

Calvary Baptist Church of Denver

Identity and Volunteer Survey Results

August 23, 2026

Vision and Discernment Process

Identity and Volunteer Survey Results

Agenda

- Pastor Anne – Opening Prayer and Remarks
- Survey Says...Top 6 Answers on the Board
- 122 people took the survey!!
 - Identity
 - Volunteering
- What's Next?
- Closing

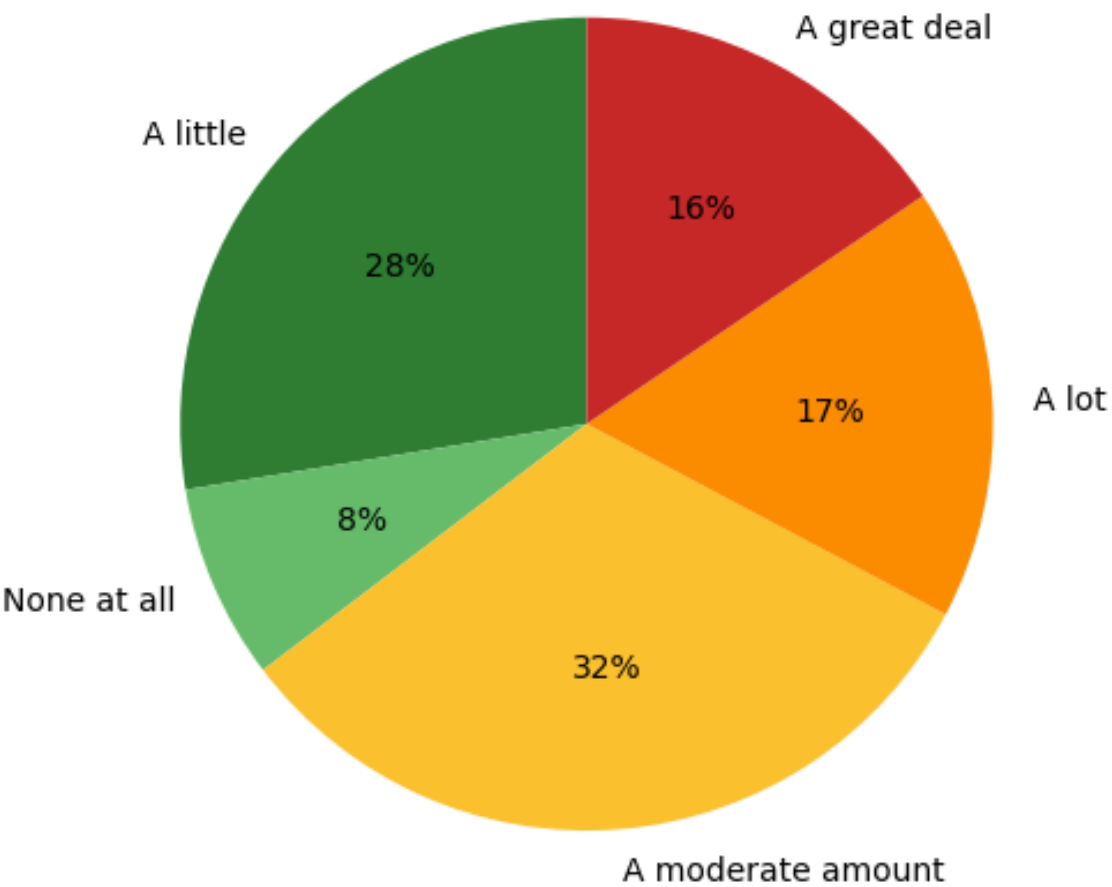


The Discernment Process

- **The Beginning – 2023 (Lent) Listen to “every voice in 40 days”**
 - **Discern our key next steps**
 - **Focused on being an agile church**
- **Phase One – Discerning & Implementing New Lay Leadership Structure**
 - **Summer of 2023 and 2024 – From Council to Ministry Advisory Board (MAB) & Executive Board – Deacons**
- **Phase Two – Discerning & Implementing new staff structure**
 - **Fall 2024 – Spring of 2026**
- **Phase Three – Discerning around Mission, Vision, Values, Name**
 - **Spring 2026**
 - **Small Groups & Survey**
 - **Getting clear on our identity and how we articulate who we are**

How well does the name “Calvary Baptist Church of Denver” reflect your experience of our church today?

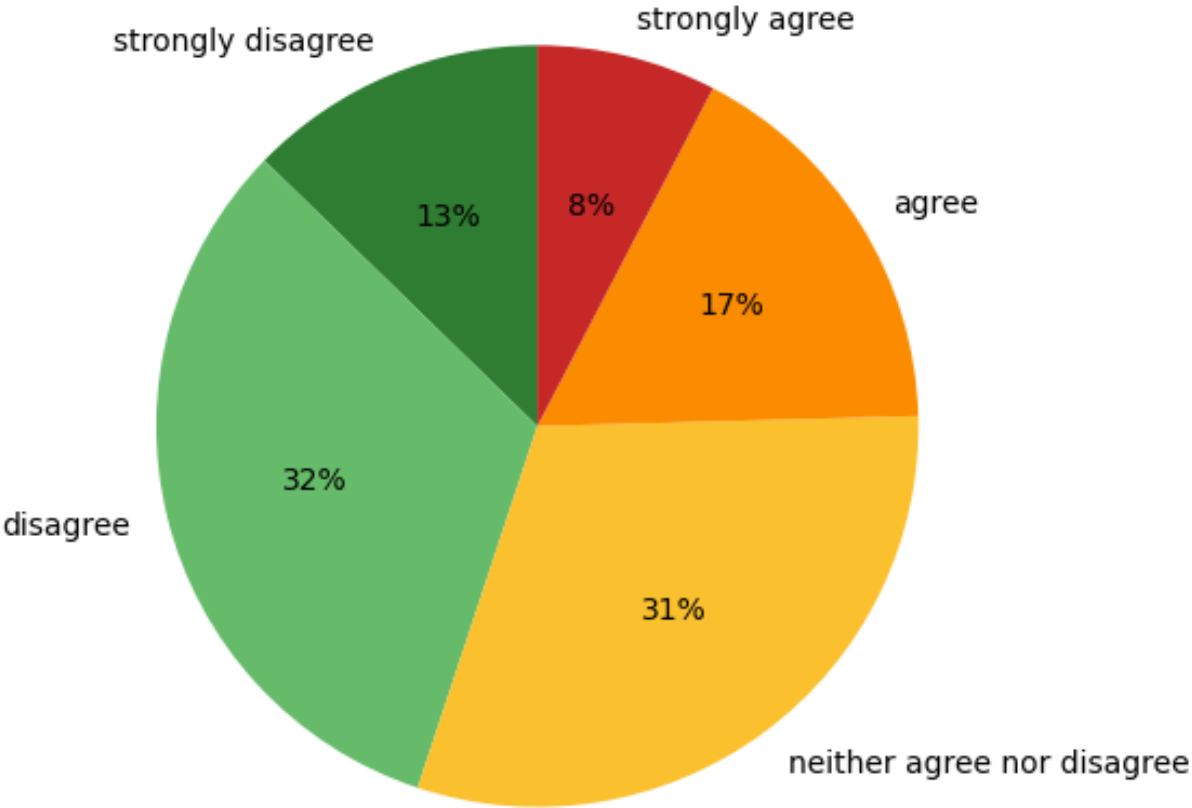
Response	Percent
A little	27.6%
None at all	7.8%
A moderate amount	31.9%
A lot	17.2%
A great deal	15.5%



