
WESTMINSTER CANTERBURY WEEKLY SUMMARY – AUGUST 5, 2021 – 3 P.M.

John Burns

COVID-19 Updates

The Centers for Medicare and Medicaid Services (CMS) positivity rate for Henrico County is currently 7.4% and climbing. According to the Centers for Disease Control and Prevention (CDC), the level of community transmission in our area is high. Last week Westminster Canterbury began requiring masks indoors again for all visitors, employees and contractors. We are not requiring masks indoors for all residents. It is highly recommended that residents wear a mask indoors when around others. Masks are required for everyone in all healthcare settings on campus, including when you are at the Clinic reception desk or in the waiting area.

Our region is experiencing breakthrough cases of COVID-19 in fully vaccinated individuals. Currently, four Westminster Canterbury employees who are fully vaccinated have tested positive for COVID-19 in the past week. Thankfully, these employees did not expose residents or other employees. Most became symptomatic after being exposed to unvaccinated children or family members or after returning from travel. All are recovering in quarantine at home.

We continue to monitor the situation in our community closely. Currently we are not making other changes to our policies that relate to residents. We will continue to hold activities, keep dining open and invite masked visitors into our community.

Out of an abundance of caution, employees who return from travel away from home will be tested when they return. Effective September 1, 2021, all employees will be required to be fully vaccinated unless they have health or religious reasons that preclude them from being vaccinated.

If circumstances change or we receive updated guidance from CMS, CDC or the Virginia Department of Health (VDH), we will provide updates on other policy changes at a future *Westminster Canterbury Weekly*.

Vibrancy! and Other Construction Projects

In the next two weeks, there will be more activity as construction continues on the Promenade renovation and expansion and preparation begins for the Parking Deck.

On Monday, August 9, on the Ellipse, the construction fencing will be closed in. You will no longer be able to walk the full circle around the Ellipse. The temporary resident garden plots will remain accessible. This fencing is to prepare for additional Promenade work and demolition. You will still be able to access portions of the Ellipse via the double doors outside of the Information Center, the Rice Assembly doors and Stairwell 2 at the northwest end of the Tower.

On Friday, August 13, construction barriers for the Parking Deck project will be delivered.

On Monday, August 16, the Parsons Health Center Parking Lot will close. All staff will park in the Employee Parking Lot by Cochrane Pond and the Employee Temporary Parking Lot. Visitors who would normally park in the Parsons Health Center Lot may park in the Avalon Parking Lot or the Visitor spaces in the Employee

Parking Lot. The Parsons Health Center, Child Development Center and The Gables and Monticello entrances will remain open. Employees will receive additional information. Visitors to campus will be provided with a map detailing these changes.

The roadway providing access from Dumbarton Road is being connected to Westminster Canterbury Way. This road will be used exclusively for construction traffic during the project.

It is exciting to see progress. Please share your questions and concerns so we can continue to address them. Watch for updates to the bulletin boards in the Tower Lobby, in the slides on TV971 and on the Touchtown app under *Vibrancy!*.

Theater Performance

Tickets are still available at the Tower and Center Desks for this evening's performance in our Sara Belle November Theater. Jeff Allen is regarded as one of the premiere clean comedians working today. Many stated that Jeff was a breath of fresh air in these challenging times – perhaps laughter is the best medicine.

Jason Collins

Vice President Facilities Management

Please help us welcome our new Vice President Facilities Management. Jason comes to Westminster Canterbury from St. Mary's Hospital in Richmond, where he managed all aspects of St. Mary's facility's buildings and grounds, safety and security since 2013. Prior to St. Mary's, Jason worked in facilities management or safety roles within large manufacturing organizations such as Nabisco and Honeywell. He received an Engineering degree from Oklahoma State University. He lives in Henrico County with his wife and four children.

Russell Gardner

2022 Westminster Canterbury Richmond Operating and Capital Budgets

The Westminster Canterbury Richmond Board of Trustees has approved the Operating and Capital Budgets for fiscal year 2022, which begins on October 1, 2021. We believe the 2022 financial plans keep Westminster Canterbury well positioned for providing services to our current and future residents. Stewardship is always a primary consideration as we work through business and financial planning.

Westminster Canterbury's most significant inflationary pressure is increasing wages and other personnel costs. Significant areas of increased cost include risk insurance coverages and maintenance costs. One of the larger proactive investments planned for the upcoming fiscal year is an increase in Westminster Canterbury's minimum pay rate to \$15 per hour. Management, along with the Board of Trustees, approved this investment to improve employee recruitment and retention. Windley Gravatt, Vice President Workforce Services, will share more details on the rollout and communications for this notable investment in our workforce.

