

Calvary Baptist Church of Denver
Church Council Minutes
February 21, 2024 – 6:30 p.m. MT – Zoom

Present: Erin Gangloff, Judy Griswold, Beth Dickinson, Jim Comstock, Natalie Ralston, Bill Warren, Barbara Carter, David Peterson, Corry Doty, Christine Zeiler
Staff: Senior Pastor Anne Scalfaro, Pastor Alice Horner Nelson
Absent: Cindy Ponikvar, Allie Aoyagi, Bill Ponikvar, Ryan Robinson, Pastor Morgan Fletcher

Call to Order and Review of Agenda (Erin Gangloff, Moderator)

- Called meeting to order at 6:36 p.m. (MT)
 - Reviewed agenda
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Prayer Time (Senior Pastor Anne Scalfaro)

- Shared updates/prayer requests of church members.
 - Asked Council to center their minds and hearts and prayed.
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Approval of January Council Minutes (Erin Gangloff, Moderator)

- No changes or additions were noted.
 - Council approved the January Minutes as read.
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Approval of January 28, 2024 Calvary Annual Celebration Minutes (Erin Gangloff, Moderator)

- Judy Griswold, Church Secretary, stated she had inadvertently left Natalie Ralston, Stewardship Chair off the list on the 2024 Nominating Ballot.
 - With the name addition and Roadmap link correction, as per Moderator Erin Gangloff, there were no other additions or corrections to the Annual Gathering Minutes. Council approved the Annual Gathering Minutes as read.
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Financial Report for January 2024 (Cindy Ponikvar, Church Treasurer):

- The Statement of Activity Reports were attached to the agenda. Due to Cindy Ponikvar's absence, Moderator Erin Gangloff asked if there were any questions about the financial reports. None were asked and Erin commented if any other questions came up to contact Cindy or herself.
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Committee Reports

Resource Management (Bill Warren, Chair)

Committee Updates:

- Fellowship Hall: Set up livestream for annual meeting
- Room 342: replaced high intensity exterior LED light
- Room 326: replaced high intensity exterior LED light
- Communion room: hung artwork
- Room 140: replaced lockset with cypher lock

- Security camera system: reset all cameras
- East wing: replaced all temperature sensor batteries
- Play to Learn: troubleshot printer connection
- Play to Learn: troubleshot casting to TV
- Balcony: repaired right rear pew
- SE Hallway: replaced security cameras
- East wing: syphoned large backup of water from roof and cleared drains
- Room 336: cleared sink drain
- Chapel: installed HDMI cables to camera mast mount
- Sound board: installed local router for iPad control
- Livestream PC: troubleshot console camera frame rate
- Room 368/372: replaced ceiling tiles
- Room 330: repaired outlets from 2021 flood damage

Upcoming:

- Building wide: install additional water leak sensors (office kitchen, FH restrooms, B&B washer area)
- Sanctuary: replace spots with LED part 2
- Main doors: replace

Additional Notes Shared in Meeting:

A couple projects have come up recently that will cost a bit of money and will be covered by the Major Property Improvement TRF.

1. The northeast embankment wall is pushing out. It will be studied by a structural engineering firm to determine what needs to happen. The cost will then be determined. It may involve some closures of the west parking lot.
2. The Nielson Company has done some periodic maintenance checks on the HVAC systems. They found a couple of things that need to be repaired. The cost will be in excess of \$10,000.

Stewardship Committee (Natalie Ralston, Chair)

Committee Updates:

- The Stewardship Committee is writing thank you notes to new pledgers and donors who increased their pledges.
- Committee member Mimi Leonard wrote thank you notes to two new donors since our December Council meeting.
- Moment of Gratitude planning is ongoing. Thank you to Committee Member Susan Wirt for helping to organize Moments of Gratitude!

Upcoming:

- Early planning for next fall's Stewardship Season, including analysis of 2023 Stewardship, 2024 pledges, changes in giving, etc.
- Continuing discussions on ways to engage folks who do not make pledges and other opportunities for giving.
- Planning for additional giving opportunities in 2024.

Staff Relations Committee (Beth Dickinson, Chair)

Committee Updates:

- Began working on plans for Alice's baby shower and Morgan's 10th anniversary celebration.
- Chair and Sr. Pastor working on various job description scenarios for filling the vacant positions approved in the budget (Morgan's vacancy late in the year and Administrative Assistant).
- At our last meeting, we discussed with Anne her priorities for 2024 – there is a lot going on!
- We also spoke about what the proposed changes in lay leadership structure would mean for the SR Committee.