SURVEY RESULTS
33% Say a lot or a great deal
60% Say a little or moderate amount

The current church name reflects the welcoming, authentic, and inclusive experience people describe at Calvary.

Response	Percent
strongly disagree	12.7%
disagree	32.2%
neither agree nor disagree	30.5%
agree	16.9%
strongly agree	7.6%

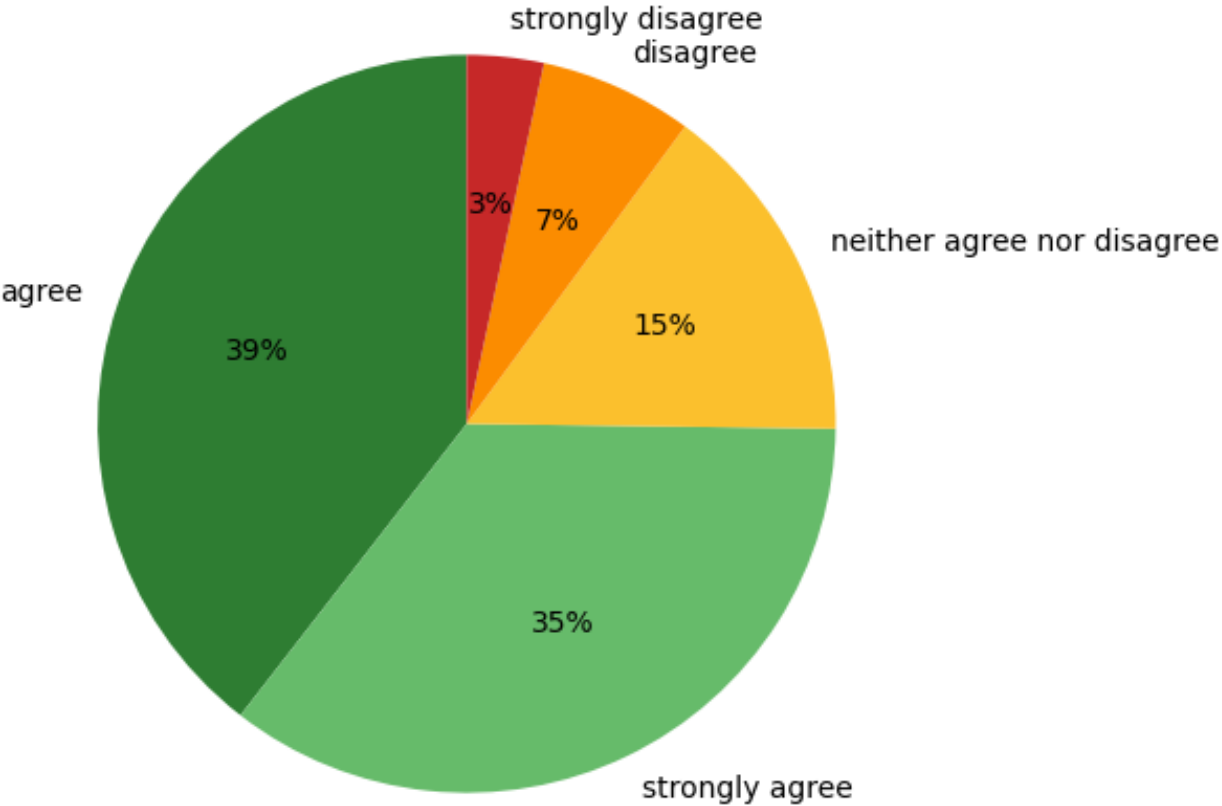


SURVEY RESULTS

24.5% Agree to Strongly Agree
45% Disagree or Strongly Disagree

The word “Baptist” creates assumptions that may not reflect Calvary’s culture and values.

Response	Percent
agree	39.5%
strongly agree	35.3%
neither agree nor disagree	15.1%
disagree	6.7%
strongly disagree	3.4%

