

**Calvary Baptist Church of Denver
Council Minutes
November 18, 2020**

Present: Jim Armstrong, Rick Breitenbecher, Mick Davey, Jim Dykes, Erin Gangloff, John Kron, Sharon Murphy, Virg Musil, David Peterson, Walter Rowell, Bill Warren, Norma Wick, and Becky Worford. **Staff:** Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher, Pastor Aalice Horner-Nelson. **Invited Guests:**, Gary Diffendaffer and Gordon Kieft

Call to Order and Review of Agenda

Co-Moderator Sharon Murphy called the meeting to order at 6:33 p.m. At 8:00 p.m. Reverend Douglas Avilesbernal, Executive Minister of Evergreen Assn. of ABC/USA, will join the meeting.

Prayer List

Pastor Alice reported on illnesses, recent surgeries, and concerns within our church family. Council Members added names to the prayer list. Pastor Alice closed in prayer.

Approval of Council Minutes

There were several typographical errors. After they were corrected, the minutes were approved as sent.

Financial Report

Virg Musil, Church Treasurer, discussed the two spreadsheets Statement of Activity, Budget vs. Actuals, as well as a Bequest Proposal.

Statement of Activity:

- Since including the data from all months in 2020 on a single page report results in the size of the numbers getting very small, this spreadsheet does not show numbers on the report for the months of January thru June. However, these numbers for the first six months of the year are included in any Year-to-Date (YTD) totals that are shown.
- **Pledge Income** for the month of October increased from that received in September by about \$4,600.
- **Other Offerings** were down from the month of September by nearly \$5,800.
- Please note that the report includes an **Earned Income** item which is the result of moving the budgeted amount of \$10,000 from the **Building Use Fund** to the **Operating Budget**. This is great news since the building was only open about 10 weeks at the beginning of the year. Therefore, Virg had assumed that the operating budget would receive little if anything from the Building Use Fund – so many thanks to Lori for her work in this area.
- **Total Revenue** for the month of \$69,117 including the \$10,000 transfer from the Building Use Fund was up almost \$7,600 from that received in September.
- **Total Expenditures** for the month of October were \$62,693 resulting in a positive **Net Operating Revenue** for the month of \$6,154.
- **Net Operating Revenue** for the year is still **positive** at \$11,852.

Budget vs Actuals:

- **Pledge Receipts** for the month of October were \$2,565 over budget, and now stand at \$6,388 below budget YTD. This is about 1.2% below budget - which is very good at this point in the year. We will hope that this positive trend continues throughout the rest of the year.
- **Total Revenue** for the month of October was a little more than \$10,500 above budget, and is at \$652,800 YTD, which is about \$5,500 (or a little less than 1%) above the YTD budget.
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- **Total Expenses** for the month were about \$11,300 below budget, and are now \$56,880 below budget YTD. Since the building will primarily remain closed for the

remainder of the year, he would anticipate that the **Expense Item** will finish the year under budget.

- Since we had budgeted a negative **Net Operating Revenue** of about \$50,560 at this point in the year, we are actually more than \$62,400 better off than what we had budgeted - as of the end of October.

The Bequest Proposal asked that \$8,000. from the Troyer Charitable Remainder Trust be used to fund new live-streaming equipment for Calvary's sanctuary to provide a highly improved viewing experience for Calvary's increasing number of online worshippers. This bequest was approved by the Finance Committee.

Virgil moved that the Council approve this bequest.

There was a question about if the equipment can be updated. The answer was that it can be updated for a time at reasonable costs.

The Council unanimously approved this bequest.

Bill Warren, Resource Management chairman, and his team will begin working on this project soon.

Church Highlights

John Kron and the Stewardship Committee were congratulated for a very creative and informative Stewardship Campaign "Hold On". The committee did an outstanding job of informing the Calvary membership about why it is important to make a financial commitment to Calvary.

Senior Pastor Anne, Pastor Morgan, and Pastor Alice and staff were complimented for their creativity in presenting the virtual worship services each Sunday. Calvary members really appreciate their hard work!

Committee & Ministry Team Reports

Walter Rowell, Nominating Committee

Walter reported that the committee has met. Fourteen people are ending their first term. Eleven of those people have said they would serve again. There are eight positions to be filled with new people. Four have been filled. Walter mentioned that Rick has set a great example of remaining to be Co- Moderator at Calvary even though he is leaving the state but he can still maintain contact and be active with Calvary. Because of his example, the committee has filled a Council position from someone, who doesn't live in the Denver Metro Area.

