

Calvary Baptist Church Church Council Minutes December 21, 2022

On Zoom

Present: Rick Breitenbecher, Erin Gangloff, Virg Musil, Judy Griswold, Beth Dickinson, John Kron, Walter Rowell, Bill Warren, Jim Armstrong, Allie Hulst, David Peterson, Bill Ponikvar, Becky Worford, Christine Zeiler, Diana McGahan

Staff: Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher and Pastor Alice Horner-Nelson

Absent: Steven Wang

Call to Order and Review of Agenda: Rick Breitenbecher, Co-Moderator, called the meeting to order at 6:30p.m. (MT). He noted the agenda he'd sent out had nothing unusual on it, with the exception of the date/time of the Annual Meeting.

Prayer Time: Pastor Alice posted a screen shot of various Christmas movies and asked Council which movie we identified with to acknowledge how we were feeling. Pastor Alice closed prayer time by leading the group in prayer.

Approval of November 16, 2022 Council Minutes: Rick Breitenbecher, Co-Moderator, asked the Council members if there were any changes or modifications to the November Council Minutes that were sent out by Secretary, Judy Griswold. None were noted. Rick announced the Minutes were accepted as written and submitted by Judy Griswold.

Financial Report/ Statement of Activity: Virg Musil, Council Treasurer, presented the following details:

Statement of Activity:

- **Pledge Income** of \$57,040 for the month of November increased from that received in October by \$ 21,317. **Other Offerings** income was \$8,616 for the month, an increase of \$2,444.
- The Finance Committee voted on November 21st to move \$18,000 from the Endowment Fund to the Operating Budget.
- **Earned Income** of \$22,977 for the month, an increase of \$21,677, and \$1,000 was moved from a restricted account into the November Income.
- The **Total Revenue** received in November of \$107,634 is \$64,438 higher than revenue recorded in October.
- Salary **Expenses** of \$44,419 in the month of November increased from those incurred in the month of October by \$3,359. Also, **Resource Management Expenses** of \$22,520 were \$3,282 more than those incurred in October.
- Subtracting Total Expenses for the month of \$71,010 from a Total Income of \$107,664 results in a **Net Operating Revenue** of \$36,624 for the month of November, and a **Net Operating Revenue** for the year of -\$96,859.

Rick Breitenbecher, Co-Moderator, noted the Temporarily Restricted Income amount was now \$112,693.91, and questioned why the amount was so high. After checking with Luwan Jones, CBC Accountant, Virg Musil, Church Treasurer, clarified all that can be reported at this time is that a

contribution was received from an anonymous donor and is restricted in its use.

Budget vs Actual:

- **Pledge Receipts** of \$57,040 for the month of November were \$7,411 above budget, and are now -\$22,413 below budget Year-to-Date.
- **Other Offerings** of \$8,616 for the month of November were -\$1,967 below the amount budgeted, and are now -\$44,935 below budget Year-to-Date.
- The report includes a transfer from the **Endowment Fund** of \$18,000 which represents the budgeted amount in December as well as \$22,977 in earned income.
- **Total Revenue** also includes \$1,000 transferred from a Restricted Fund in the month of November.
- The **Total Revenue** for the month of November of \$107,634 is \$46,205 above that budgeted for the month. **Total Revenue** is now \$978 above budget Year-to-Date.
- **Total Expenses for Staff Relations** of \$44,419 in the month of November were -\$755 below the amount budgeted. Total Expenses for Staff Relations are now \$11,716 more than the amount budgeted Year-to-Date.
- **Resource Management Expenses** of \$22,520 are \$7,788 above budget for the month but are still -\$12,035 below budget Year-to-Date.
- **Total Expenses** for the month of November of \$71,010 were \$5,936 above the amount budgeted, but are now -\$6,170 below budget Year-to-Date.
- Subtracting Total Expenditures for the year of \$787,655 from Total Revenue for the year of \$690,796 results in a negative **Net Operating Revenue** at this point in the year of -\$96,859.