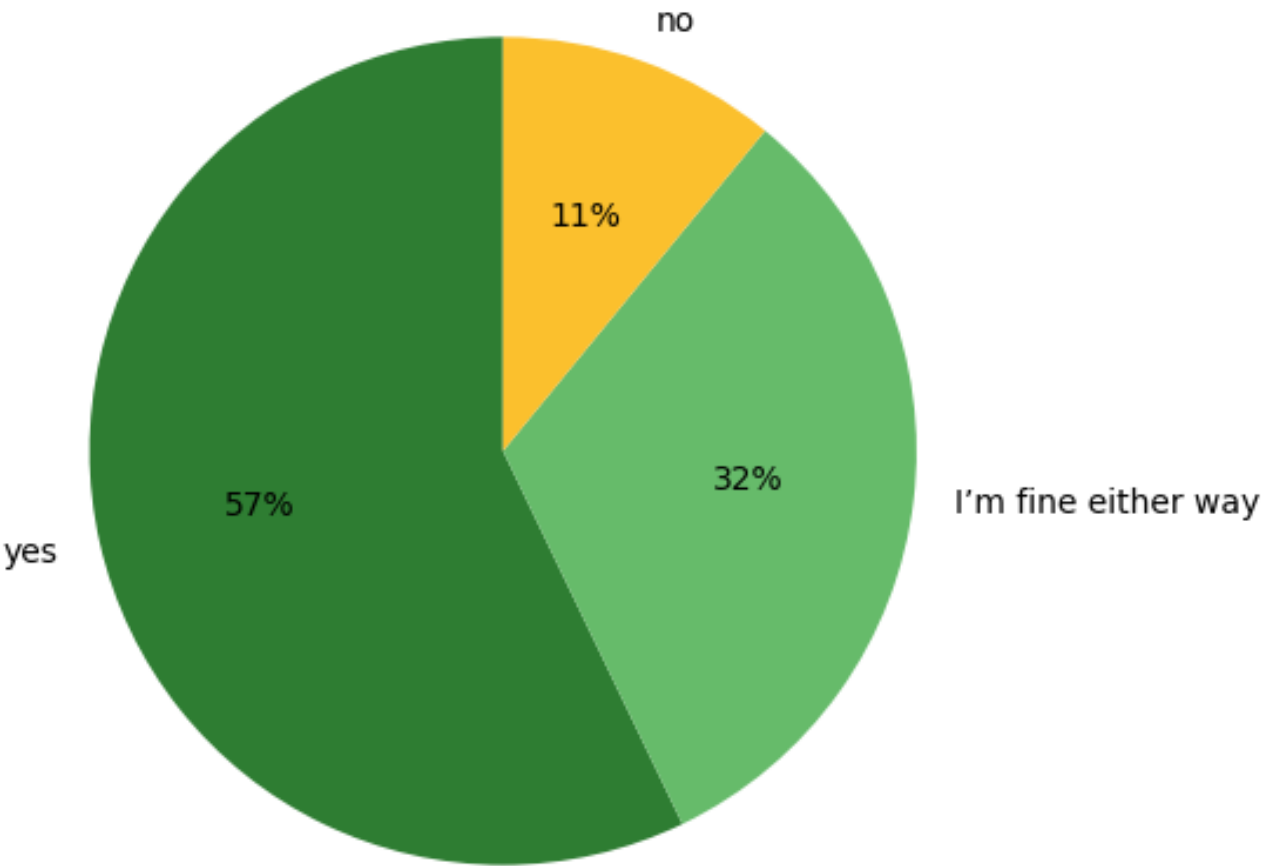


SURVEY RESULTS

75% Agree to Strongly Agree
10% Disagree or Strongly Disagree

Are you open to exploring a church name that more clearly communicates who we are today?

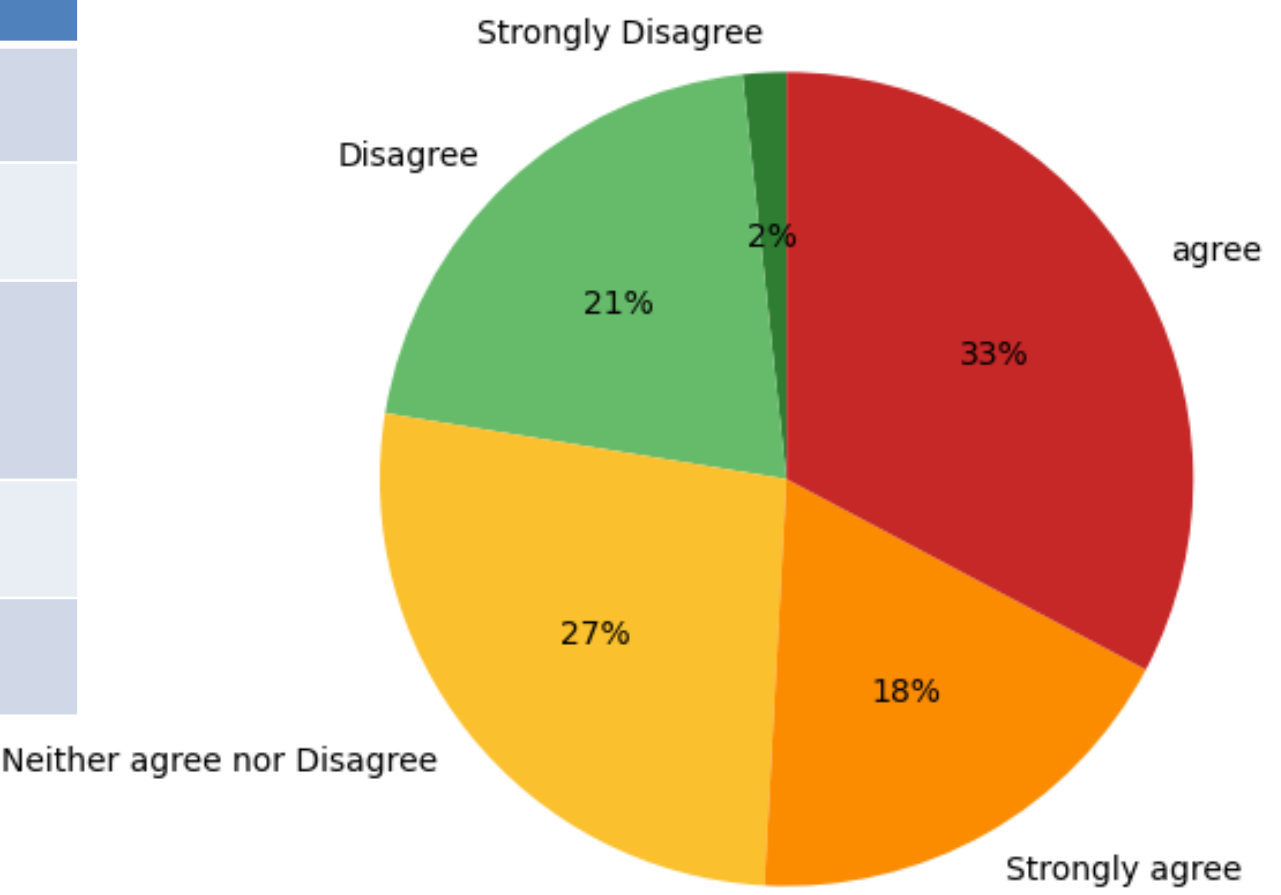
Response	Percent
yes	56.3%
I'm fine either way	33%
no	10.9%



The current church name makes it harder for some people to consider visiting Calvary.

