

Calvary Baptist Church
Church Council Minutes
February 16, 2022
On Zoom

Present: Rick Breitenbecher, Erin Gangloff, Virg Musil, Judy Griswold, Beth Dickinson, John Kron, Walter Rowell, Bill Warren, Allie Hulst, David Peterson, Becky Worford, Christine Zeiler
Staff: Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher and Pastor Alice Horner Nelson
Guests: Diana McGahan, Brian Muir (ordination candidate)
Absent: Jim Armstrong, David Ferguson, Bill Ponikvar, Steven Wang

Call to Order and Review of Agenda: Co-Moderator Eric Gangloff, called the meeting to order at 6:32 p.m. (MST) She began the meeting with an ice breaker so new and current Council members could get to know each other.

Rick Breitenbecher Co-Moderator, reviewed the Council Expectations he sent out prior to the meeting. Three other expectations Rick shared included: (1) let Erin or Rick know if you are unable to attend a scheduled Council Meeting, (2) if Wednesday nights don't work for your schedule to meet, let one of the Co-Moderators know, and (3) each Council member has a mailbox at church and a nametag in their mailbox; please wear your Council nametag on Sundays or at major Calvary events.

Prayer List: Pastor Alice reported on illnesses, surgeries, and deaths within our church family from the February 10, 2022 Prayer List. Pastor Alice closed in prayer.

Approval of January Council Minutes: Co-Moderator Erin Gangloff asked for any additions or corrections to the January 12, 2022 Council Minutes. No changes were stated. The January Council Minutes were approved, by all in attendance, as submitted to the Council.

Financial Report/Statement of Activity: Virg Musil, Council Treasurer, provided the following details. He stated that comparing January 2022 numbers to the previous month of December 2021 is not a valid exercise, since December is typically an "abnormal" month regarding both income and expenses. Therefore, to get a "relative" comparison, he compared the January 2022 numbers to the month of January 2021.

- **Pledge Income** was up by more than \$83,800 in January 2022 over January 2021. Prepaid pledges are included in this number and are up significantly this year over last year.
- **Other Offerings** were down by almost \$6,900.
- **Other Gifts** represent some additional funds that were given to help with the 2022 budget.
- Therefore, we had a **Total Revenue** of \$136,273 for the month of January compared to \$51,927 in 2021. This is an increase of more than \$84,300.
- **Staff Relations Expenses** were within \$4 of where they were last year - despite the additional work required by the CPA at this time of the year.
- The other area of significant expenses is typically **Resource Management**. Expenses here were down by \$217 from where they were last year, and that includes payment of an insurance premium on the building of a little more than \$7,000.
- **Total Expenditures** were \$64,717, which is about \$700 above those incurred last year.
- Subtracting **Total Expenditures** from **Total Revenue** resulted in a **Net Operating Revenue** of

\$71,555. Since we had about a \$12,000 net loss in January of last year, this represents an \$83,650 increase from January 2021.

Financial Report/Budget vs. Actuals: Virg Musil, Council Treasurer reported that Luwan has not completed loading the 2022 budget into the accounting software yet, so we do not have a budget comparison form to review.

Financial Report/2021 Report: Virg Musil, Council Treasurer commented at the annual meeting that we finished the year “in the black” by about \$8,600. He arrived at this number by subtracting the \$93,000 PPP Loan value that we received during the year from the “Net Operating Income” (\$101,600.89) shown on the year-end Profit & Loss Statement (P&L). Luwan has indicated that the “Net Operating Income” amount shown on the P&L Statement includes \$15,104.59 in Building Use Fees that were transferred into a Temporary Restricted Fund (TRF) at the end of the year. Therefore, we used \$6,503.70 of the \$65,000.00 “cash reserve” that we had included in the budget, which represents a small loss for the year as opposed to a small gain as he reported at the Annual Meeting.

Annual Report of Endowment Fund: Virg Musil, Council Treasurer reported that The Calvary Endowment Trust requires that the Trustees (the Treasurer and Finance Committee members) provide an annual written accounting of the Trust’s assets, investments, and holdings to the Council. Following is the Calvary Endowment Trust Report for 2021:

- As of December 31, 2021, the Endowment Fund was invested in the following assets:

| | |
|------------------------------------|---------------------|
| ○ Dodge & Cox Stock Fund | \$190,879.73 |
| ○ Dodge & Cox Income Fund | \$104,237.77 |
| ○ T.Rowe Price Mid-Cap Growth Fund | \$166,007.94 |
| ○ Vanguard 500 Index Fund | <u>\$131,930.09</u> |
| ○ Total value December 31, 2021 | \$630,655.53 |
- \$18,800 was transferred from the Vanguard Fund to the 2021 Operating Budget. Therefore, we earned \$118,899.80 on the entire Endowment Fund for the year.
- This represents a net gain of 23.23% on the entire fund for the year.

