

Holy Spirit Vestry Meeting Minutes

Wednesday, December 14, 2022

Members present via Zoom: Audrey Murray, Nancy Errebo, Pat Cole, Mark Dvarishkis, Clem Work, Rev. Terri Grotzinger, Kara Hanson, Mary Beth Jourdonnais, Warren Gartner, John Crowley, Holly Swartz, Tanya Lodahl, and Caitlin Sherman

- 1) Opening prayer led by Holly
- 2) Consent Agenda
 - a. Correction to the Rector's Report, it should say "the Rev. Tom Lee will serve on January 8."
 - b. Clem questioned the expense for Word Perfect on the credit card statement and Mark will check if Techsoup should be discounting it.
 - c. **Motion to accept the consent agenda items as discussed, seconded, approved.**
- 3) Parishioner correspondence
 - a. Terri received a note thanking Holy Spirit for continuing to livestream services.
 - b. The Senior Warden of St. Paul's in Hamilton sent in addendum to our agreement to share Rev. Gretchen with them, removing her interim status.
- 4) Memorial Board
 - a. The board is finishing work on their new investment policy statement, which will target investing 70% in stocks and 30% in bonds.
 - b. The move to S.G. Long has been a success and their representatives have attended some Memorial Board meetings.
- 5) Stewardship
 - a. We are still hoping for ~\$14,000 in pledges to come in based on pledges from previous years.
 - b. Terri is addressing some pastoral concerns that were brought to light during follow up calls.
- 6) Old Business
 - a. Properties
 - i. The rain gutter project is almost complete and final payment will be issued upon completion.
 - ii. Painting of the Parish Hall is scheduled for the week after Christmas. The staff will move loose items and the painters will move furniture where they need but Mark will need volunteers to help move things like bulletin boards.
 - iii. Mark is setting up a small committee to prioritize projects in order to be proactive about our space.
 - iv. Refinishing the Parish Hall floors has been put off for now.
 - b. Landscape plan is currently on hold.
 - c. Vestry check in calls will be revisited in January.
 - d. Directory
 - i. Kirk is still working with parishioners after services to get set up.
 - ii. Could the directory be linked to the Church's website? What would we need to do to update/upgrade our website?

- e. Nominating committee
 - i. Terri has prioritized a list of possible names and the wardens will go through it next. Then outgoing vestry members will begin making calls.
- 7) New Business
 - a. Financial Report
 - i. Through November our year-to-date income is \$42,500 over budget and our expenses are almost \$11,000 under budget.
 - ii. Mark expects that we will just about break even in the end.
 - b. 2023 Budget
 - i. Pledging is currently sitting about \$20,000 under 2022's budget, but Terri is still hopeful that more pledges are coming. 2022 also had an exceptionally large number of new pledges.
 - ii. Salary increases adhere to the standard of those at the Diocese.
 - iii. Terri plans to take an over-due sabbatical in 2023. Therefore, costs for supply clergy will be increased.
 - iv. The budget projects a \$79,000 deficit compared to the \$60,000 deficit projected in the 2022 Budget.
 - v. Holy Spirit currently has \$631,000 in investments. Income for these investments is never projected in the budget.
 - vi. Conversations have been had about how to reduce costs on printing and copying.
 - 1. Fewer bulletins are being printed.
 - 2. Could we use the screens more to show bulletins? There are concerns about congregation pushback to be considered with this idea.
 - vii. Vestry members explored information on the Interfaith Power and Light coalition.
 - 1. **Motion to add a line to the budget of \$300 for a year's membership to Interfaith Power and Light, to be re-evaluated next year, seconded, and approved.**
 - viii. Memorial Board funds
 - 1. These funds are usually allocated when the vestry receives them to non-operational expenses so as to oppose being taxed on them in the Diocesan Assessment.
 - 2. Going forward, could we allocate more to outreach?
 - 3. Reallocation can be done anytime throughout the year.
 - ix. The Social Concerns Committee recommends continuing with Alms Sundays and the \$1,500 donation to the Missoula Interfaith Collaborative.
 - x. Terri is in the process of discerning what her sabbatical will look like but there could be funds available through the Diocese to help offset costs.
 - xi. Housing Allowances
 - 1. *The Vestry of Holy Spirit Episcopal Church on December 14, 2022, after discussing the amount to be paid to the Rev. Terri Ann Grotzinger as a parsonage allowance, on motion duly made and seconded, adopted the following resolution: **Whereas** the Rev. Terri Ann Grotzinger is employed as a minister of the Gospel of*

Holy Spirit Episcopal Church, Missoula, Montana, Diocese of Montana, which does not provide a residence for her, the Vestry resolves that of the total compensation of \$90,027 to be paid to the Rev. Terri Ann Grotzinger in 2023, that \$20,000 be designated as a parsonage allowance within the meaning of that term as used in Section 207 of the Internal Revenue Code of 1986.

