



Calvary Baptist Church

Open to all. Closed to none.

Calvary Baptist Church of Denver Church Council Minutes

May 17, 2023 – 6:30 p.m. – MT - Zoom

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

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

- Called meeting to order at 6:34 p.m. MT.
 - Reiterated the Council Norms that were reviewed last month by Rick Breitenbecher, Co-Moderator.
 - Reviewed agenda.
-

Prayer Time (Alice Horner Nelson, Pastor)

- Shared a poll to determine how each Council member was coming to the meeting. The majority of Council responses indicated that members were grateful for sunshine today.
 - Shared a few additions to the prayer list.
 - Read a blessing entitled *For When You Need a Second to Think it Over*.
 - Led Council in prayer.
-

Approval of April Council Minutes (Erin Gangloff, Co-Moderator)

- Asked if there were any changes to the Minutes sent out by Judy Griswold, Church Secretary. There were none.
 - April Minutes were approved by Council as read.
-

April 2023 Financial Report (Erin Gangloff, Co-Moderator for Cindy Ponikvar, Church Treasurer)

- Total Operating Revenue = \$87,314.18
 - Total Operating Expenses = \$69,676.25
-

Church Highlights from the past month (Council)

- Pastor Alice's 5th Anniversary celebration.
 - Graduating seniors leadership in worship on April 23, 2023, including Alex Jonell's guitar playing and D.J. Walker's senior reflection.
 - Linda Fisher covering for Beth Dickinson's Moment of Gratitude.
 - Mother's Day service, remembrances, and Pastor Anne's sermon.
 - Work that the Discernment Team is doing. Their compilation of countless pieces of data is a testament to their leadership and is most appreciated.
 - Delight at the new leadership by people who have recently become part of the Calvary community.
-

Discernment Update (Members of the Insight Leadership team)

Natalie Ralston:

- Following the April retreat, the team took all the data collected and compiled it into a single document. They treated all comments as anonymous.

Beth Dickinson:

- Anne Comstock, Diana McGahan and I are coming up with an Insights Document to delineate the four main insights gained from the discernment data. We're comparing our team's notes and the data from the congregational document to ensure we honor the language used by the congregation.

Jim Comstock:

- Working on a process for communication between church members and families
- We might be asking At-large Council members if they are aboe to help

Natalie Ralston:

- Talking with Senior Pastor Anne Scalfaro about Calvary's financial wellness; Anne met with the four individuals listed below for the first Financial Wellness meeting.
- Bill Warren, Beth Dickinson, Cindy Ponikvar and I have been discussing Miracle Match.
 - Asking congregants to give "snap shots," which don't always show the big picture.
 - 40 giving units that don't pledge gave to Miracle Match – reinforcing that not every ask (for money) from Calvary is for everyone and so we hope people do not feel obligated to give each time but rather listen to when they feel led or inspired to give.
- The Insight Leadership Team will be meeting every 2 weeks to share updates using different strategies.

5th Sunday Reflection (Council Conversation, led by Morgan Fletcher, Pastor)

- On the 5th Sunday in April, the congregation was asked to vote by color – Green (keep going) / Red (stop) / Yellow (keep going with modifications) – on whether they wanted to continue with the 5th Sunday schedule from the 2022-2023 program year.
 - If voting yellow, a comment was requested to gather information for suggested changes.
- Council members who had not voted, mainly voted green to keep going as is with 5th Sunday. If you voted yellow, Pastor Morgan asked for input on what you wanted changed.

Faith Formation (Council, led by Morgan Fletcher, Pastor)

- In break-out groups of 2-3 people, share about "*What brings you joy when you think about summer? What do you love, what are the smells of summer, what trips do you anticipate, etc.?*"
- Council shared out from their smaller groups their joyful thoughts about summer.
- Asked Council how our bodies felt after reflecting on this question. Asked us to center on how seasons can bring us joy: "*Being joyful can be just what church leaders need you're your personal growth. Allow yourselves to sink into all the joys we just mentioned.*"
- Concluded with prayer.