John Kron, Stewardship

John commented that the committee was pleased with the drive-up procession to deposit pledge cards in the pledge chest on Sunday, November 15. The deadline for pledge cards is December 7, 2020.

Mick Davey, Staff Relations

Mick reported that the Staff Relations met with Anne for her Annual Review. The committee is pleased with the great job Anne is doing. They will be discussing the budget after they know how much they will be allocated in the coming year.

Bill Warren, Resource Management, reported that the committee has met. The major project has been to get the roof shingled and that is progressing nicely.

The mulch is gone around the church and has been replaced with stone.

They are working on the ladies' and men's bathrooms and have ordered new partitions for each.

Pastor Morgan Fletcher, Faith Formation

The Faith Formation Committee has been meeting regarding church school for adults and children.

The committee will meet in January and will form a pool of people, who will facilitate the small group presentations for adult church school. They will also be checking curriculum, which may

enhance these presentations or present new ideas. They are also working on improving communication lines.

Senior Pastor Anne Scalfaro, Missions

The mission team met to discuss the 2021 missions budget and their hope is to increase Calvary's financial support for the Bolicks, the Reeds and Lauran Bethell, who are the missionaries Calvary supports. They also hope to increase the line item for mission response funds.

The team will be meeting to ask missionaries to engage with Calvary's virtual meetings.

Staff Updates

Pastor Morgan

She is working with Angela on the the virtual Christmas Pageant, " Do Not Be Afraid", which will premiere on Christmas Day at 2 p.m.

She is also working on Calvary's Virtual Christmas Cards program. Calvary members will be asked to send a picture, video or a piece of writing that brings them Christmas Joy and those virtual cards will premiere on December 22.

The men's group will be holding a virtual Thanksgiving Breakfast on November 26. This virtual breakfast will have many fun presentations to view.

David Farwig is doing a digital caroling presentation as part of the Home for the Holidays resources.

Pastor Alice

She is working on communication and advertising in a digital format for the E News.

The E News takes time each week finding ways to bring joy to its readers.

She is keeping up with the "30 Days of Thankfulness" program on social media.

Getting the website updated takes time each week.

She spends time each week getting guest preachers and musicians for the Gathering.

Senior Pastor Anne Scalfaro

She mentioned Krysta Baglien's interesting presentation at the Gathering on Sunday, November 8. If Council Members haven't watched it, you might enjoy seeing it.

The Christmas Eve Worship Service will premiere at 4:00 p.m. on December 24.

The staff is decorating the sanctuary for Advent but it will be a bit different than normal.

November 6, 2020 was the 15th Anniversary for the Foot of the Cross Courtyard. Sunday, November 22 the Foot of the Cross Courtyard will be recognized in the virtual service. Please thank Corry Doty and her committee for their work on this important, beautiful and sacred space.

Sixteen people have signed up for Facing Racism, which is the seven sessions facilitated by the Souls 2 Soul Sisters. Grant money from ABCRM as well as Bettie Loughhead bequest funds will help pay for these registrations.

Pledge cards are being collected by Luwan. The information on the pledge cards will be used in planning the 2021 budget. She is presently working on the PPP Loan Forgiveness Application Process.

Faith Formation

Since we will be listening and conversing with the Reverend Doug Avilesbernal, Pastor Morgan gave us suggestions about what active listening is, and what active listeners can do to retain the information. She also had suggestions for things one can do when listening on zoom to help the listener engage with the speaker.

She closed in prayer.

Conversation with the Reverend Douglas Avilesbernal

When Senior Pastor Anne invited Reverend Avilesbernal to speak to the Council about the Evergreen Association, she asked him to speak on: 1. The Value of the Evergreen Association of ABC/USA (American Baptist Churches USA) 2. How it came to be and how decisions are made and 3. How churches and their members can be involved.

Co-Moderator Sharon introduced Reverend Avilesbernal when he joined our meeting. Invited Guests from Calvary joined to hear Reverend Avilesbernal: Mary Hulst, Margie Jonell, Dan Schweissing, Bruce Whitaker, Carol Willard. Roger Dickinson was sent a recording. It was suggested Reverend Avilesbernal give information on the Evergreen Association and then questions may be asked by the Council and Invited Guests.