Response	Percent
Strongly Disagree	1.7%
Disagree	20.7%
Neither agree nor Disagree	26.7%
Strongly agree	18.1%
agree	32.8%

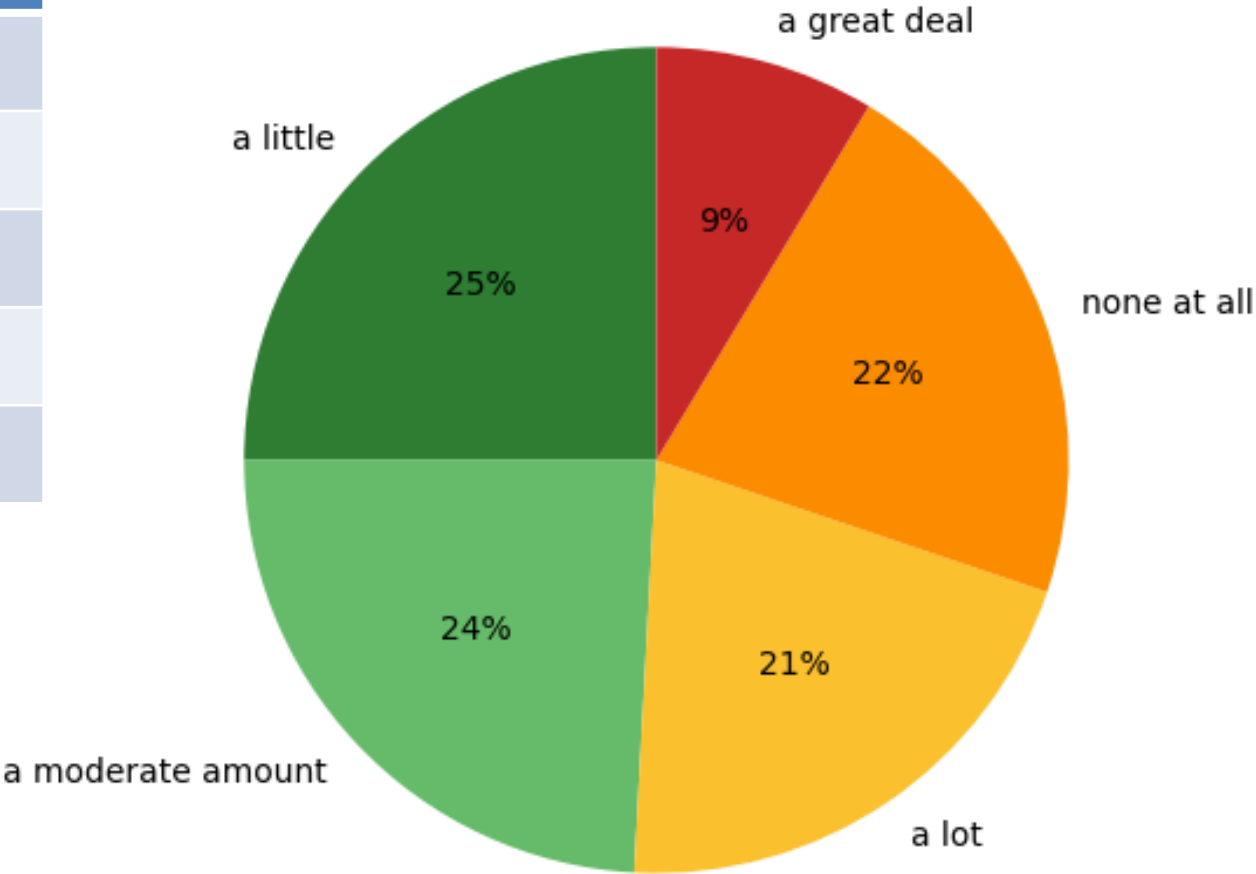
SURVEY RESULTS
51% Agree to Strongly Agree
22% Disagree or Strongly Disagree



How important is it to preserve the Baptist identity in our church name?

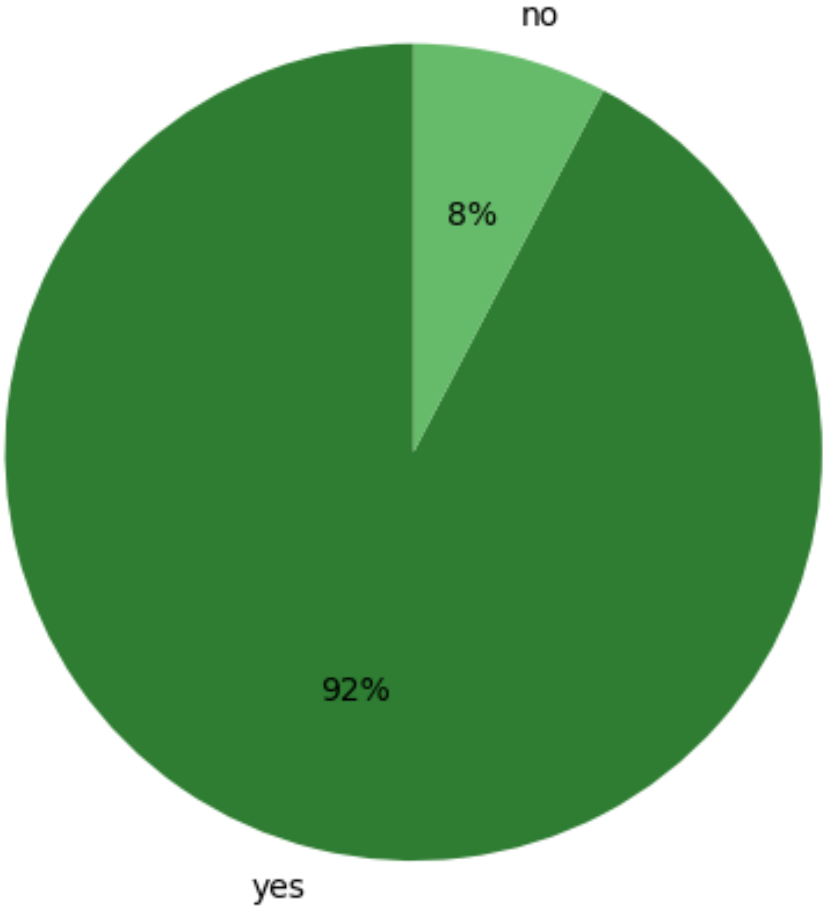
Response	Percent
a little	25%
a moderate amount	24.1%
a lot	20.7%
none at all	21.6%
a great deal	8.6%

SURVEY RESULTS
29% A Lot to a Great Deal
24% A Moderate Amount
46% A Little to Not at All



Would you support continued discernment and conversation about how our church tells its story publicly, including the possibility of a name change?

Response	Percent
yes	92.3%
no	8%



SURVEY RESULTS

A significant amount of support to continue the discernment process

Comment Themes on Identity

The 12 Themes at a Glance

- “Baptist” Does Not Consistently Communicate Who We Are
- Baptist Identity Is Still Deeply Valued by Many
- The Real Question May Be Identity, Not Simply the Name
- Heritage and History Matter
- A Name Change Could Open the Door for Some People
- A Name Change Is Not a Magic Fix
- Communication and Marketing May Be as Important as the Name
- “Calvary” May Also Carry Identity Challenges
- The American Baptist Connection Matters
- There Is a Strong Desire for an Inclusive, Welcoming Identity
- The Congregation Wants More Context Before Making a Decision
- There Is Emotional and Financial Risk Associated With Changing the Name

Volunteer Survey Results

Why did we ask about volunteering?