The 2022 operating budget demonstrates positive annual cash sufficient to cover the Operating Budget along with the routine Capital Plan. Monthly fees will increase 3.5% effective October 1, 2021. Other fees progressed in steps due to their related inflation. Later this month, the monthly fees will be published along with other fees for ancillary services such as transportation, salon services and internet services.

The Capital Budget for fiscal year 2022 includes more than \$11 million in investments for replacements, repairs and infrastructure for the renewal of our facilities. The Capital Plan also includes project investments of \$4.7 million covering the work on the *Vibrancy!* project and the east end Courtyard elevators.

The following questions and answers were provided to the Resident Finance Committee:

Last year's monthly fees went up 2.75%. The 3.5% monthly fee increase for fiscal year 2022 seems a little high by comparison. Why is the higher rate necessary?

- As mentioned, the largest cost elations relate to wages and related personnel cost. The financial plan anticipates an average 3% annual merit increase, costs associated with moving Westminster Canterbury's minimum pay rate to \$15/hour and filling approximately 25 positions that were open most of this year.
- Planned revenues must cover Westminster Canterbury's increasing operating costs.

As a follow up to the first question, is the 3.5% an indication or expectation for future years?

- Each fiscal year stands on its own.
- Changes to monthly fees and other fees are not made without thoughtful debate by management and the Finance-Property Committee.
- Monthly fee increases are based on our internal inflation rate. It is hard to forecast our future inflation rates in today's economic climate.
- There are several indications that the cost of goods will continue to rise over the next couple of years.
- Fee increases could be in the 3.25% - 4% range for the next couple of years.

Who is the paying for the *Vibrancy!* project?

Westminster Canterbury is in the final stages of the planning and development of the *Vibrancy!* project. Enabling work for a couple of the *Vibrancy!* components such as the Parking Deck is underway. We are looking forward to the construction and completion of the major components of this project. The *Vibrancy!* project is being financed with borrowed capital along with a current planned equity contribution. Monthly fees are not being impacted for the *Vibrancy!* project financing.

Thank you to the Management Team who assisted with the financial planning for fiscal year 2022. Please contact the Accounting/Finance office with any questions.

Tom Henning

Facilities Updates

Tower and Courtyard apartment renovations are underway. Noise guidelines ensure that high noise work happens only between 9 a.m.-noon and 2-4 p.m. If you hear any loud noises at other times of day, please contact Tom Henning at 264-6033.

The electric vehicle charging stations should be installed in the coming weeks. Specific dates will be shared soon. There should be a minimal impact.

Power washing continues on the Homes on the Green and will progress to the Garden Apartments based on weather and site inspection progress.

Glendon Kemp

Security Updates

Additional details about parking changes and security measures related to the Parsons Health Center Lot closure and the Employee Temporary Parking Lot opening will be shared next week.

Some Westminster Canterbury residents received notices from SunTrust Bank stating that their accounts have been overdrawn. If you have received a notification like this and feel it is in error, please reach out to Glendon Kemp at 264-6079. An investigation is being conducted.

Vanessa Perry

Pastoral Care

Pastoral Care invites you to pray with us on Wednesdays at noon and worship with us on Thursdays at 10:30 a.m. This Sunday, residents Jim and Miffy Hall will be leading our 4 p.m. service. Ed Schutt will be the musician. Please check *The Westminster Canterbury Tales* for a complete list of scheduled clergy and musicians. Services will be in the Sanctuary.

Romans 15:1-6 (New International Version)

We who are strong ought to bear with the failings of the weak and not to please ourselves. Each of us should please our neighbors for their good, to build them up. For even Christ did not please himself but, as it is written: "The insults of those who insult you have fallen on me." For everything that was written in the past was written to teach us, so that through the endurance taught in the Scriptures and the encouragement they provide we might have hope. May the God who gives endurance and encouragement give you the same attitude of mind toward each other that Christ Jesus had, so that with one mind and one voice you may glorify the God and Father of our Lord Jesus Christ.

"Dreams of the Future" by Robert Longley

Some are content with memories
That play and never change
But others look to the future
And try to stretch their range

What things may be possible
And tasks as not yet done
What future days are dreamed of
Underneath the sun

These visions of the future
Await those who would dream
For thought creates reality
Things aren't just as they seem

The possibilities are endless
The future open wide
Let your imagination wander
Through the dreams you have inside