Upcoming:

- In March, we will start our rotation of speaking with one core staff member each month about their priorities and how we can support them.
- We will continue our celebration planning.
- More on staffing/recruiting to come.

Nominating Committee (Jim Comstock, Chair)

- No report.

Staff Updates

Rev. Anne J. Scalfaro, Senior Pastor

Big Picture Priority:

- Leadership at Calvary (Lay structure and Staff structure)

2-3 Items of Focus for this Month:

- Lay Leadership Structure Implementation: Bylaws, Congregational Vote, Selection Team & Process for New Deacons
 - Dates are set for these meetings
 - Team is coming together for bylaws
 - Selection Team process will be the next focus area
- Discerning staffing needs/structure and filling those roles once identified; actions taken thus far:
 - Conversations with current staff members about needs/opportunities/passions/interests
 - Conversation/Planning meeting with Beth Dickinson (Chair of Staff Relations)
 - Conversations with other leaders/colleagues about staffing models
- Lenten Sermons/Worship Services & Summer Worship Series Planning

I am Excited About:

- Coming Up:
 - Connections Class/New Member Social at Scalfaro Home March 3
 - Good Friday Service with New Hope
- Past:

- Annual Gathering/Celebration – amazing, uplifting energy and community. And – the budget passed! Grateful for the generosity of Calvary which helped us in the year (2023) with strength.
- The Ad-hoc Lay Leadership Restructuring Retreat at Estes Park went really well, and the congregation is receiving the new structure we've been discerning with such positivity and constructive feedback.

Something I need help dreaming/workshopping/brainstorming/thinking through:

- Less a brainstorming need, and more just a prayer request: Please pray for me as I discern staffing needs and opportunities with Staff Relations; there are many moving pieces, and I know my own wellbeing and staff's wellbeing are essential in how we move forward.

Random item(s):

- It was unexpected to say goodbye to Ray Schramm so quickly, yet I'm so grateful we could bless him in worship. It is good that he is moving to be with his son, JB (but will be hard for us here at Calvary; he will be missed!)
- I was nominated to serve on the Good Neighbor Agreement Committee for District Four for The Tamarac Family Shelter at the former Embassy Suites (and I accepted). Meetings begin this week.
- I have been asked to serve on the Pastors Advisory Council for Bright Stars of Bethlehem. I would like to accept; I am waiting on input from Missions Ministry Team, as it involves a financial commitment (at a level of our choosing) from Calvary. Since we are not able to formally support Hanna Massad and Gaza Baptist Church anymore, this would be a wonderful connection with a Christian organization working in Palestine.

Ministry Teams:

- Missions Ministry Team:
 - Anne has been in touch with all of our IM global servants this month. Updates for the Reeds and Luran Bethell have been in recent Enews editions.
 - Joyce & David Reed will be at Calvary on Sunday, July 14. They will lead a forum in the morning and David will preach in worship. A congregational member has graciously allowed the Reeds to use their mountain home from a few days of rest and retreat.
 - Dwight Bolick has asked for travel support for a colleague of his working in Cuba who will be visiting the states with some Alliance of Baptist and Baptist Peace Fellowship connections, and we have agreed to help with support at the \$150-200 level from our Mission Response Funds.
 - America for Christ Offering will be received in March.
- Insight Leadership Team:
 - The ILT gave an update on the Roadmap and other items at the Annual Meeting.
 - Evaluations of mission partnerships are ongoing and the results of the Connect 6 groups have been shared.

Rev. Alice Horner Nelson, Pastor

Big picture:

- The next few months will be preparing for upcoming transitions and shifts with my parental leave and supporting Anne in staff changes. This also coincides with shifts in lay leadership structure. So lots of change all while preparing for big change of baby #2 and I appreciate your prayers.

2-3 Items of Focus:

- Beginning the asks for my parental leave coverage
- Supporting the lay leadership restructuring process
- Leading Lent healing and wholeness service on March 5
- Leading Tuesday Bible Study on study of "Romans for Normal People"

Something I'm excited about:

- We are starting our midweek discussions for Lent. Our midweek devotion will premiere on YouTube at 6 p.m. and we're inviting everyone to watch and then hop on a zoom together at 6:30 to discuss it. It's why I'll be late to council!
- We are approved to have a booth at Denver Pride! I'm still waiting to hear if Aurora Pride will happen this year.
- Connections class has started and is going well.