- Look at how many people volunteer
- What capacity do people have to volunteer
- What are potential barriers
- Finding volunteers has been challenging
- Leadership roles in particular



Ideally how often would you like to volunteer or serve at Calvary?

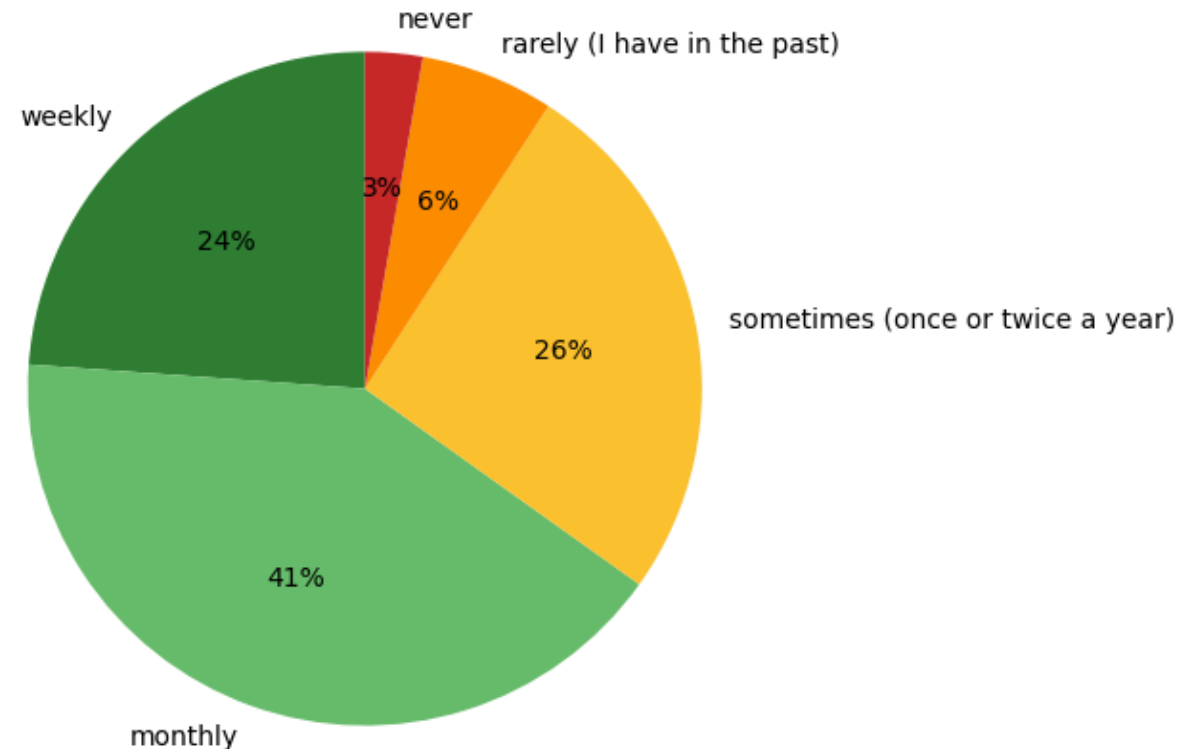
Response	Percent
weekly	23.9%
monthly	41.3%
sometimes (once or twice a year)	25.7%
rarely (I have in the past)	6.4%
never	2.8%

SURVEY RESULTS

65% Would like to Monthly to weekly

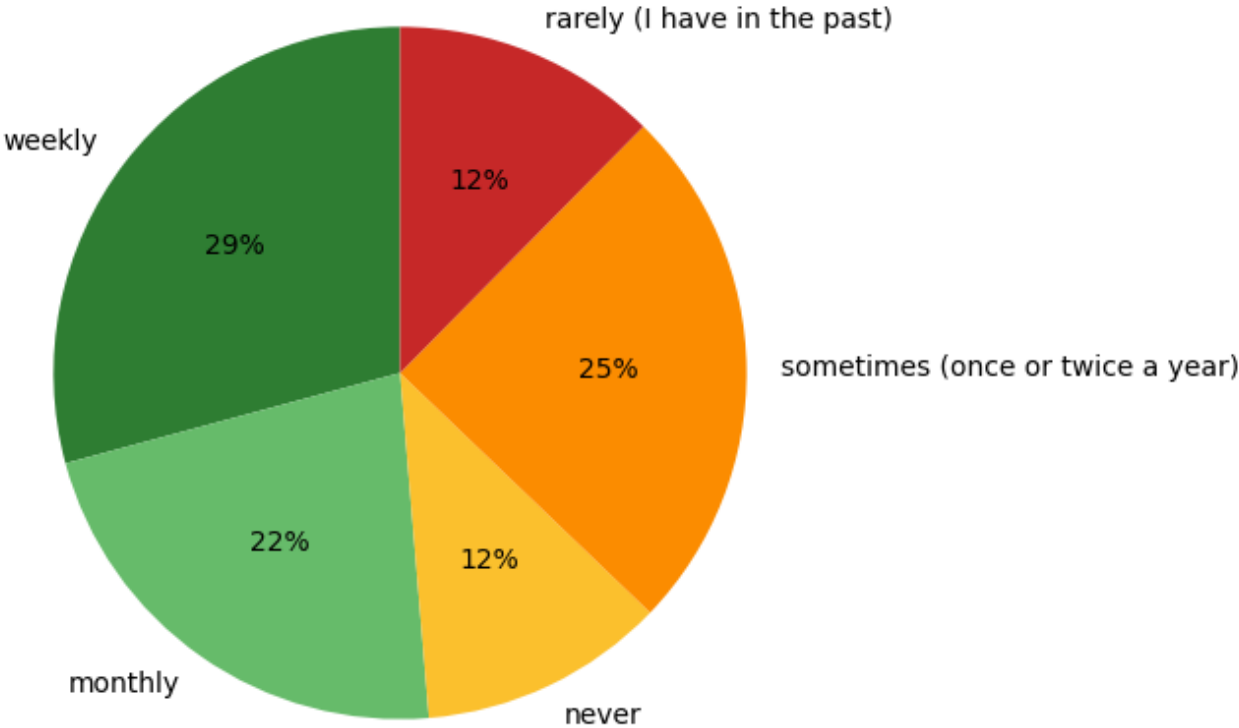
26% Would like to Sometimes (once or twice a year)

9% Would Rarely or Never Volunteer



How often do you currently volunteer or serve at Calvary?

