

Calvary Baptist Church of Denver
Council Minutes
March 17, 2021
On Zoom

Present: Jim Armstrong, Rick Breitenbecher, Dave Ferguson, John Kron, Sharon Murphy, Virg Musil, David Peterson, Walter Rowell, Lorene Walker, Bill Warren, Norma Wick, Becky Worford, Christine Zeiler **Staff:** Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher, Pastor Alice Horner Nelson.

Call to Order and Review of Agenda

Co- Moderator Sharon Murphy wished everyone a Happy Saint Patrick's Day and called the meeting to order at 6:30 p.m. (MST)

Prayer List

Senior Pastor Anne Scalfaro reported on illnesses, deaths, celebrations, concerns within our church family and our nation. She closed in prayer.

Building Arrangements

Co Moderator, Sharon introduced Lori Grohskopf, who is celebrating her fifth anniversary as Calvary's Facilities & Operations Manager. Sharon mentioned all the wonderful and supportive things that Lori does for the members, community and staff members at Calvary. Lori informed Council of several important points to consider:

Phase IB4 of Colorado's vaccination guidelines will allow people over 50, faith-based leaders, and others to get their vaccine for COVID 19, if they meet the Phase IB4 Guidelines.

Calvary will not open for in-person worship inside the building until our staff is eligible and able to be vaccinated.

At this time Denver is a Level Yellow, according to the COVID-19 Status Dial (<https://covid19.colorado.gov>) which means seating capacity is limited to 50 people indoors.

Colorado has a state mask mandate until Friday, March 19, and Lori is not sure if that mandate will be extended.

Lori posed this question for Council to address:: Should Calvary open for in-person worship on Sunday, June 6? If so there are four options Council would need to consider for in-person worship services:

1. Open up for in-person worship and follow CDC guidelines which lists you can gather indoors with fully vaccinated people without wearing a mask-meaning we could have regular in-person worship (no masks, no social distancing singing, etc..)

Note: Enforcement would be difficult as we can't directly ask someone if they have been vaccinated; that is against HIPPA guidelines. It would be the honor system.

2. Open up for in-person worship and require everyone to wear a mask (especially if there is still a mask mandate by the state.) Since the spacing guidelines, etc....under the state/city are all "should" statements-we could enforce only the Executive Order mask mandate or even without an Executive Order mask mandate -we could still require masks.

3. Open up for in-person worship and require masks, social distancing requirements (which would limit us to around 125-150 people) and follow one direction seating which means every one enters through center doors—seating starts at the front and seats to the back. Then when the service is over, exit through side doors—with exiting beginning at the back.

4. Open up for in-person worship and have the main floor seating as regular for those that are vaccinated and then have the balcony with masks, social distancing and one direction seating in the balcony for those that have not been vaccinated.

Note: This is not ideal from an inclusion standpoint as it creates two 'classes' of worshippers.

Lori offered the following options for consideration for Small Groups:

(Zoom will continue as an option)

1. Open up our spaces for small groups with full vaccinated people not required to wear a mask. This would be on the honor system.
2. Open up our spaces for small groups and require masks.
3. Open up our spaces for small groups requiring social distancing and one direction seating.

Note: Social distancing really limits seating capacities— i.e. 24-27 in Fellowship Hall, 15-18 in Chapel, 15-18 in Music Room, 6 in Boardroom.

Lori then offered comments regarding the main office.

The main office is a bit different because of work-load and walk-ins. Lori suggested that the main office be open for 2 days a week (i.e. Tuesday and Wednesday) at least through the summer. This allows for more productivity from the staff to only be in the office 2 days week and limits exposure to non-vaccinated guests coming to the office. Staff would still work their required hours just not all on-site. Anne and Mick need to weigh in on this as Senior Pastor and Staff Relations chair.

After the presentation, Lori answered questions from Council members.

Lori was asked if she could send the four options to the June in-worship service to Council members. She said she would,

There was discussion if Council needed to decide in March whether to reopen in June for In-person worship or maybe wait until April as guidelines may change in the next few weeks. The Staff was asked if this would mean extra work for them if a decision were made in April? Anne reported that the staff is flexible and that the decision about a June in-worship service could be made in April.

Lori was asked if members are anxious about when the church will begin in-person worship. She said there are several who have been asking about this as they know of other churches who are doing in-person worship services. However, Lori reminded them that everyone, who attends a service, must be kept as safe as possible including staff some of whom have yet to be vaccinated. Calvary is also in Denver, which has different guidelines than surrounding areas.

Council decided to make a decision about in-person worship service at the next meeting, April 21.

Approval of February Council Minutes

There was a correction of dates in the Stewardship Report regarding the spring invitation for the "Two Shots for Budget Immunity". The correct dates for members making donations are Sunday, April 25 and Sunday May 16.

The minutes were approved as corrected and distributed.

Financial Report

Virg Musil, Council Treasurer, sent each Council the following two documents: Statement of Activity and Budget vs. Actuals, which he explained in his report.

Statement of Activity:

Pledge Income for the month of February increased from the month of January by \$4,745.

- **Other Offerings** were down from that received in January by \$3,819.
- Therefore, **Total Revenue** for the month was up by a little more than \$1,000 from that received in January.