Church Highlights, from the past month, showed how positively the Christmas Concert was received. The reception for Marlys Marshall was attended by many friends. Two (2) families from the neighborhood attended the Parents' Afternoon Out. On a bittersweet note, the concluding of the Praise & Ritual Worship Service was acknowledged, with gratitude given to Pastor Alice for her strong leadership.

January 2023 Annual Meeting on January 29, 2023 – Rick Breitenbecher, Co-Moderator broached the subject of changing the annual meeting from an evening time on a Wednesday night to the morning of January 29th at 12:00 p.m., which is a 5th Sunday when our Sunday morning structure already included a potluck meal, fellowship time, service to the community, and a shortened worship service. John Kron proposed an earlier annual meeting time, so that the meeting is incorporated into the morning's schedule rather than added in addition to it. Attending the annual meeting would become the service component as: 'service to our church community in being good stewards of our role as congregation members conducting the business of the church'. After much thoughtful discussion Council agreed to the following schedule for Sun., Jan. 29, 2023:

9:00 – 10:15 a.m. - breakfast/potluck with volunteer appreciations and acknowledgments, slideshow, and other light-hearted elements of the meeting

10:30 – 11:00 a.m. - Scripture & Song Worship Service in the sanctuary

11:00 a.m. – 12:00 p.m. – voting and business elements of the annual meeting in the sanctuary

Faith Formation focused small break-out groups to pray for each other and pray together for the church. Pastor Morgan closed the session in prayer.

COMMITTEE TEAM REPORTS

Beth Dickinson, Staff Relations Chair, reported Staff Relations had a workshop with the staff on changes in health insurance plans and premiums (instituting premium cost sharing for staff) and the Colorado sick leave plan. Staff were also trained on a new system to request and track time off through Altitude Payroll. The committee is working on the budget and has finished Pastor Anne's performance appraisal.

John Kron, Stewardship Chair, remarked he was encouraged by new pledges and increases in pledges, plus the average amount of pledges are higher. He remains concerned that the total amount of pledges is not as high as last year.

Walter Rowell, Nominating Chair, noted the committee is doing well with filling positions.

Bill Warren, Resource Management Chair, informed Council the work in the prayer room has been finished and the heater is working. They are earmarking money from Building Use for re-carpeting and to revamp the security system on the main doors. Power is not getting to the Calvary sign. Bill and others are problem solving to make the repair.

MINISTRY TEAM REPORTS AND STAFF UPDATES

Senior Pastor Anne shared in the Missions Ministry Team there is a request for a 20% increase in support for the International Ministries Global Servants Dwight & Barb Bolick and Joyce and David Reed. The big picture item she noted was that she, Pastor Morgan, and Pastor Alice met with Rev. Sam Kim, Minister of Innovation and Design with Evergreen about a framework for the congregational discernment process during Lent which involves design thinking and mid-course corrections. During the next 2-3 months, she will be working with accounting, staff relations, and the budget reconciliation committee, as well as finishing annual staff reviews. She was honored to speak at the 10th anniversary of Sandy Hook Prayer Vigil and hopes to do more of those community engagements now that the pastors are sharing mission responsibilities with a new structure.

Pastor Alice was excited to have seen the proof of the CBC Directory, which should be shipped to the church in 4-5 weeks. Annual Reports are due by January 9. She commented that Praise & Ritual concluded last week. It was a very meaningful time and now a time for grieving what's been lost.

Pastor Morgan mentioned she's adding a Ministry Team that will include a Congregational Care Response Team. Faith Formation will add an outreach team, ie, VBS. Under Missions, Family Promise will have no 2 week sessions in 2023. She's excited about Christmas Eve services and the option for photos.

Wrap-up was led by Rick Breitenbecher, Co-Moderator. Rick reminded Council of the one week earlier Council Meeting, for January, on Wed., January 11, 2023 at 6:30 p.m. to have adequate time to get out the Annual Meeting notice.