Response	Percent
weekly	29.2%
monthly	22.1%
never	11.5%
sometimes (once or twice a year)	24.8%
rarely (I have in the past)	12.4%



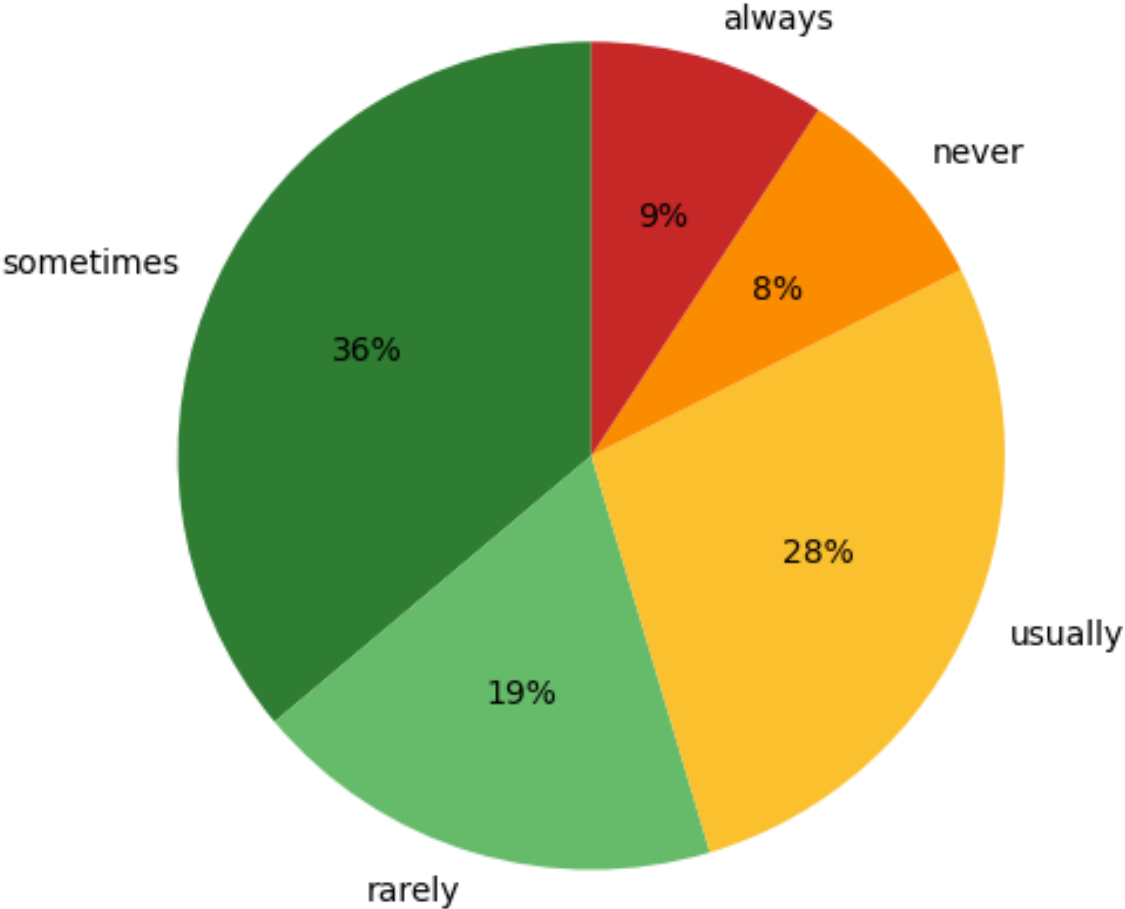
SURVEY RESULTS

65% Would like to Monthly to weekly

35% Would like to Sometimes to never

Does limited time outside of work or family responsibilities prevent you from volunteering more often?

Response	Percent
sometimes	36%
rarely	19%
usually	27.8%
never	8.3%
always	9.3%

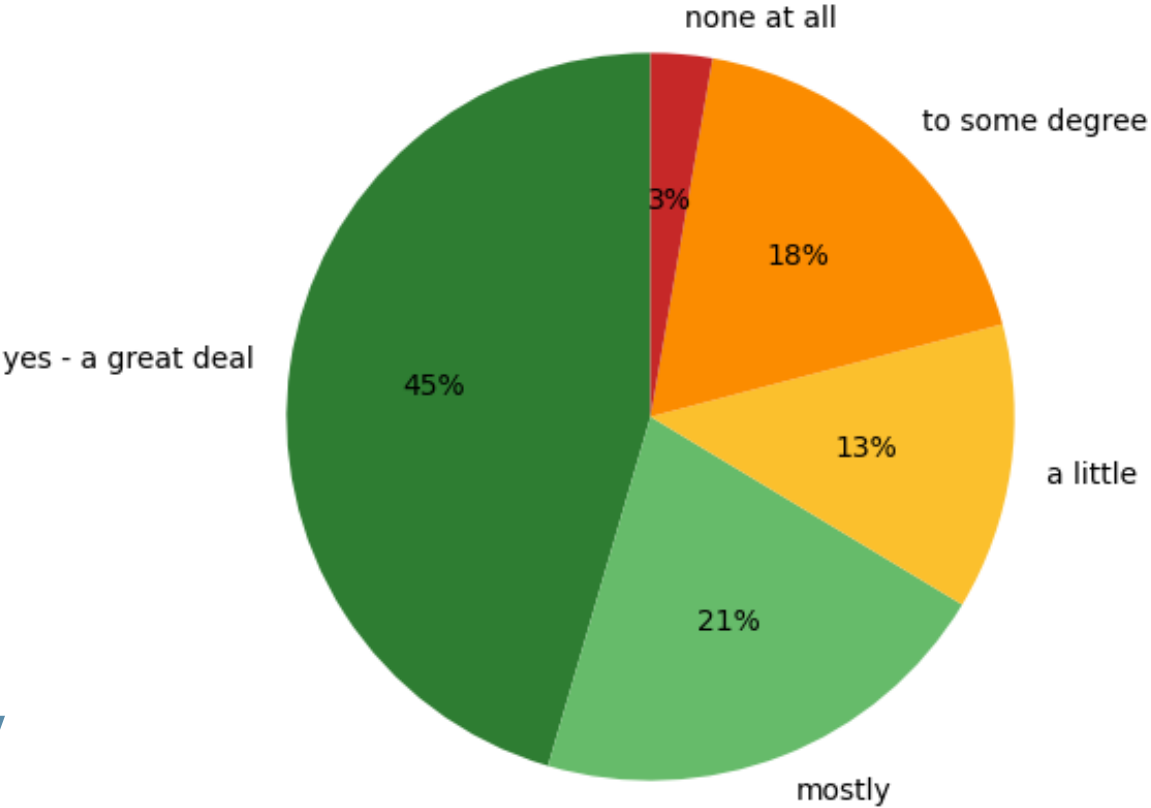


SURVEY RESULTS

37% Always to Usually
36% Sometimes
27% Rarely to Never

Do you know where your gifts, talents, or interests fit at Calvary?