2. *The Vestry of Holy Spirit Episcopal Church on December 14, 2022, after discussing the amount to be paid to the Rev. Gretchen Strohmaier as a parsonage allowance, on motion duly made and seconded, adopted the following resolution: **Whereas** the Rev. Gretchen Strohmaier is employed as a minister of the Gospel of Holy Spirit Episcopal Church, Missoula, Montana, Diocese of Montana, which does not provide a residence for her, the Vestry resolves that of the total compensation of \$37,497 to be paid to the Rev. Gretchen Strohmaier in 2023, that \$23,068.00 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.*
3. *The Vestry of Holy Spirit Episcopal Church on December 14, 2022, after discussing the amount to be paid to the Ven. Dorcie Dvarishkis as a parsonage allowance, on motion duly made and seconded, adopted the following resolution: **Whereas** the Ven. Dorcie Dvarishkis is employed as a minister of Holy Spirit Episcopal Church which does not provide a residence for her, the Vestry resolves that of the total compensation of \$300 to be paid to the Ven. Dorcie Dvarishkis in 2023 that \$300 be designated as a parsonage allowance within the meaning of that term as used in Section 107 of the Internal Revenue Code of 1986.*
4. **Motion to approve Terri's housing allowance, seconded, and approved.**
5. **Motion to approve Gretchen's housing allowance, seconded, and approved.**
6. **Motion to approve Dorcie's housing allowance, seconded, and approved with Mark abstaining.**
- xii. **Motion to approve the 2023 Budget as presented with the addition of a year's membership to Interfaith Power and Light, seconded, and approved.**
- 8) Reminder that annual ministry reports are due January 3, 2023. The plan is to have the Annual Meeting in person, but it could possibly be livestreamed.
- 9) Hopefully a vestry retreat can be set up in February 2023.
- 10) The next Vestry meeting is scheduled for January 11 at 5:30 pm in person.

Respectfully submitted

Caitlin Sherman
Clerk of the Vestry

December Rector's Report to Vestry

Advent is about to give way to Christmas and the past month has been full of preparations and pastoral visits of all kinds, and the Bishop's Visitation.

Pastoral: visited Don Nicholson and his family prior to his death and worked with the family to prepare for his memorial, interment of ashes, and the reception following. I met with a family needing to make difficult choices about medical care; visited two parishioners in the hospital; and visited and offered communion to another on hospice; and offered prayers for the dying to yet another. Lastly, I made a visit to check on a parishioner who wasn't responding to calls. Several phone calls were made from Stewardship follow-up call referrals – a great help to pastoral efforts. These are on-going.

Small Group Book Study: I met with 10 individuals over four Monday evenings to discuss Presiding Bishop Curry's book entitled, "Love is the Way." We met in the home of Sue Talbot and enjoyed engaging discussion around topics and personal stories that arose while reading the book. I recommend this book to everyone as it is an easy read that is vintage Curry and very meaningful today.

Altar Guild meeting: met with the Altar Guild at their quarterly meeting and discussed upcoming special services (the bishop's visit; Christmas Eve; and more).

Youth Group Ministry: met with Lewis Myers, our Youth Director, to see how things are going. He is meeting regularly with a group of 7 or so Middler and Senior High youth. His hours were reduced to two hours per week at his request because of time constraints with his other work. We hope to keep the group meeting regularly and to grow with the invitation to friends to participate.

Advent Festival: involved in the planning and preparations needed for this event. We postponed it due to extremely high winds and blowing snow but have incorporated parts of it into the Carols Sing event.