Committee Team Reports

Natalie Ralston, Stewardship Chair

- The Stewardship Committee met on May 7. We discussed stewardship-related feedback from the discernment process and how the congregation's feedback will inform our work going forward, both with regards to asks throughout the year and pledging/Stewardship Season. We continued our early planning for the fall Stewardship Season.
- Thank you notes for new donors are ongoing.
- Monthly Moment of Gratitude planning is ongoing.
- The committee will meet for a retreat in June to work on plans for the fall Stewardship Season.

Beth Dickinson, Staff Relations Chair

- About 90 people attended the 5th anniversary celebration for Pastor Alice Horner Nelson. Conducted a post-event debrief.
- Planning started for our next anniversary event in August for Music Director David Farwig and Organist Denise Lanning.
- Working with Facilities & Operations Manager Chad Lawrence and Senior Pastor Anne Scalfaro on next steps for the position of Security/Set-up vacated by Ben Carroll.
- Updating the ministerial and administrative staff handbooks.

Bill Warren, Resource Management Chair

- Repaired broken pipe on south sprinkler manifold. Started north sprinklers.
- Removed chalkboard, repaired and painted wall, and installed whiteboard in room 119.
- Completed changes on sanctuary and chapel live stream system.
- Managed numerous service day repair.
- Wall prep for repainting fireplace room.
- Changed blackboard in 146.
- Re-routed cables on choir modesty panel.
- Moved audience camera to chancel left.
- Re-routed power during recent partial outage.
- Computer move from David Farwig to Pastor Alice's office. Installed new mouse and keyboard for David.
- Installed stock speakers at volunteer's desk.
- Prepped 8 access points for wifi system replacement.

Jim Comstock, Nominating Chair

- No report.

Staff Reports & Ministry Team Updates

Rev. Anne J. Scalfaro, Senior Pastor

Big Picture Focus:

- Engaging twice a month in meetings with the Insight Leadership Team (formerly, Discernment Team) as we work on the ongoing communication plan to the congregation about The Journey (the discernment process, timeline, and approach) and our Action items under the four key insights from the discernment data.
 - In particular, I am working with the Chairs of the Stewardship Committee, Finance Committee, Staff Relations Committee, and Resource Management Committee on the

area of Financial Wellness. We will be moving up the 2024 budget process by a few months this year, and I am working with the Stewardship Committee on how we communicate the financial needs and opportunities for how we support that budget to the congregation. This means I will be asking committees and staff to submit their anticipated 2024 budgets during the summer months.

Items of Priority the Next 2-3 Months:

- Pastoral Planning Retreat to Plan next year's scriptures/themes/programs, involving congregation members/Council feedback on plans
- Connecting with Council leaders one-on-one:
 - 7 meetings complete
 - 5 meetings scheduled
 - 4 meetings yet to be scheduled
- Working with Staff Relations and Staff to determine needs for Pastoral Administrative Assistant position so we can begin a search/hiring process
 - what are our most pressing needs for this hire
 - what additional gifts/skills do we need on our staff team?
- Reviewing the Job Description that Chad Lawrence is creating for the Set-up & Security Position, to get ready for posting/hiring
- Reaching out to our International Missionaries Global Servants
- Pastoral Care, Preaching, Worship

Something(s) I'm Excited About:

- Pastor Morgan's upcoming/ongoing sabbatical breaks; rejoicing in her opportunity for rest and renewal
- Preparing personally/spiritually/emotionally for the Civil Rights Road Trip
- Attending the American Baptist Biennial Meeting in Puerto Rico at the end of June
- Attending the Annual Clergy Luncheon in June for Colorado Faith Communities United to End Gun Violence

Random item(s):

- Calvary Baptist and New Hope Baptist raised \$1,000 to send to the A+ Angels Mentoring Program at East High School as a result of our Good Friday Offering. I wrote a cover letter that Pastor Downing and I co-signed to send with that financial gift.
- To date, Calvary members and friends have given \$1,200+ for our families with family members in Sudan to help them with relocation, food, water, and medical care.

Missions Ministry Team:

- Mission payments from our operating budget have been going out as scheduled.

