

**Calvary Baptist Church of Denver**  
**Council Minutes**  
**October 21, 2020**

**Present:** Jim Armstrong, Rick Breitenbecher, Mick Davey, Jim Dykes, Erin Gangloff, Allie Hulst, John Kron, Sharon Murphy, Virg Musil, David Peterson, Walter Rowell, Bill Warren, Norma Wick, Becky Worford. **Staff:** Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher, Pastor Alice Horner-Nelson.

**Call to Order and Review Agenda**

Co-Moderator Rick Breitenbecher called the meeting to order at 6:31 p.m.

**Approval of the September Minutes**

The minutes were approved as distributed.

**Prayer List**

Senior Pastor Anne reported on illnesses, deaths, celebrations and concerns within our church family this month. Council Members added concerns: The Sterling Baptist Church has had a COVID outbreak and several members are in ICU, Harvard Square is on quarantine because of the COVID, the firefighters fighting the many fires in the mountains and all the people in harms way, and our Country with the upcoming election. Linda Fischer and Jim Armstrong are leaving this week for Minneapolis to be with their son and family. Anne closed in prayer.

**Financial Report**

Virg Musil, Church Treasurer, discussed the two spreadsheets he sent to the Council— Statement of Activity and Budget vs. Actuals.

**Statement of Activity:**

Pledge income for the month of September was up from that received in August by about \$7,650.

Other Offerings were up by nearly \$7,700.

Total Revenue for the month was essentially \$17,600. above that received in August.

Resource Management Expenses were about \$5,200. above August, primarily the result of a quarterly payment of the building insurance premium.

The Special Cash Reserve expense item represents the amount budgeted as an annual set-aside for maintenance of a future asset that the church will receive as the devisee of a current will.

**Budget vs Actuals:**

Pledge receipts for the month of September were \$2038. below budget for the month, and are less than 2% below the year-to-date budget.

Total Revenue for the month was almost \$3,000. above the budget, and is now \$5,000.

below the year-to-date budget. This is less than a 1% variance from the budgeted amount.

Total Expenses for the month exceeded the budgeted amount by about \$2,800., but this includes the \$6,000. Special Cash Reserve that was recorded in September. Total Expenses year-to-date are \$570,500. or 8.5% below budget.

Therefore, since we have a gain in Net Operating Revenue for the year of \$13,190.00, we are \$48,000.00 better off than what we had budgeted thru September.

There was a question about why the Payroll Protection Program has not been applied to these forms. Our accountant, Luwan Jones, is keeping track of the expenses and when the the final/ proper form is sent to her she will complete it and move the \$80,000.00 to the revenue column because the loan has been forgiven. Senior Pastor Anne reported that Calvary is on a 24 week payback program and Luwan has not received that final/proper form.

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### **Church Highlights**

In appreciation of the Healing and Wholeness Services and how helpful they are— Thank you Anne, Morgan, Alice and Brenda.

Pastor Anne was commended for her creative and unique sermons

Damon was complimented for his expertise and creativity in filming of the worship services

The selection of music for the Virtual Worship Services: the hymns, the special musical selections and performers, the ringing of the bells, and the preludes and postludes.

A Big Thanks to Rick, who will be leaving the state, but will remain in position as Co-Moderator of the Council for the immediate future.

### **COVID Protocols for the December 2020-February, 2021**

Lori Grohskopf, Calvary's Operations & Administrative Coordinator, joined the meeting by phone and reported what churches in the Metro Area are doing regarding virtual services, live streaming and meeting in live services. These churches she interviewed are all about the same size as Calvary. Lori mentioned Denver Mayor, Michael Hancock has issued new restrictive guidelines for the city of Denver because COVID cases are increasing in this area. Colorado is still under the Safer at Home guidelines which means Calvary can only have 50 people in the sanctuary and that includes staff, ushers, etc. and there would be no congregational singing, no childcare, no coffee hour, or socializing.

The parking lot service for October 24 has been canceled because of the information given by the Mayor and our staff wants to keep everyone safe.

The discussion centered around the following: The situation at the Baptist church in Sterling where many members are ill with the virus; we need to keep our staff safe; virtual services are a problem as there are members who have no accessibility to those services, which creates more isolation for them; members want to worship in the sanctuary.

A suggestion was made that we might increase the duration of the protocols from December-March 2021.

This was discussed but was decided it might be better to keep the protocols quarterly.

The staff will be sending a survey to all church members asking for their feedback concerning Advent and Christmas Worship. This survey will help the staff plan for the worship experiences in the next few months.

**The Council decided to leave the present protocols in place for December, 2020, & January and February in 2021.**

### **Committee Ministry Team Reports**

#### **Mick Davey, Staff Relations**

The committee met with Pastor Morgan about her Sabbatical. Pastor Morgan has two options in mind depending on the pandemic: Option A: April, May, and June 2021 or Option B would be in November, December 2021 and January 2022. The two options are based on what travel restrictions are in place due to COVID since part of her sabbatical would be in Canada.

November 9 the committee and CO-Moderators will meet with Anne for her annual Senior Pastor Performance Review.

#### **Bill Warren, Resource Management**

The roof replacement is progressing. However they have not received the shingles for the sloping roof because of the delays resulting from the pandemic. It is hoped those shingles will arrive before they finish the flat roof.