Bishop Marty's Visitation: went very well! She visited with the vestry late Saturday afternoon, Dec. 3, and shared a meal and conversation with Holy Spirit clergy and spouses later that evening. Bishop Marty shared conversation and refreshment after each worship service, and then headed north with Rev. Dorcie Dvarishkis to celebrate the ordination of the Rev. Sadie Koppleberger to the Priesthood and her Installation as the new Rector of Christ Church, Kalispell. Rev. Gretchen Strohmaier and I also drove up for the occasion to show support for that parish and to Sadie in her new ministry.

Christmas Eve and Lessons & Carols: considerable time and effort has been going into planning for our special Christmas worship services, Church decorating, and outdoor lighting for three Christmas Eve services. We will offer an outdoor service between our more regular early and late Christmas Eve services as it was well received last year.

Time off: I took a few days off around Thanksgiving and will take the two weeks after Christmas off. The Rev. Bradley Wirth will serve on January 1, and the Rev. Tom Less will serve on January 8, with the Rev. Anita Rognas serving as Deacon each Sunday. My thanks for their willingness to supply in my absence.

I look forward to seeing everyone at our special Christmas services!

Submitted by:

Rev. Terri Ann Grotzinger, Rector

December Assistant Priest's Report to Vestry

Pastoral Care: I provided pastoral care and support for 10 individuals/families in November.

Spiritual Formation: Met with volunteer to kick start a Spiritual Formation team. Facilitated class details related to Steve Oreskovich's theology course. Firmed up plans for Advent, worked with volunteers to copy Advent devotional. Had a meeting to discuss use of Advent resources within worship. Met via zoom with Family Worship team.

Parish Life. I collaborated with Terri and a host of volunteers to plan for the Advent Festival that was ultimately postponed due to weather. Made plans to fold Advent festival activities into the Carol Sing on December 11th.

Worship: In November I presided at worship once and I preached once. I participated in Family Worship once.

Diocese. I attended Clericus in person this month.

Communication. Weekly meetings with Terri have resumed and have produced more collaboration. I participated, per Dorcie's request, in her annual review. I had a meeting with James to prepare for the use of new visual Advent resources within worship.

Self-Care: I met with my Spiritual Direction Group once in November.

Study: I continue to participate in a clergy coaching group that meets once a month. This group is reading, "How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season." I am finding the book and the group quite helpful for ministry development.

Submitted by: Rev. Gretchen Strohmaier

December Vestry Ministry Reports

A) Communications – Clem Work (Judy Parock, Chair)

It has been a busy month at church with the Stewardship Campaign, the Bishop's Visitation and the beginning of Advent. Here are the highlights of what has been happening this past month:

- **Stewardship Campaign:** The Vestry and Stewardship Committee did a wonderful job with their follow-up calls to those pledgers who had not responded to the pledge drive. While most had to leave messages on voice mail, many made contact with the pledger and were able to illicit several pastoral issues which have been relayed to Rev. Terri. She is now following up with those. The follow-up letters for the 2023 Stewardship Campaign were sent out to the past pledgers and to the non-pledgers a week later than planned due to the copy machine needing some repairs.
- **Holiday Market Cookie Sale:** The final event in the Holiday Market is the Holiday Market Cookie/Bake Sale. We updated the poster for this event and posted the event on our website, church app and on the church Facebook page. Notices about the event have also been posted in the Sunday service leaflets and in the weekly Spirited Times.
- **Advent preparations:** We updated our poster for the Advent Festival and created the rotator and event images that we use on the website and Facebook. A Christmas Carol Sing, led by Valerie Hess, was planned for December 11. A poster and rotator were created for this event so we could advertise it on the website and in our electronic newsletter, Spirited Times. We also have been using the sandwich board sign out on the sidewalk to advertise the event. Weather forced the cancellation of the Advent Festival which necessitate regrouping. Rev. Gretchen and Rev. Terri decided to fold that event into the Christmas Carol Sing, which would also include activities appealing to families. This will be very much an inter-generational event and will include Family Worship for the month of December. Notices in the Sunday service leaflets and in the Spirited Times were used to note these changes.
- **Christmas Services:** We are shifting back to in-person services this Christmas season. In addition to the Lessons and Carols and Christmas rotators on the website homepage, we have created a Christmas information panel on our homepage with an invitation to our Christmas services. Clicking on any of these links in the panel takes you to a Christmas services information page with information about each of the services that we offer. A link to this page is also found on the Worship services page on the website. I think it is helpful to visitors and to our parishioners as well to have all this information in one place. You can also access information about the services by clicking on the individual events on our website calendar. We have created Facebook events for each of the holiday services, and we done this on our Pushpay app as well. We'll use the Facebook events to invite members to participate. Information about Lessons and Carols and our Christmas services has been posted on the Google My Business site as well.

