

# St. John's "Both/And Team"

## Frequently Asked Questions (FAQ) #2

March 11, 2025

*The reader is encouraged to review FAQ #1 which outlines the composition of the Both/And Team and the work the team has been doing since October 2024.*

*On Sunday March 2, 2025 the Both/And Team hosted a Big Discussion about the work of the team. Information about the deferred maintenance list, our current financial resources, and the designs for improvements to the St. John's building were presented. This was followed by small group discussions and report-out of questions and comments.*

*This FAQ addresses key questions that arose from the small group discussions. On March 30, another Big Discussion will address how the Both/And Plan fits together and can be funded.*

### **1. Restrooms: How many are needed? What are we planning?**

The number of restrooms required is dictated by code compliance within the City of Cincinnati, and other applicable laws, based on estimated use of the facility. For easy reference, the number of existing restrooms is a good metric to go by.

Currently, St. John's has the following:

- Mens Room (Basement) : 2 Urinals, 1 Toilet
- Womens Room : 2 Toilets
- Haenle: 2x Single Use Toilets
- Robing Room: 1x Single Use Toilet
- Wells (Upper Level): 1x Single Use Toilet

This provides a total of 9 fixtures - 7 Toilets and 2 Urinals. As a result, we can anticipate needing to continue to provide 9 fixtures going forward to be code compliant. We certainly do have room to negotiate this, but it provides a good reference for us to use.

Additionally, when providing ADA fixtures, there are code requirements dictating the minimum size of the restrooms, as well as minimum number of the restrooms. Because St. John's currently does not have any ADA accessible restrooms, our future restrooms will require more of our space than is currently devoted to restrooms. The minimum number of ADA required restrooms to meet code additionally varies, but generally will require 2-3 be provided. This is where working with our Architect (MSA) can help us provide the best solution for the space we have.

### **2. What would it cost us to just renovate our current restrooms instead of pursuing the "Welcome Center" approach that includes ADA restrooms?**

This question was posed to the Contractors with whom we have been working. They provided a conservative estimate that to 'refresh' the restroom in a Church setting may cost \$45,000 - \$50,000 per restroom for the following work to be performed. Note that this would not include enlarging the restrooms for ADA compliance, or incorporation of HVAC.

- Misc. Demolition
- New Ceramic Tile
- Drywall Repairs
- Painting
- New Ceilings
- New Lights
- New Plumbing Fixtures
- New Toilet Partitions
- New Toilet Accessories
- (No Permits Required)

### **3. *What improvements would happen in the kitchen for a Refresh?***

St. John's had originally received an estimate for a Kitchen renovation at a cost of \$290,000. That \$290,000 budget has approximately \$140,000 worth of new kitchen equipment and cabinets. The remainder of that projected cost is for associated plumbing, HVAC, Electric and finishes.

St. John's requested a less expensive option, which was the option for a 'Refresh' of the space, which was expected at approximately \$269,000, and would include the following:

- Equipment ("lightly-used" budget)
- New exhaust
- Sinks
- Millwork
- Replacement windows
- New service counter / rolling shutter

These costs are still highly subjective based on the finishes, models, and other items we may choose to pursue. The number we are provided is based on comparable levels of work as an estimate to help us in refining what priorities we would like to pursue.

### **4. *What about an Electric Stove / Pizza Oven / etc? Is that included?***

That level of detail is not included at this time within the budget for a kitchen renovation or refresh. Those are details we can determine as part of the overall process for refreshing a kitchen and selecting appropriate appliances, finishes, etc.

To provide some additional context on the Stove options however - when looking at our options, especially deferred maintenance, one of the easiest options to look at is often

'replacement' options. For example, replacing a gas stove with a similar gas stove. It is often easy to get a quote for that, and understand what that may cost.

That is often not the only option however, and the team is well aware of the benefits that moving to an electric stove may bring - in terms of environmental impact, potentially eliminating a need for venting improvements, as well just the advances that a stove with an induction stovetop may offer. Changing the main stove then has trickle down effects to what we may do with the pizza ovens, and the best strategy there. Is it better to offer two stoves instead of the pizza ovens? Is it better to investigate electric pizza ovens? These are the types of details that would be determined once we determine priority.

**5. *The deferred maintenance costs for the Kitchen don't seem to add up to the Kitchen Refresh costs. Can you explain why that is?***

The deferred maintenance costs for the Kitchen are based around known problematic aspects of the kitchen. These include things like a stove that needs replaced, venting, and other items that we would like to fix.

The Kitchen refresh concept takes an overall look at the kitchen, and refreshes the space in general. This would plan to include the problematic aspects within the deferred maintenance list, as well as general improvements to the space.