Rev. Alice Horner-Nelson, Pastor

Big Picture Focus:

- Connecting folks! Continuing to connect folks to the online digital directory. This is an ongoing process with about 2/3 of our congregation who still need to go through the steps. I'm planning to send an email to all those who haven't signed up as a reminder.
- Connecting folks also by publishing discernment process updates as they come up, and being one of the leaders in that process.

Items of Priority the Next 2-3 Months:

- Connecting folks to different events via publishing them is always an ongoing experiment. I've tried some new brief announcement reels on social media so our new folks can connect easily and know what's going on. I used a similar version of this in our announcements for May 14 with generally less text (with a disclaimer that more information was available in our order of worship and newsletter).
- I've been working on Vacation Bible School promotion. You may see some lawn signs around our property soon with information and a QR code. I'm also purchasing a generic VBS banner that we can use year after year.
- I signed up to help develop a communications plan for the discernment process. This includes planning out our newsletter updates, advertising our Sunday morning summer forums that will be dedicated to discernment (on days when we won't have an I Am Calvary speaker), and possibly some videos.
- The next few weeks Pastors Anne and Morgan and myself will be in pastoral planning as we plan for the next year. Prayers as we dream and brainstorm.

Something(s) I'm Excited About:

- We are working on creatively being at PRIDE (June 24 and 25) this year. Currently we are on a wait list for a booth, so pray that will happen. I still want to be a presence there to show people there are churches that love and accept them.
- I've very much enjoyed leading Tuesday Bible Study on this stint of Morgan's sabbatical. We are reading Amy Jill Levine's Signs and Wonders book together and it's been a real joy to be in this small group.
- The work the discernment team is doing with the Connect Two and Connect Six ideas.
- Our summer theme which I'm sure you will hear more about soon.

Random Items:

- May 21 will be Baptist Peace Fellowship Day in Worship. BPFNA (Baptist Peace Fellowship of North America) is the largest organization of Baptist peacemakers in the United States. One of our own, Bev Gavel, has a special connection as a Baptist peacemaker. Bev's parents Victor and Eileen Gavel started the Gavel Memorial Peace Fund with BPFNA in 1994.
- I got to record a call to worship and a prayer with Bev in her apartment for May 21. I love it when we have worship leaders who have great stories to tell related to our theme for the day. I love that technology makes such participation easier and possible.

Rev. Morgan Fletcher, Pastor

Big Picture Focus/Summer Schedule:

- Continue scheduling & finalize the *I Am Calvary* Series
- The visioning team will use one, potentially two, summer forums to follow-up on discernment strategic approach
- Connect 6 leaders, more detail to come about Connect 6 and how it came from the discernment listening session
- VBS & neighborhood outreach
- Summer trip logistics continues
- Faith formation focus for midweeks continues

Ministry Teams:

- Congregational Care Ministry Team expansion

- Faith Formation Ministry Team and checking in with small group leaders for end of year eval and plans for 23/24 program year
 - Inviting small group leaders to use the following eval:
 - What did we learn?
 - What should we adjust?
 - What should we do going forward?

Items of Priority the Next 2 – 3 Months:

- Building out each of the items listed above
- Finalize staff development dates with John Ballenger
- Trip faith formation pieces
- Meet with PFLAG staff to explore partnership
- May 22 Pub facilitation of student panel on the stress they experience these days
- Confirm 23/24 program year needs before Aug Sabbatical stint
- Conclude my formal continuing ed course
- Establish Gathering Sunday work group
- Finalizing sabbatical coverage for July & August

Random Items:

- Please note that June 26-29 is VBS and if your schedule allows to support this event with supplies, time, or preparation it would be wonderful to have a council presence there. Let Angela know if you can be there. Also, please share with any families you know with kids in K-5th grades. Registration form is now live and can be emailed to you if you need it.

Something(s) I'm Excited About:

- Discernment retreat and getting to lean into the responses and prayerfully move forward with intention and action.

Wrap-up and Adjournment (Erin Gangloff, Co-Moderator)

- Adjourned meeting at 7:36 p.m. MT
 - Next Council Meeting: Wed, June 21, 2023 – 6:30 p.m. MT
-