Council At-Large Vacancy: Walter Rowell, Chair of the Nominating Committee reported that David Ferguson resigned from Council in January. He stated that David had 1 more year to serve. We have a nomination to fill that term. On behalf of the nominating committee, I, Walter Rowell, nominate Diana McGahan to serve the 1 year unexpired term of David Ferguson. Rick Breitenbecher, Co-Moderator stated the motion did not require a second as the motion was made from the committee. Erin Gangloff Co-Moderator called for all in favor. The vote was unanimously approved by Council.

Calvary Re-Opening Discussion: Co-Moderator Erin Gangloff began the discussion for re-opening Calvary’s building for in-person ministry by sharing a report from Lori Grohskopf, Calvary’s Facilities & Operations Manager: the COVID-19 metrics are all below Calvary’s evaluative criteria for keeping the building closed (positivity rate at 9.5%, which is less than 10%; and hospitalization/beds are at 773 vacant, which is less than 1,000). She also shared that ICU’s have 89% availability and Denver has lifted its mask mandate.

After further discussion about safety, Bootstraps client needs, masks worn around children and masks for the choir, the Council voted unanimously to open the building on Monday, February 28, 2022 and to employ the following COVID-19 safety measures and guidelines:

- **Safety Measures:**
 - Denver no longer has a mask mandate, however we **continue to encourage mask-wearing** (especially in worship as we engage in higher-risk activities such as singing), and if you are not vaccinated and boosted, we highly recommend that you wear a mask.
 - We **encourage you to wear the color-coded stickers** available on the round table in the narthex (GREEN = hugs/handshakes okay); YELLOW = no hugs/handshakes; RED = keep 6 feet distance & no hugs/handshakes).
 - We **encourage you to social distance as much as possible**, especially in larger spaces like the Sanctuary and Fellowship Hall.
 - If you are **feeling ill or even slightly under-the-weather, please stay home** and worship with us via livestream or join your small group on Zoom.
 - **If you test positive for COVID-19** and have been at Calvary in the 48 hours prior to testing positive, please [contact us](#) immediately so that we can help you contact trace and notify those who might have been exposed to you. Per our policy, after testing positive, you must be five full days past your last day of symptoms before returning on-site to Calvary.
- **Coffee Hour/Food:** Coffee hour will resume in Fellowship Hall at 10:00 am and small groups/ministries may decide their comfort levels around eating or drinking as each group determines. We will continue virtual coffee hour for those who are not in-person for coffee hour in Fellowship Hall.
- **Worship:** the first opportunity to worship in-person will be Wednesday, March 2nd at 6:30 pm for the Ash Wednesday service; this service will also be livestreamed. Beginning Sunday, March 6, you may worship at 10:30 am or 5:00 pm in-person or via livestream. The choir will continue to wear masks while rehearsing and singing in worship.
- **Ministries & Small Groups** may begin meeting on-site Monday, February 28. Some small groups may continue on Zoom or have hybrid options. [Contact Pastor Morgan](#) to let her know your ministry/group's plans so we can ensure we have your room set-up ready for you. If you will continue off-site or on Zoom, please let her know that as well.
- **Children:** Current teachers are vaccinated and anyone who volunteers with children needs to wear a mask. [Contact Angela Leonard](#) if you have any questions.
- **Church Office:** will re-open on Tuesday, March 1st, resuming the hours of 9:00 a.m. – 4:00 p.m. on Tuesdays and Wednesdays each week.

John Kron made a motion for the expectations listed above to begin on Monday, February 28, 2022. Walter Rowell seconded the motion. All Council members voted in favor of the motion.

Introduction of Minister Brian Muir – Ordination Candidate: Prior to the meeting, Council received information about the process, role and expectations of an ordination candidate. No clarifications were requested by Council members.

Pastor Anne introduced Brian Muir. Brian shared 3 themes of his life from growing up in CA in a fundamentalist Christian family; attending Azusa Pacific Univ. while beginning his journey to shepherd others as a resident advisor and camp counselor; then back-packing through Scotland, then moving to Denver to study at Denver Seminary. He met his, now wife, Shelby, and married in 2021. While studying toward a Master of Divinity and a Master of Psychology, Brian discovered he wanted to be a chaplain. He became a Navy Chaplain and joined Crossroads Church in Thornton. He and his wife moved closer to Calvary. They transferred to Calvary Baptist Church and he left the Navy. Brian feels at home at CBC, hearing he's a beloved child of God, he and others are proclaimed as blessed and he

now sees God as his life, light and love.

Brian left the meeting while Council discussed the strengths he would bring to Calvary and how we could help his Christian growth. Co-Moderator Rick Breitenbecher made a motion to support Brian Muir as an Ordination Candidate:

I move that Council approves Minister Brian Muir to begin the Journey to Ordination to the Gospel Ministry of Jesus Christ with Calvary Baptist Church of Denver, including approving his Calvary Ordination Council and licensing him to ministry in our congregation for such duties as administering the Lord's Supper, preaching, teaching, pastoral care, and other ministry duties as assigned by Calvary's pastoral staff.