Need help brainstorming/workshopping/thinking through:

- Nothing at the moment

Random:

- Nothing at the moment

Rev. Morgan Fletcher, Pastor

Big Picture Priority:

- Baptism Class

2-3 Items of Focus for this Month:

- We have six baptismal candidates going through class this year and all have currently expressed a desire to be baptized on March 24.
- Confirming if students wish to go to camp this summer and working on adult leader coverage if they do.
- Assessing how first 2024 Family Promise Host week went.
- Supporting the lay leadership restructuring.
- Beginning to create transition folders for my responsibilities.

I am Excited About:

- Coming Up:
 - Connections Class
 - Baptism Class
 - Holy Week Services
- Past:
 - Annual Gathering was fun and felt like the most joyful one in my tenure
 - Ash Wednesday service
 - Angela and I were able to have her annual review after her parental leave and it's a gift to be able to support her ministry.

Something I need help dreaming/workshopping/brainstorming/thinking through:

- How to transition well from my roles and responsibilities. Currently working on this with Pastor Anne, Bill Warren, and Chad. Will soon be working with those who will be overseeing software accounts I'm admin on, Beth and Staff Relations, as well as those who will be overseeing and leading in their own way the roles and responsibilities I oversee.

Random item(s):

- Nothing at this time

Ministry Teams:

- Congregational Care
 - I'm working to apply the feedback from the team leads so that the new expression of this team is ready to go when the new lay leadership structure takes place. I will be sending the updated function of this team to current team leads for their feedback and input, with the hope of having it ready by first week of April

Lay Leadership – Council Feedback (Erin Gangloff, Moderator):

- Clarification of what the term 'deacon' at Calvary means.
- Timeline to implement change. Next steps are by-law changes to be made by 3 individuals (Cindy Ponikvar, Diane Newcom and Susan Wirt). They will look to refresh the by-laws with this new structure and model. It is hoped the group can begin shortly with Council's blessings, for a very quick turn-around; to be shared with the congregation in mid-May at Pentecost.
- Calvary Council will be disbanded when the deacons and Steering Board are finalized. Members on the Lay Leadership Re-structuring Ad-Hoc Committee have been dismissed from their duties as they have completed their task. Council members will have completed their role on Council when the new Deacons have been elected and blessed by the congregation. Deacons will be mutually evaluated at the end of each year (by themselves and others) to assess whether or not continuing in their role is a good fit for the upcoming season. Corry Doty commented that instead of members having 2-year term limits, it might be said they have variable term limits.
- The goal of these changes is to keep Calvary flexible and agile.
- Erin Gangloff, Moderator, asked Council for a head nod if we agree we're headed in the right direction and the by-laws can be revised. All nodded in agreement.
- Names of people interested in being on the Selection Team/Board or who anyone thinks would be viable candidates should turn the names in to Erin Gangloff or Pastor Anne. If a person wants to be a deacon, we are asking that they not elect to serve on the Selection Team.
- There will be no Council Meeting in March. Instead, we'll take care of Council business by e-mail, so you'll get all the documents you usually do and you'll get the updated by-laws. We'll do an electronic vote for approval of the by-laws. This way we can get the by-laws out in the congregation's hands for them to review. Our hope is on Palm Sunday, March 24, we'll stay in the sanctuary and do a congregational vote on the new structure and the new by-laws and the names of those serving on the Selection Team to create the deacon ballot. Next, there would be another vote on Pentecost, the end of May to vote on the 14 deacons. If the vote is affirmative, we'd

start our transition, so Council as we know it would end at the time of that deacon vote.

Church Highlights (All):

- Jim Comstock's Word for God's Children Moment on Sunday.
 - Annual Meeting turn-out and congregation being optimistic about changes. The mailed invitations made a big difference.
 - Bill Warren and his technology team made a huge difference in getting the meeting and visuals available to everyone.
 - Number of baptisms (6) scheduled for Palm Sunday and people in Connections Class (14).
 - Amazing sermons and always something new to learn (unanimous head nodding and thumbs up).
 - Denise Lanning's organ footwork shown on the big screen; often a nice surprise on YouTube; thanks Bill Warren and team.
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Wrap-up (All):

- Council will NOT meet in March. Instead, Council members need to watch for an e-mail on March 11 for a by-laws (electronic) vote.
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Adjourn (Erin Gangloff, Co-Moderator):

- Meeting was adjourned at 7:29 p.m.