Put another way - when dealing with car trouble, you may have two options. You can pay to have individual repairs done on the car, and if you think it will continue to last with those repairs, it may be a good option. You can also sell the car and buy a new one, although at a much higher price. Both options have their pros and cons.

**6. *Inspection of the sanctuary façade is on the Maintenance list - what does this entail? I thought we just fixed the sanctuary wall?***

Following the complete restoration of the sanctuary facade in 2023, we were instructed by the engineering firm who was our façade consultant that routine inspection and replacement of caulk and sealing is necessary every 5 to 10 years in order to keep from having the same issues recur. We have therefore included that as a priority maintenance item for which we need to budget appropriately.

**7. *How will the office space, storage and coat area be reconfigured to meet our needs?***

The architects have done the preliminary design to help us envision how we may use the space. We are aware that moving around the 'pieces' in our entry/office/coatroom areas is challenging to imagine. We know that storage and proper office space is important. If the church votes to move forward with the Welcome Center as part of the Both/And Plan, the Master Planning team will work with our architect to maximize both the space needed for ADA restrooms and the office and storage space. We know working through these details is both time intensive for the Master Planning team members, and it will

require additional financial investment with the architects. A final plan would be presented to the congregation prior to any construction occurring, but having congregational support for the preliminary design is an important precursor to that detailed work occurring.

One point of clarification: There is a spacious office for the minister on the upper level (adjoining what is commonly known as the Wells room). Currently, Rev. Jenn uses that upstairs office. She says that the small room off Nancy's office is a convenience on Sunday mornings for quick non-private meetings, and for storing her ministerial robe. This room (traditionally known as the "Robing Room") is not intended to be the minister's office now.

### **8. *Why do we need to deal with the asbestos in our building?***

Asbestos has been banned as a health hazard in part going back to 1975, with continued subsequent bans on its use in different industries. While it is true that asbestos in good condition may not be problematic, it requires ongoing inspection to ensure that it does not degrade and cause problems. Our facility has asbestos in two known locations - in various tile floors, as well as pipe insulation. The pipe insulation itself is currently exposed and not properly contained, and the recommendation from multiple firms was to properly mitigate that insulation. In addition, while the tile flooring within Rosa Parks was deemed to currently be low risk, the recommendation by two separate firms was to remove the asbestos flooring at the same time of other mitigations. Additionally, mitigating the asbestos within Rosa Parks is an important precursor to improving the space. No new tile or carpet will be guaranteed by the manufacturer or installer if placed on top of asbestos tile. Removing the asbestos is the right thing to do now, in 2025.

### **9. *How were the priorities on the deferred maintenance list established?***

The deferred maintenance list that was presented to the congregation on March 2 was an output from the work of the Both/And Team. One of the goals was to establish a single deferred maintenance list, using several existing lists from Property, Master Planning and Finance as a starting point. It was then sorted and prioritized by a sub-team consisting of Property (Cliff Shisler), Finance (Meredith Green), Master Planning (Matthew Cowperthwait) and Board President (Joetta Prost).

The team chose to roughly prioritize the items on the deferred maintenance list. This involved putting items from the deferred maintenance list into general 'buckets' of importance, such as 'High', 'Medium-High', 'Medium' or 'Low'. The team intentionally chose not to fully rank the priorities, such as #1, #2, #3.... As that process can be very time intensive, and often provide small value compared to the bucket approach. Once prioritized, the list was reviewed and endorsed by the full Both / And Team.

### **10. *There is an item on the deferred maintenance list that is missing information. Can you help provide it?***

Many of the items on the deferred maintenance list are missing details. One of the goals coming out of the Both/And discussion is to continue to maintain a single list for use across the Congregation, and add details to it. However, the focus right now for providing these details is on the most important items on the list. Many lower priority items will have appropriate details such as cost determined once they move up the priority list.

However, if there is a particular topic that you feel is important and missing information, we welcome volunteers to help us with that!

**11. *There is an item not even on the deferred maintenance list! Why is it not there?***

As a church, we have typically relied on informal lists, congregational knowledge, and dealing with the crisis of the day. Best efforts were made to use all of these in compiling a single list, but undoubtedly we have missed things. If there is something you are aware of that may not be on the deferred maintenance list, please email the team regarding it.

**12. *How can I learn more?***

Please plan to attend the second of our Big Discussions on Sunday March 30. It will take place shortly following the service and a light lunch. You can participate in person (in the sanctuary) or online. Zoom link: <https://tinyurl.com/StJohnsUUSunday>

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