We've freshened up the homepage on our website with a wintery background for the "New Here" section, in addition to all the rotators that have been created for the Christmas Hymn Sing, Lessons and Carols, December Family Worship, the Holiday Market Bake Sale, and our Christmas services. We also used the website to let people know how to give money for the Christmas flowers. Information about these events was also circulated in both the Spirited Times and the Sunday service leaflet.

- **Pushpay app:** I continue to update weekly the content on our Pushpay app so that it is fresh. We currently have 388 users of our app. People are using the app and the giving link to make payments on Pushpay for glass recycling, altar flowers, and gifts to the Bishop's Discretionary Fund or any of our Alms Sunday recipients. I continue to make available the information about the different ways to access Pushpay for giving, especially for those folks wanting to make their end-of-year payments.
- **Issue with Bulk Mailings:** The Post Office recently told us that our current mailings do not comply with their regulations. Our name on our current mailings is "Holy Spirit Episcopal Church," and that is not the name on our bulk mail permit. That name is "Holy Spirit Parish," and we will need to use that name on future bulk mailings because that is the name on our original non-profit

paperwork filed many years ago and which would be very difficult to change. We will need to order new bulk mail envelopes in the new year for our Easter, Stewardship and Christmas mailings. I will work with Kirk Johnson to change the logo on the newsletter and the bulk mail envelopes.

– Judy Parock

B) Holiday Market/Outdoor Fall Festival – Caitlin Sherman (Marva Gallegos)

The main goal of the Holiday Market in 2022 was to simplify it and reduce the workload so we could continue to do it: To this end we no longer did a luncheon and instead served coffee and donut holes (donated by Mary Tromly). This really simplified Guild Room setup and the number of people needed to put on a luncheon. We also had excellent help from half a dozen guys from the Missoula Prerelease Center to carry up supplies from the storeroom (this was a free service). For help with clean-up, we hired 6 youth from Youth Homes Missoula who were used primarily to carry supplies back downstairs or to help pack up unsold items to be hauled away. The new folding tables made set-up easier, and we simplified layout and table decorations. We estimate attendance was down compared with pre covid numbers but overall the final net total for the market was \$11,272.34. This includes \$500 which was made at Diocesan Convention. We have similar goals for the Bake Sale which will primarily focus on holiday cookies.

–Diane Rasmuson, Co-Chair

C) Parish Life – Mary Beth Jourdonnais (Kathy Swannack, Coffee Hours; Anne Cohen, receptions)

Reception committee report: There was one memorial reception in November.

– Anne Cohen

Coffee Hours:

The new Bunn coffee machine is installed and running. We have received compliments on the ease of use by both the coffee hour and reception hosts. One downside discovered is the need to turn on the machine to heat up the water tank before brewing. This takes about 20 minutes, so must be planned for when setting up for coffee hour or other uses. We would like to have this coffee machine used by more groups holding functions at the church. If anyone needs directions or a quick tutorial on its use, please let Diane Rasmuson, Kate Laney or Sue Lowery know. New sugar and creamer dispensers have also been purchased that have lids to keep the contents sanitary.

– Sue Lowery and Diane Rasmuson, Coffee Hour Coordinator

D) Properties – (Mark Dvarishkis, chair)

Properties/Buildings Report: Spartan Home Services continued work on the gutter guards, even though the weather turned. They still have one small part to finish, but that will have to wait until the weather improves. They have received payment for the work done to date. Painting of the parish hall is scheduled to begin the week after Christmas and is expected to be completed that week as well. The contents of the parish hall will need to be moved to the area outside of the kitchen or to the Guild Room prior to the beginning of the painting. The bulbs in the light fixture outside the bathroom in the sacristy hallway have also been changed, so light has been restored to that area.

E) Rummage Sale – Holly Swartz (Marva Gallegos, Chair)

Rummage Sale Group has nothing to report at this time.

– Marva Gallegos, Chair

F) Social Concerns – Audrey Murray (Jim Wiley, Chair).

