meeting.) Meeting attendees confirmed the priorities as identified at the March 16 meeting:

* **Improving *non-amplified* room acoustics.** In particular, the committee members agreed that a desired outcome of acoustic improvement would be enhancement of people in the hall to hear a person across the table. Committee members noted that, in particular, crowded events involving general conversation and dining (e.g., Wednesday dinners) create especially difficult hearing environments.
* **Improving event/performance acoustics.** Committee members see the Hall as an appropriate venue for acoustic music events (guest choirs, Cannon Valley Orchestra) that are not generally considered religious in nature and therefore would not be staged in the sanctuary. Improving acoustics in the Hall will help St. John’s host the kind of events and artists that may not be appropriate for the sanctuary but nonetheless are related to the history, mission, and interests of the congregation. The church’s emerging capacity for portable live-streaming will enable St. John’s to reach audiences beyond Northfield.
* **Improving amplified sound acoustics.** Both proposals emphasize amplified acoustic improvement. Sim does this solely via electronics. Midwest Hearing Loop includes, in addition, attention to taming the overall reverberation in the Hall, primarily as it relates to amplified sound.
* **Upgrading video capacities in the Hall.** Low priority.

The Council in March endorsed the ECB recommendation that St. John’s contract with Midwest Hearing Loop to develop a strategy and proposal that will meet St. John’s priorities. Council approved up to $1000 for Midwest expenses related to meeting with St John’s committee members, pricing equipment and supplies, and developing a final proposal for the church.

In discussing the priorities, Committee members noted that music performers generally prefer to perform in the sanctuary, and therefore the Hall will continue to be used primarily for non-performance events, including dinners and Sunday fellowship gatherings.

**2. Additional information.** On behalf of ECB, Jill Enesvedt of ECB contacted SMSQ to review the design history of St. John’s Hall. SMSQ confirmed that the original design included a programmable line array speaker that would improve the acoustics of amplified sound; and the design included sound absorbing panels that would tame the overall reverberation (including sound dampening treatments on the clerestory wood shutters). Due to budget constraints, the line array speaker was not installed. The “plan B” current ceiling speakers were installed instead. The beige acoustic panels were added at a date after Hall completion to control some of the sound reverberation.

 **3. Midwest Wireless personnel.** Rick Korinek, VP of Midwest Hearing Loop, reviewed the amplification needs of the Hall, including upgrading of speakers, sound processors, and installation of wall panels for control of reverberation. There are likely to be only minor changes in amplification needs from those specified in the initial proposal. The major changes will relate to control of the non-amplified environment. He introduced Robert Oswood, acoustics consultant. Oswood has developed acoustics solutions for many challenging indoor spaces, including McNamara Center and Willey Hall at the University of MN. Oswood reported that St. John’s priority of speech intelligibility will require significant supplies and equipment.

**4. Measurements.** In preparation for the March 19 meeting, David Nitz conducted a sound analysis of St. John’s Hall. An average of 12 measurements for St. John’s Hall (empty) recorded on 3/14/2021 yielded RT = 2.5 ± 0.2 sec. (For 8 of the measurements the microphone was in the center of the room and for the others it was in the SE corner, about 12 feet from each wall. Results were comparable for the two locations.) An average of 5 measurements for the Sanctuary on the same day yielded RT = 2.1 ± 0.2 sec. Recommended reverberation times for large multi-use spaces typically fall in the range 1.5 – 2 seconds, with lower values being more consistent with clarity of speech.

**5. Challenges.** Osgood confirmed that Nitz’s measurements accurately describe Hall acoustics. St. John’s Hall is significantly more reverberant than the sanctuary and approximately twice as reverberant as would be optimal for intelligibility of speech. The current reverberation in the Hall has the additional problem of inducing a “Langer Effect.” This results from people using louder voices to compensate for a perceived need to project the voice in the environment, thus adding to the decibel level. An effective acoustical environment should reduce the incidence of “Langer Effect.” The likely acoustical outcome for the Hall will aim to prioritize spoken word (non-amplified) intelligibility while maintaining sufficient reverberation for liveliness of occasional music performance. Oswood expressed his optimism regarding a satisfactory acoustical outcome that will meet the church’s needs.

**6. Acoustic treatment options for the Hall.** Oswood discussed options for sound control. One option is application of acoustical tiles to the wood ceiling. This option is more expensive and less adjustable than other options, and it is likely to compromise most the aesthetics of the ceiling. Osgood recommended a “cloud” treatment, which is a common means for attenuating reverberation.

Oswood provided an image of the kind of treatment he would recommend. This would involve four 8’ x 8’ panels in each of three middle rafter bays (i.e., not installed in the far north or far south rafter bays). The panels can be customized regarding color and design (more expensive) or be a standard neutral color, like the current beige fabric panels. St. John’s will need to decide on the look that it wants for the room. The “cloud” would hang approximately even with the bottom of the rafter trusses, which will require a moving of the spotlighting to the bottom of each truss. Installation of the cloud and work on the lighting should occur at the same time to minimize expense for lift equipment. Installation of the “cloud” is not complicated (as opposed to applying acoustical tiles to the ceiling). One advantage to the “cloud” is that, if need be, panels can be added on the ceiling side, potentially doubling the dampening value.

Maribeth Beck asked how one cleans the top of the cloud. Osgood said that, generally, there is no cleaning possible except via lift.

Nitz inquired, following the meeting, whether the installation could begin with a less aggressive treatment and add panels as needed. Gleason will forward this question to Midwest.

The committee members acknowledged that the “clouds” will likely affect the aesthetics of Hall design, but they see some compromise of aesthetics as a necessary cost if it will result in effective acoustics that will help the church accomplish mission-related goals and activities.

**7. Expenses.** Korinek and Osgood presented some examples of less expensive and more expensive treatment options. For example, an oak-finish micropore wood-grain treatment can be applied to the south doors. While much more expensive than fabric-covered panels, it will not show dirt and smudges and can be cleaned easily. The least expensive options will involve purchase and installation of neutral-colored, fabric-covered panels.

**8. Follow-up.** Midwest Hearing Loop will provide St. John’s with recommendations and pricing options for acoustical upgrades to St. John’s Hall. The amplification and non-amplification solutions will be provided separately so that St. John’s can see the cost of implementing upgrades in stages. Midwest notes, however, that doing all work together will be the most cost-efficient way of completing the project.