Response	Percent
yes - a great deal	46%
mostly	22%
a little	12.7%
to some degree	18.2%
none at all	2.7%

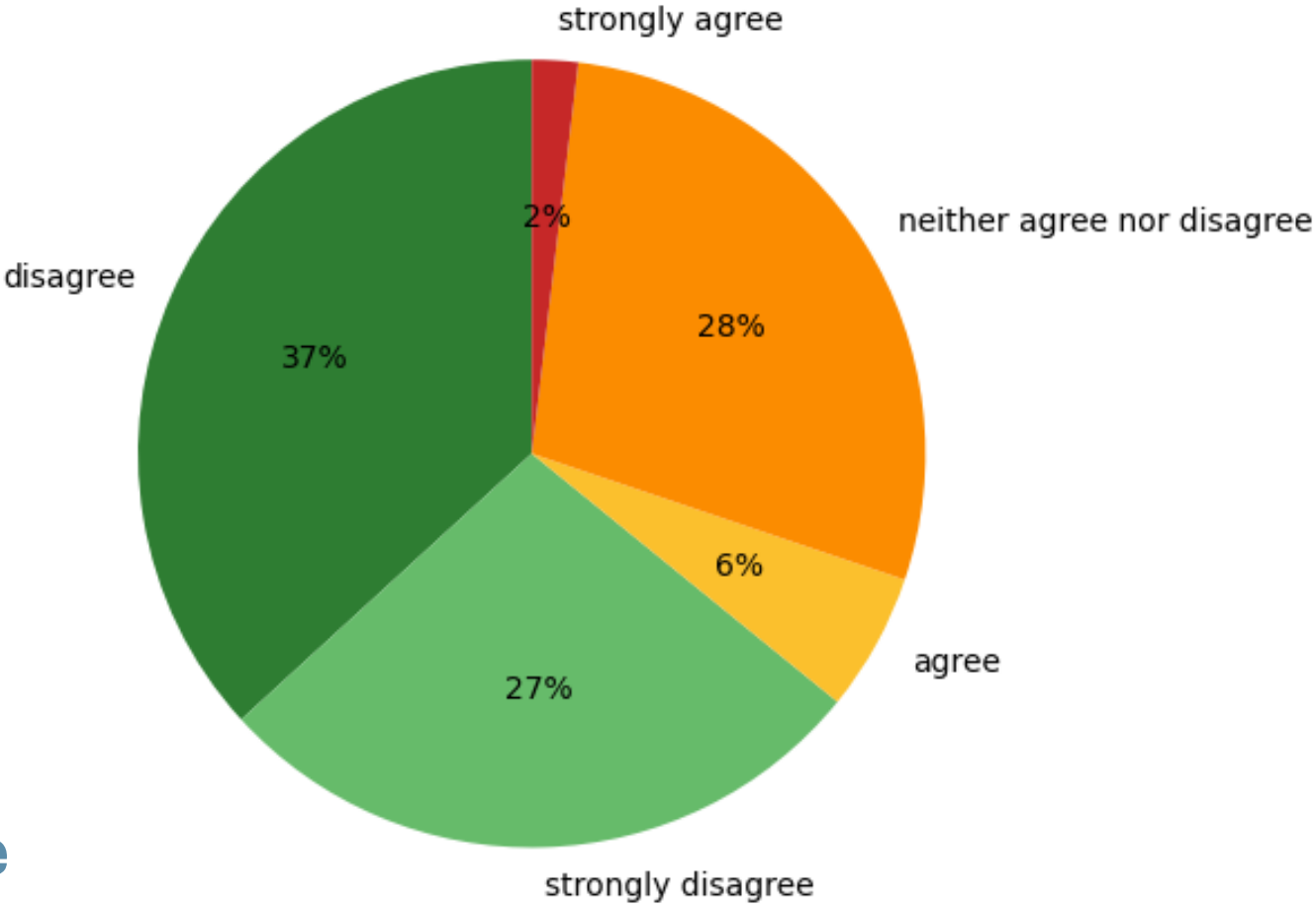


SURVEY RESULTS

68% Yes - a Great Deal and Mostly
18% To Some Degree
15% A Little or Not at All

I feel disconnected from volunteer opportunities or unclear about how to get involved.

Response	Percent
disagree	36.8%
strongly disagree	27.4%
agree	5.7%
neither agree nor disagree	28.3%
strongly agree	1.9%



SURVEY RESULTS

8% Agree to Strongly Agree
28% Neither agree nor disagree
64% Disagree or Strongly Disagree

Burnout, exhaustion, or overscheduling affects your willingness to volunteer.

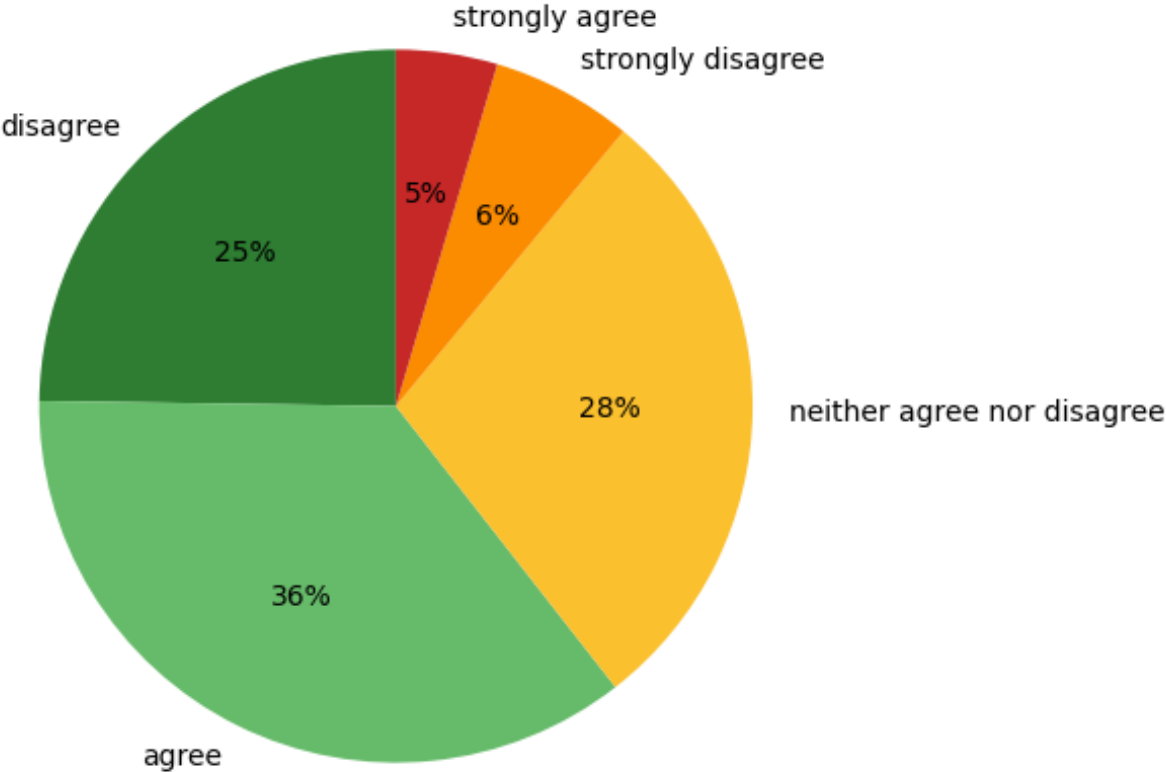
Response	Percent
disagree	24.8%
agree	35.8%
neither agree nor disagree	28.4%
strongly disagree	6.4%
strongly agree	4.6%