**Social Concerns Committee Report
From Meeting on October 4, 2022**

Present: Dorcie, Bob, Carla, Lucia, Anita, Glenn, Pat, Clem

The meeting opened with prayer led by The Ven. Dorcie Dvarishkis.

1. Report on Borderland Ministry of the Diocese of Rio Grande
Clem reported that 3-4 people are interested in going on the February pilgrimage (max 7), and 5-6 people are interested in the April work trip to Boquillas (max 10). He suggested that we look beyond the church for possible volunteers.

2. Community Ministries

Dorcie provided the following report:

Parenting Place

- PP's year-end appeal has been mailed, and notes 76 caregivers of children served, with parenting skills knowledge increased in three of the five areas measured; and 226 people trained in understanding Adverse Childhood Experiences. Being back in the jail and pre-release in 2023 will increase service numbers again.
- The Giving Tree is up at Donation Warehouse for the children in the foster system. Unwrapped gifts are due back on/before December 18.

Hellgate High School

- A'Lisa is exploring options at UM for possible FRC coverage.
- We will be purchasing gas cards and WalMart/Target gift cards this week for Tracy Ledyard's distribution to FRC students in need on December 15-19.

Missoula Interfaith Collaborative /Common Good

- We have at least two families signed up for the foster parent informational Zoom on December 6; more sessions can be arranged.
- I am continuing to explore with Casey Dunning and Rebecca Pettit how Holy Spirit can best support renewed engagement across MIC congregations.
- Please remember Common Good's first civic academy will be Tuesday, December 13, 6-8 pm in the Commercial Building at the Missoula County Fairgrounds. It will focus on working toward the goal of a growth policy vision and zoning code for Missoula that is climate and housing friendly. Register online at https://www.commongoodmissoula.org/our_missoula_civic_academy_and_project_launch

Alms Sundays

- The Alms Sunday 2022 initiative brought nine organizations/ministries to Holy Spirit, with education and giving opportunities for each; it was requested that no HSP Alms Sundays take place during April (Easter), September (UTO ingathering), and December (Advent/Christmas/Bishop's Discretionary) In total, \$3,784 in Alms giving was received.
- A summary of these 2022 efforts and a request for some version of 2023 continuation was submitted to Terri and Clem December 6 for Vestry consideration.

On the subject of MIC and Common Good, the Committee discussed the on-going confusion between the two, but voted to continue funding MIC and requesting that MIC explain how funds are being used.

3. Possible UTO Grant Proposal

Bob reported on the UTO grant he is helping prepare for Welcome Back, whose fiscal sponsor is MIC. The grant application will focus on inreach to the prisons. However, there are some challenges with the grant language to be worked through—what it would cover and not cover. Also, the Ben & Jerry's grant that funds the WB director's half-time salary expires at the end of the year and the UTO grant, if granted, would not kick in until July.

4. Annual Poverello Clothing Effort

Lucia reported on the sock/hat/glove drive for the Poverello on the first three Sundays of January. Bins may be put in neighborhood locations to increase donations, as was done a few years ago.

5. Episcopal Public Policy Network

Carla will begin a monthly series of articles in the Paraclete highlighting the work of the Episcopal Church's Office of Government Relations and the Episcopal Public Policy Network. Others may contribute as well.

6. Budget

- Mutual Ministry donations of \$750 each were approved for Parenting Place/scholarships for parents to take training and Hellgate High School/support of FRC.
- To make sure money remaining in SCC's donation budget is spent by the end of the year, the committee agreed to a short deadline—**Sunday, Dec. 11**—to email suggestions for spending the remaining funds: Butterfly \$175; Local \$505; State \$100; International \$350

7. Other Business

- In a discussion about attracting new members, the committee focused on 1) initiating discussions with younger families about how this church can help effect change in the world, perhaps in hybrid Zoom conversations and 2) encouraging engagement in the community.
- Clem will again send out to committee members his suggested addition to the HSP advocacy policy regarding advocacy that requires quick action.
- The committee thanked Warren and Karen Gartner and other persons active in creation care work for making that ministry an important aspect of church outreach.

The next Committee meeting is scheduled for **January 3, 2023**.

– Jim Wiley, Chair

- G) Spiritual Formation – Nancy Errebo (Gretchen Strohmaier, Chair)
See Assistant Priest's report.

Youth Ministry: No report as Lewis Myers has stepped down from this position.

