

**Calvary Baptist Church of Denver**  
**Annual Gathering/Meeting**  
**January 28, 2024**  
**9:00 a.m. – 11:50 p.m. (MST)**  
**In-person (116) and via Zoom (5)**

8:50 a.m. – Gathering Music (Linda Fischer, piano)

9:00 a.m. – Welcome (Erin Gangloff, Co-Moderator)  
Opening Prayer/Litany (Pastor Morgan Caruthers Fletcher)

9:05 a.m. – Potluck & Fellowship

9:30 a.m. – Celebrating our time together in 2023

- Slideshow with music (Denise Wylde and Pastor Morgan)
  - Volunteer recognition (Senior Pastor Anne Scalfaro) – [Volunteer Appreciation](#)
  - Song: *Be Thou My Vision* (Anne Comstock/Linda Fischer)
  - Insight Leadership Team Roadmap/Update (Beth Dickinson) – [Discernment Insights](#) and [Calvary Discernment Roadmap](#)
  - Financial Wellness (Cindy Ponikvar, Church Treasurer, Natalie Ralston, Stewardship Chair, and Senior Pastor Anne Scalfaro) – See attachments: Profit & Loss Budget vs. Actual and 2023/2024 Budget Comparison
    - Net operating income was \$103,982.64
    - Celebrate ending the year with a positive \$40,000+ of net income.
  - Nominating Ballot (Jim Comstock, Nominating Chair) – Council Nominations to extend their current roles, approximately 5 months (or until new leadership structure is voted upon and filled):
    - Moderator – Erin Gangloff
    - Church Secretary – Judy Griswold
    - Church Treasurer – Cindy Ponikvar
    - Staff Relations Chair – Beth Dickinson
    - Nominating Chair – Jim Comstock
    - Resource Management Chair – Bill Warren
    - Stewardship Chair – Natalie Ralston
- At-Large Council Members:  
Barbara Carter, Allie Auyogi, David Peterson, Bill Ponikvar, Ryan Robinson,  
Corry Doty, Christine Zeiler
- Council members not extending terms:  
Rick Breitenbecher – Co-Moderator  
Sarah Brooks – At-large (previously stepped down)
- Erin Gangloff, Co-Moderator, asked for a vote to approve the list of Council Members.  
It was a unanimous vote for all the candidates.

10:00 a.m. – Looking Forward with Vision

- Song: *Servant Song* (Anne Comstock/Linda Fischer)
- Lay Leadership Presentation w/Scriptures (Erin Gangloff, Co-Moderator, Anne Comstock)
  - Work still to be done – finalizing descriptions and responsibilities of leaders and teams, reviewing by-laws for necessary changes, developing and implementing a consensus decision-making model, exploring how staff partner with lay leadership. This structure reflects 14 deacons elected by the congregation versus a

slate of 35, 2-year term commitment, with an annual mutual assessment, and then the ability to continue serving (no term limits).

\*See attachments: [Proposed Lay Leadership System](#) and [Lay Leadership Structure Scriptures](#).

- Song: *A Place at the Table* (Anne Comstock/Linda Fischer)
- Table Discussion about Lay Leadership Presentation
- 2024 Budget Presentation (Cindy Ponikvar, Church Treasurer; Anne Scalfaro, Senior Pastor)
  - Erin Gangloff, Co-Moderator, asked for any questions about the [Proposed 2024 Financial Plan](#) and then called for a vote from the congregation to approve the Proposed 2024 Financial Plan totaling a revenue stream of \$1,034,212 and a Total Operating Budget of \$1,034,212. There was a unanimous vote for the 2024 Financial Plan.

11:20 a.m. – Closing with Communion around the tables, serving each other (Pastors Morgan Fletcher, Alice Horner Nelson and Anne Scalfaro presided at the Table)

- Song: *Let Us Break Bread Together* (Anne Comstock/Linda Fischer)
- Save the dates for future meetings- February 18<sup>th</sup>- Deep Dive on Proposed Lay Leadership Structure (Erin Gangloff, Co-Moderator)
- Closing Song/Benediction: *Blest be the Tie* (Anne Comstock)

11:50 a.m. – Adjournment by Erin Gangloff, Co-Moderator

**Annual Meeting Minutes by Judy Griswold, Church Council Secretary**