SURVEY RESULTS

40% Agree to Strongly Agree

28% Neither agree nor disagree

31% Disagree or Strongly Disagree

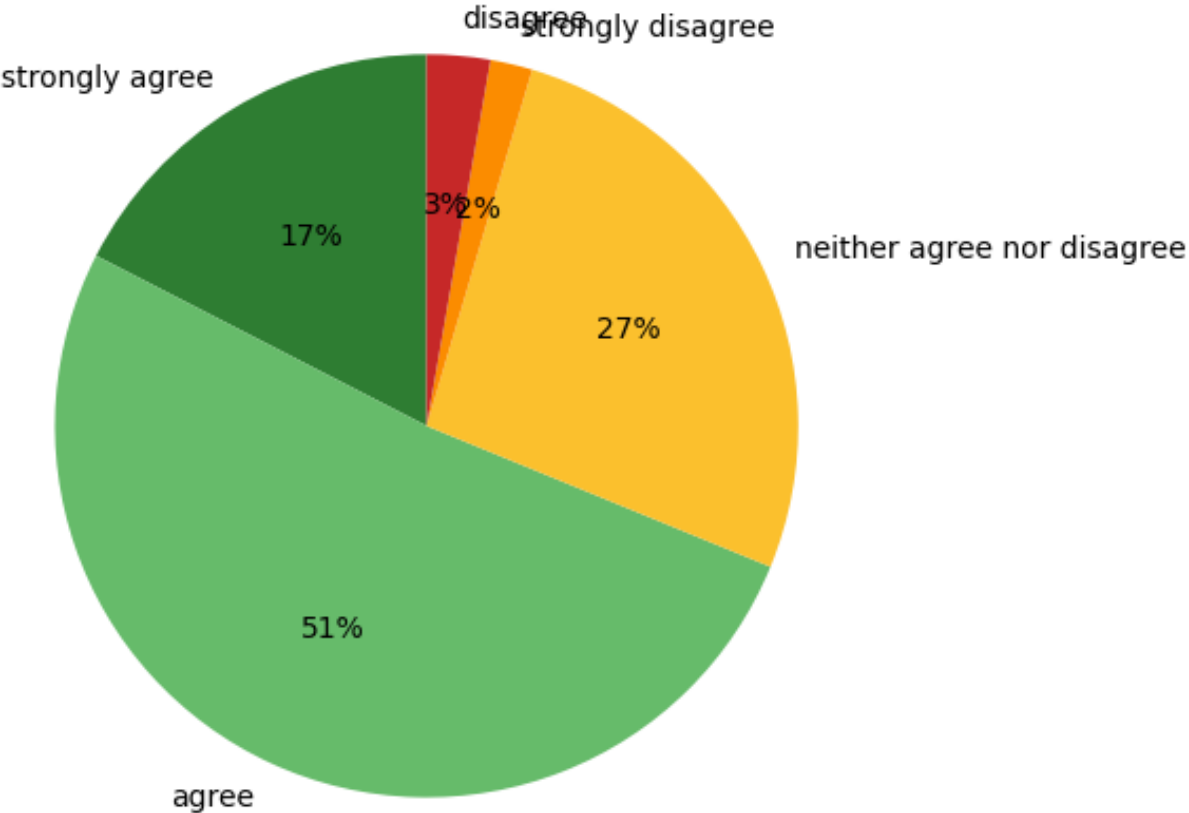


Volunteer opportunities at Calvary connect to causes or ministries you are personally passionate about.

Response	Percent
strongly agree	17.4%
agree	51.4%
neither agree nor disagree	26.6%
disagree	
strongly disagree	1.8%
disagree	2.8%

SURVEY RESULTS

69% Agree to Strongly Agree
27% Neither Agree nor Disagree
4% Disagree or Strongly Disagree



Comment Themes on Volunteering

The 12 Themes at a Glance

- People Want to Help, but Their Capacity Is Limited
- Time and Competing Life Demands Are Major Barriers
- Aging Is Significantly Affecting Volunteer Capacity
- Burnout Is Real—and It Is Affecting Willingness to Serve
- People Want to Serve According to Their Gifts, Interests, and Comfort Level
- Flexible, Short-Term, and “As Needed” Opportunities Are Attractive
- Distance Does Not Necessarily Mean Disconnection
- People Don't Always Know What Volunteer Opportunities Exist
- Personal Invitations Are More Effective Than General Announcements
- Small Commitments Lower the Barrier to Participation
- There Is a Desire for Better Follow-Through and Volunteer Leadership
- People Are Looking for Meaningful Ways to Connect Their Service to Mission

Thoughts and Considerations

Identity versus Name Change

- We could change our name and still not communicate to the world who we are in effective ways. This is why identity work is important first.
- Mission, Vision, Values and Name discussion is important but not the 'end.' It is the 'means to the end' – knowing who we are and communicating that out to other.
- Anne S. conversation with a member
 - The power of Baptist being open to all – as you are – not conditional
- What would our name actually be?
 - Challenge in finding a new name

What's Next?

Clarifying our Identity

- **How? Through reviewing the language around our Mission, Vision, Values**
- **Creating a team of 8 to review Mission, Vision and Value Statements**
- **Why is this important?**
 - **Does the language reflect the fullness of who we are to the outside world.**
 - **How are we telling the world who we are?**
 - **How are we inviting people to experience our church and theology of God's love and healing that is inclusive and open?**
 - **How do we articulate and market, with clarity, authenticity - the openness, diversity, creativity and relationality of what we experience here at Calvary, to the world**

Questions?

Thank you for participating in this process!