- H) Stewardship – Pat Cole (The Rev. Terri Ann Grotzinger, Interim Chair)
See Stewardship Update in the packet.
– Stewardship Committee, Pat Cole

I) Creation Care Ministry – Warren Gartner (Karen Simons Gartner, Chair)

Creation Care Agenda

17 Nov. 2022 noon Via Zoom

In attendance: Lance Collister, Tracey Gage, Karen Simons Gartner, Warren Gartner, Pat King, Kate Laney, Blake Lineweaver, Jim Wiley

Opening prayer: Karen

Holy Spirit Sustainable practices

1. Recycling

- a. Karen will write article
 - i. Announcement at church?
 - ii. looking for someone who goes to Spokane to help transport personal hygiene recycling items.
 - iii. 3 boxes of medicine bottles already sent

Education for Sustainable Living

1. Diane Rasmuson shared articles about a butterfly program from a North Dakota church. Adapt for here?

- a. Possible articles:
 - i. Pollinator gardening
 - ii. Missoula weed district articles about creating
 1. Flowering lawn
 2. Bee lawn
 - a. Can we get seed for next year from the seed district?
 - b. What could we do instead?
 3. Cover crops

Community voice

1. Follow up on Interfaith Power and Light. Cost to join is \$300 per year. Butterfly grant is submitted.
 - a. If the vestry approves it, they will pay it, otherwise the Butterfly grant will cover it.
 - b. Warren to check with Connie to pay for it.

Fun opportunities

1. Holiday Market Creation Care items.
 - a. Provided:
 - i. Rugs made from recycled materials
 - ii. birdhouses - may not be worth the cost
 - iii. cloth shopping bags and produce bags (sold out)
 - iv. Dryer balls - sold out
 - v. Plant hangers from recycled jars
 - vi. Beeswax covers - sold out
 - vii. Were popular and we could expand next year
2. Nov. 27 - Advent Festival - creation friendly craft or activity. Sue shared several craft ideas. Gift card holders and tags, potpourri pinecones.
 - a. Supplies - Gretchen has all of the supplies
 - i. Old greeting cards (Sue)
 - ii. Yarn (Karen will bring)
 - iii. Pinecones (Gartners)
 - iv. Liquid Glue
 - v. Spices

- vi. TP tubes
 - vii. Scrap paper
 - b. Who can help - Tracey, Kate and Sue
3. Possible future trips:
- a. Taser gardens - Kate to find out more - open from 10-6, have herbs and medicinal plants. Have a high tea. Quite a drive.
 - b. Milltown dam
 - c. Peas Farm - spring - Blake Lineweaver shared information about the Peas program.
 - i. Collaborative between U of M and Garden City Harvest
 - ii. Organic gardening in Missoula
 - iii. Self-guided tours - bees, chickens as well as plants
 - iv. Students back in March and take care of the greenhouse and manual labor.
 - v. Late spring growing season - May through October best times to visit
 - vi. Community educator in Garden City Harvest.
 - vii. Community gardens - better to volunteer.
 - 1. They are spread around the city.
 - viii. CSA - Garden City Harvest -14 weeks January speaker at church? Gretchen to contact?
 - d. New Park planned for southwest of Ft. Missoula (old Knife River gravel pit).
 - i. Great outing for March during bird migration.
 - ii. Access off of South Avenue.
 - iii. Lance will contact them to find out more and how to access.

New business:

- 1. Possible new projects:
 - a. Food Security Seminar? Possible presenters from Garden City Harvest, Food Bank, Peas Farm, MIC, others?
 - b. Retreat at Camp Marshall? Spirituality of Nature - speakers live and by Zoom, possibly Father Steve O., Bishop Marty, our clergy, Iron Shield Creative, others? - outdoor activities, night hike, bird hike, artwork, observation activities, campfire, journaling, more?
 - c. Kate/Karen/Tracey/Sue to form subcommittee to work out ways to make coffee hour more eco-friendly.
 - i. Compost at church. St. Paul's does compost/MIC - weekly pick up is \$17 per month.
 - ii. Tracey suggested we use reusable cups - wash your own?
- 2. Different time or location for meeting?
 - a. Zoom fossil fuel and time friendly
 - b. In person better for making connections
 - c. Future meetings - Some in person and some in zoom.
 - d. Times: people prefer 11:00 - 12:00

Skip December

Next meeting: January 19, via Zoom

– Warren Gartner