The Reverend Douglas Avilesbernal:

The Evergreen Association has been in existence for 19 years and is the youngest association in the ABC/USA (American Baptist Churches USA) and was once known as the ABC of the Northwest based in Seattle, Washington. There were churches in the Seattle area, who were welcoming and affirming, they were dis-fellowshipped from the Northwest Association because the other churches in the Northwest Association did not believe in their ordination process. Other churches who weren't welcoming and affirming in the area but wanted to support these welcoming and affirming churches because of the Baptist Principles joined them and they became dis-fellowshipped as well. This is how the Evergreen Association came to be. This association has no geographic region unlike the other regions in the ABC/USA. The Evergreen Association has churches in Alaska, Washington, Idaho, California, Utah and one in Colorado. They have sixty congregations. The Evergreen Association did discuss the issue of ordination. They have open discussions and sacred conversations and never shy away from difficult questions. They have no statement related to being welcoming and affirming. That is up to the local churches to decide.

They felt it would be good to build on cultural spaces so the churches may be part of one of four ethnic caucuses: **Euro, Black, Asian** and **Latino/ Hispanic**. Individuals can join other caucuses so churches may have members in all four caucuses. There is a presence of the LGBTQ community in each caucus and they have leadership positions and are active on every level. He mentioned how each caucus governs when they meet as they have cultural nuances that other caucuses may not have.

Two members from each Caucus are on the Executive Committee and the leadership positions of this Committee are rotated among the caucuses every 2 years. Reverend Doug does not have a voice in who they send to the Leadership Committee nor does he have a right to offer suggestions to the Caucuses. The Caucuses meet quarterly and they have an online component and a translation component at these meetings. A quorum is when there is a presence of diversity with representation from all four caucuses. These are the steps they use when they have issues before them. 1. They gather together in the same space to hear the issue to be discussed. 2. They meet in their caucuses to discuss the issue and then must arrive at an option. 3. They meet together and use the consensus model (rather than Robert's Rules of Order) to arrive at a solution. It makes the process slower but more sustainable. Each caucus has two votes.

They have an Annual Gathering which meets in Seattle one year but rotates every other year to meet at a church in another state. The churches in the Association are asked to give an offering to the ABC/USA and the churches need to participate in American Baptist Life. The Association has a series of local mission work opportunities for the churches and an option to

page 5

work abroad. They provide pathways for their community to engage, to be heard and to carry out their mission.

Questions from the Council and Invited Guests were:

Is there one caucus that tends to dominate the others?

No, but some of the caucuses tend to express their opinions at times more forcefully than others. That caucus may be very clear about what it wants done but because of how the Association built a process on decision making all the caucuses finally come to consensus.

Is there a similar Association in the ABC /USA and how many staff does Evergreen have?

Yes, there is an Association in the East. It is Rochester Genesee in upstate New York. Evergreen has four people on staff.

Do you have camping and education programs for the Youth?

Yes, They have four camps—three in Washington and one in Idaho and they provide heavily subsidized opportunities for their camps. The Evergreen Association pays for these camps and pays for the leaders to come. For churches outside the geographic area the Association gets in touch with the region these churches are located in geographically and asks how they could help and partner with the church.

How long is your term and where do you go from here?

Reverend Doug has just arrived and this is his third year. He is the equivalent of Steve Van Ostran (an Executive Minister) and he is not term limited.

How is the Region doing financially?

The staff is paid by the percentage from the offerings of the ABC/USA. They are not borrowing from their endowments and seem to be doing well.

What is the source of your endowments?

The churches and some individuals have been very generous. The Washington Baptist Convention closes the deeds for churches, who are closing, and those funds are given in endowments which goes to the Evergreen Association.

If a church is closing in your area, is there an obligation of the church to leave you an endowment?

No, there is no obligation to leave an endowment but they suggest it is better to give a lot to a few organizations rather than donate small amounts to more organizations.

Have you been placed in a position where you couldn't address an issue because it was just too controversial?

No, not yet. They have controversial issues come up but their covenant with each other is the freedom of an individual church.

There were no more questions for Reverend Doug.

Pastor Anne thanked Reverend Doug for the information on the Evergreen Association of ABC/ USA. He did mention he had spoken with Reverend Steve Van Ostran from ABCRM about this meeting, and Anne added that she has kept Steve informed about the process/discussion at every step. Co- Moderator, Sharon thanked our guest for his time and for answering our questions. She thanked everyone for coming.

Co-Moderator Sharon adjourned the meeting at 8:50 p.m.

Respectfully Submitted, Norma Wick