Bill Warren seconded the motion. Council members unanimously voted Brian to begin his Journey to Ordination at Calvary. Pastor Anne will write a letter to Evergreen supporting Brian's ordination process. Brian came back on Zoom and was excited about being accepted as an ordination candidate.

Sharing Church Highlights:

- Becky Worford – Sunday Coffee Time; Beth Dickinson wondered if Coffee Time could be in person and virtual
- Christine Zeiler – phenomenal sermons; Erin Gangloff and others agreed
- Pastor Morgan – solid annual meeting; everyone was involved and voted
- Pastor Anne – Brian Muir beginning the ordination process and his Clinical Pastoral Education (CPE) Unit at Calvary (16 hours a week)
- John Kron – Brian Henderson's conversation with Pastor Anne on Sunday, 2/13/22
- Pastor Alice – Round Table Discussion about salvation at The Gathering on 2/13/22

Faith Formation: Pastor Morgan asked Council to discuss in small groups: What is something you hope we can keep in mind as we pray for the church? Group responses included:

- perseverance and patience
- thankfulness for generosity and service/volunteerism
- we are beloved children of God
- supportive
- respectful; can disagree, yet collaborate
- respecting expectations
- some may still be concerned about barriers

Morgan closed the Faith Formation time in prayer.

Committee Reports:

Beth Dickinson, Staff Relations Chair, has been busy for the past 2 ½ weeks talking with her committee about upcoming staff sabbaticals in the next several years; developing Service Agreements for Sound Techs; reviewing Policy Handbooks and Job Descriptions and planning to make updates; beginning to discuss staff goals and support; and beginning to discuss the reallocation of duties in the accounting office with more duties having been added to Luwan's work load, and with some needing to be redistributed.

Pastor Anne announced that on February 14, Lori Grohskopf advised her that she was resigning as CBC's Facilities and Operations Manager effective March 14, 2022. Lori has been an amazing asset for

Calvary. Her vitality and work-ethic is unmatched and she's been an extraordinary asset toward involving the community in Calvary and bringing revenue into our church, which have allowed us to make significant upgrades to our building and property. Anne and Staff Relations are looking at what's next for the office and job descriptions, celebrating Lori, and moving forward. They are not quite ready for a job posting at this time.

John Kron, Stewardship Chair, reported he has an upcoming committee meeting Monday morning, Feb. 21. They will welcome Estella Schweissing to the committee. He and Amy Kehew are term limited at the end of the year. If you have any ideas for new members, please let John know. He personally has liked the Moments of Gratitude shared during Sunday services. Be ready, he'll be calling some Council members to continue this church service favorite.

Bill Warren, Resource Management Chair, disclosed that Sunday afternoon, Feb. 13 there was what he thought was condensation dripping in the East Wing, which set off the fire alarms sending the Fire Department to the church. The fire alarm was triggered again the following day, with a repeat of the Fire Department returning. The problem has been resolved.

Walter Rowell, Nominating Chair, shared his hopes that the committee would not have much work to do until November.

Staff Updates:

Pastor Alice is presently discerning the future of The Gathering. Communications are going well and she'll be focusing on Instagram to get the word out about CBC. She's so happy to have the annual report completed.

Pastor Morgan is happy to know that small groups can be back in person and is thankful for leaders who taught on Zoom. Green Lake will have Quest youth camp this year. She's checking with youth about their preferences around local/small retreats or Green Lake. She should have their decision shortly. Brian and Shelby Muir want to be Youth Leaders during February and March, and Brian is working with Morgan to develop a Life-Stage Tool Kit. Angela is going to shift Childrens' Church School to 10:30 a.m. Worship hour to align better for families.

Senior Pastor Anne will be focusing the next few weeks around Staff Relations items. Additionally,

- Lent is coming up, with Ash Wednesday, March 2, being the first in-person/hybrid service since January 2, 2022. The Lenten schedule will be forthcoming soon.
- Anne was able to recently attend her first Evergreen Association of ABC Retreat and was joined the opening day by Erin Gangloff and Beth Dickinson. On Sunday, March 6, Rev. Doug Avilesbernal, Executive Director of the Evergreen Association ABC USA, will be at CBC to preach and join a luncheon discussion following worship. He will also be present for an all church Q&A forum about Evergreen from 9:00-10:00 a.m. on Sunday, March 6.
- We are close to filling the Kentucky Circle Board vacancy.
- The Stedman Reading Program will kick-off again with Spring and Summer Literacy Events to include providing school supplies and books in preparation for the fall Reading Program with New Hope and CBC. Watch for details.
- Anne leaves for her upcoming pilgrimage to Southern Spain with Rev. Brad Berglund, along with David & Sherry Peterson, Damon Scalfaro, Virg Musil, and a few other members from the community. They will all miss the March Council Meeting.

Adjournment: Erin adjourned the meeting at 8:36 p.m. The next Council Meeting will be on Wed., March 16 from 6:30 – 8 p.m. on Zoom.

Respectfully submitted,
Judy Griswold, Council Secretary