Some mulch near the church on the Hampden Avenue side of the church has caught fire four times. The mulch is being replaced with rock near the church.

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While there is no way to be sure, Bill thinks the fires may have been caused by people on Hampden Avenue throwing their cigarette butts away.

A mail drop box has been installed in the door to Pastor Alice's office. This will eliminate Pastor Anne driving to the post office to get the mail each week while the building is closed for COVID.

### **Walter Rowell, Nominating Committee**

Walter reported that the committee has organized the tasks for the positions that will be needed next year. They have begun to make calls asking church members to serve in these positions.

### **John Kron, Stewardship**

John reported The Virtual Service on November 8 will have Buster, the stuffed monkey, delivering a stewardship surprise.

Because of the pandemic there can be no Stewardship Dinner so the Tuesday Midweek Zoom Gathering October 27 will focus on Stewardship.

On Commitment Sunday November 15:

1. People may drive to the church and place their Commitment Card in the pledge chest in the north parking lot between 1:00 - 2:00 P.M.
2. **Or** they can take a picture signing their commitment card, mailing it and text the picture to the staff to be shown at the Virtual Commitment Card Procession

### **Faith Formation**

Pastor Morgan asked the Council to read and think about the following questions:

1. What helps you stay grounded in God's movement and guidance in your life when so much of the world is uncertain or maybe feels unstable?
2. how are you feeling about making these choices as the guiding body of Calvary. It is it daunting, hopeful, or somewhere in between?
3. What does it mean to you to find comfort in God, if you can, during these unprecedented times?
4. What do you need to tend to your spiritual wellbeing as we continue predominately, if not completely, virtual through February?

She placed the Council Members in chat rooms and the members discussed the questions.

When everyone returned from the chat rooms, she closed by reading two quotes from Thomas Merton, a Trappist monk who later was ordained in the priesthood and given the name Father Louis.

### **Staff Updates**

#### **Pastor Alice**

She stays busy working on the The Gathering and finding guest musicians.

She is continuing working on the communication pieces at Calvary.

She is working on getting the Marketing Ministry Team to meet again.

#### **Pastor Morgan**

The Faith formation team has had multiple meetings with the church school and small group leaders.

They are thinking of ways to recenter a focus on church school by looking at House Groups , which would be a long term way of supporting families and keep them connected. They hope to have this done by May.

She and Angela are working on a Virtual Christmas pageant called, "Do Not Fear".

She is working on Advent Devotions as well as Home for the Holidays programming for November and December for Calvary members to feel more connected, including a special gift to be sent to homes in December.

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She is working on a special service to Bless the Animals and a Communal Lament Service for injustice during Advent. Both services will be held via Zoom.

She is trying to find DVD's or ideas which will help people, who cannot connect with the Virtual Holiday Event to feel connected to Calvary.

#### **Senior Pastor Anne**

She is doing three memorial services for interments in the next two weeks.

The staff is working on improving the sound in the sanctuary.

She will be working with the staff on the results of the survey being sent about Advent/Christmas options.

She is working with the staff on the 2021 Budget.

She has contacted Reverend Doug Avilesbernal, Executive Minister of the Evergreen Region, and he will attend our Virtual Council Meeting on November 18. This will be an information gathering session. TheCo-Moderators and Anne will contact members who might have a special interest in attending this meeting.

#### **Missions**

Family Promise has a house in Congress Park where guests of Family Promise are living. Volunteers are needed to provide food, work as evening coordinators and stay over night as hosts, among other tasks. Volunteers will need to take a COVID test before they work at the house.

Bootstraps and Blessings needs some different items, which Pastor Alice will list in the next newsletter

Roger Dickinson, who works on the ABCRM Missions Committee, contacted Pastor Anne about giving money to support the following items:

1. The ABC churches in Nicaragua are desperate for money for food banks due to COVID shortages.
2. In the Dominican Republic a new church is \$10,000.00 away from paying off their mortgage but with massive unemployment due to COVID they have no way to finish paying that mortgage and may lose their new building.

Senior Pastor Anne authorized \$500.00 from the Mission Response line item of the Missions budget to go in support of these items. It will put us over budget in Missions, but Anne felt like it was important to support these ABC churches and missionaries in need.

The teachers at Stedman are overwhelmed with all they are navigating as educators during the pandemic. So the volunteers from Calvary, who planned to read with the children virtually, are on pause.

Pastor Downing from New Hope and Pastor Anne will be on a Facebook Live Interview about Calvary Denver /New Hope partnership on Thursday, October 29 with Dr. Aidsand Wright-Riggins from the New Baptist Covenant.

Pastor Anne is inviting Calvary members to participate in Facing Racism Cohort in Winter 2021 (seven session via Zoom) facilitated by Souls2 Soul Sisters. More information about this opportunity to work on anti-racism is in the Enews. Grant money from ABCRM as well as bequest funds for special educational programming will be used to provide scholarship for attendees.

#### **Wrap Up**

Co-Moderator Rick suggested we start the meeting on November 18 at 7:00 p.m., since that is the time the Reverend Doug Avilesbernal will be able to join us.

He thanked everyone for their participation in the virtual meeting tonight.

The meeting was adjourned at 8:25 p.m.

Respectfully submitted,  
Norma Wick. Council Secretary