- **Total Expenses** for the month were \$16,188 less than what was incurred in January. The largest decrease of more than \$11,000 was in Resource Management.
- As a result, we had a positive **Net Operating Revenue** of \$825.
- Most of the large expense reflected in the **Temporarily Restricted Income** item is a result of a payment made on the roof replacement project.

Budget vs Actual:

- **Pledge Receipts** for the month were \$2.77 above budget, and are now more than \$4,700 below budget year-to-date.
- **Other Offerings** for the month were \$2,892 below budget, and are now nearly \$2,000 below budget year-to-date.
- **Total Revenue** for the month was \$2,994 below budget, and is now \$7,000 below budget year-to-date.
- **Total Expenses** for the month were \$16,185 below budget, and are a little more than \$23,000 below budget year-to-date.
- Subtracting Total Expenditures from Total Revenue indicates a positive **Net Operating Revenue** for the month of \$13,190 when compared to the budget, and a positive Net Operating Revenue for the year of \$16,022 when compared to the budget.

Calvary received official notification on March 1, 2021 that the PPP (Paycheck Protection Program) loan received in 2020 has been officially forgiven.

Looking at the budgets, Luwan made a comparison and would like to apply for a second draw on the PPP Loan for \$93,000. which will be used for payroll.

Virg made the following motion: "On behalf of the Finance Committee, I move that we proceed to apply for a Second Draw on the PPP loan program."
Council approved this motion.

Region Affiliation Update

Senior Pastor Anne Scalfaro emailed Executive Minister Steven Van Ostran, of the ABCRM, about the possibility of Calvary leaving the ABCRM. Reverend Van Ostran replied that he will support Calvary's decision and will continue to stay in contact with Calvary. Anne feels this is good news as Steve indicated there would be possibilities for partnerships in the future.

As discussed in the February meeting a Discernment Team will be responsible for communicating with the congregation about the role of regions in American Baptists Churches USA structure and the conversation Council has been having about the regional affiliation and then lead the congregation in discernment about region affiliation. A discussion was held about how to invite members to be on the Discernment Team.

The consensus of the Council was that the Executive Committee find people willing to serve on this team.

Faith Formation

Pastor Morgan gave the Council the following question to discuss in our breakout rooms: How can we as church leadership support and help our congregation as we move further into this in between time of being in person but not back to gathering without safety measures? How can we help folks when the expectations they have for what will be may not come to be? How can we support those who are wary of losing the connection(s) they've gained during this year of virtual ministry? When we returned from our discussions in the break-out rooms, Pastor Morgan closed in prayer.

Church Highlights

The staff was complimented on the information given during this Lenten Season on the desert, which has been informative, theological and meaningful.

Congratulations to Anne Scalfaro and Andrew Daugherty (former Executive Pastor at Calvary) as their book on *Hebrews* as been published and is now on sale.

Morgan was complimented on her sermon on Sunday, March 14.

Anne reported that in 2020 Calvary was in the top 20% of ABC churches giving to International Ministries

The variety of the Lenten devotions have been meaningful and worth a second reading!

Committee & Ministry Team Reports

John Kron, Stewardship Committee

John reported that the committee will be meeting March 18 to finalize details for the “Two Shots for Budget Immunity” gives days coming up in April and May.

Bill Warren, Resource Management

The water damage from the broken pipes is still being mitigated. An insurance claim has been filed.

Calvary terminated its contract with our cleaning company. Calvary hired Charles Hillig as Custodian; he has been cleaning our building for a few years and we are excited to have him on the staff.

Snow removal is very expensive and the church has not had to remove snow very often since the church is closed. Snow removal will be done March 18 as the church will have some events this weekend.

Fatih Formation, Pastor Morgan Fletcher

The Faith Formation Committee met March 7, 2021, and will meet quarterly.

The Faith Formation Committee will be sending a survey to all Calvary members as they wish to know how members are experiencing faith formation opportunities. The committee would like to communicate/connect with the groups and they would like to know if a new class is needed for people, who have not connected with a group. Once the committee receives these surveys; they can plan for a 2021/2022 program.

Missions, Senior Pastor Anne Scalfaro

The Calvary/New Hope Stedman Elementary Leadership Team will meet in April to discuss options on how the New Hope and Calvary volunteers can help at the school.

Staff Updates

Pastor Alice Horner Nelson

The Gathering will begin live streaming March 28.

She is reorganizing the Website to better serve an onsite/online offsite hybrid approach to ministry, which is a big project.

Pastor Morgan Fletcher

She is working on Faith Formation and Holy Week activities

She welcomes prayers and wisdom for the Youth this summer and the many different options, which will be available, and perhaps attend a camp or other special activities.

She will be sharing with the Council in April or May what her definite plans will be regarding her parental leave.

Church members are invited to copy a paper square printed in the E News on which they can draw, write, create something, which was meaningful this past year. These paper squares will become a paper quilt and will be hung in the church.

Senior Pastor Anne Scalfaro

She is working with families who will be having Memorial Services

She has working with Luwan Jones, Church Accountant, in completing the application for a 2nd Draw PPP loan application process.

She outlined the upcoming Holy Week worship service including Easter Sunday morning.

Adjourn

Co-Moderator Sharon announced our next meeting is April 21, 2021 at 6:30 p.m. (MST) on Zoom. She adjourned the meeting at 8:42 p.m.

Respectfully submitted,

Norma Wick