

Calvary Baptist Church
Church Council Minutes
April 19, 2023
On Zoom

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

Call to Order and Review of Agenda: Rick Breitenbecher, Co-Moderator, called the meeting to order at 6:32p.m. (MT). He read the Council Norms and Expectations to help Council remain accountable as we interact and engage with each other. Rick reviewed the agenda and noted Chad Lawrence would share his updates before Cindy Ponikvar gave her financial report.

Prayer Time: Pastor Alice shared a poll to determine how each Council member was coming to the meeting tonight. The majority of Council responses indicated that members “had a good day” today. She updated the prayer list and funeral information, helped Council center spiritually by reading a blessing from the book, *The Lives We Actually Have* by Kate Bowler & Jessica Richie, and then prayed.

Update on Calvary’s Facility Usage & Related Income: Chad Lawrence, Facilities & Operations Manager reported:

- Around 30 individuals/group rent space from Calvary
- Seeing an increase in interest to use Calvary for meetings, music, receptions, and weddings
- Appreciates working with a blank canvas, i.e., purging space, seeing rental spaces with new carpet and paint, as well as Bill Warren and other volunteers installing, through Resource Management’s guidance, new T.V. monitors and Ethernet
- Working with Pastor Alice on marketing rental space via our website
- Year-to-date, Calvary is up 11% in facility use income
- Currently working on expanding new programs and facility use opportunities
- From January – March 2023, Calvary received \$38,785 gross profit from facility usage
- To date April, 19, 2023, Calvary has received \$43,095 in income from facility usage, plus an additional \$6,000 that is coming from the City of Denver for the last election
- Ben Carroll, who is in charge of Set-up & Security, is a wonderful help on our team

Chad’s Responses to Council Member Questions:

- Do we advertise outside of our website?
- *Not yet. We were waiting until Calvary’s spaces are more organized and clutter removed.*

- How are things working out for all who need access cards?
- *To date, our records show we are current with all who contacted our office for access cards.*

- Will all Council members have access to the building?
- *Recent issues with people getting into the building without clearance to be there have caused concern. We've analyzed our building security and have set specific hours for access for specific reasons. With new card readers, new operational hours, and better security – we feel we've met the safety and access needs of our staff and congregation volunteers and/or others who need building access.*
- Is there a one page document that exists with Safety & Security protocols that outlines the responsibilities of those who use access cards and who to contact if there's a problem?
- *We are hoping to have a document like this by the first of June.*
- Is there a lesser layer of responsibility for those who have an access card solely as a visitor to the Courtyard?
- *I'll quickly follow up with Pastor Alice for something to be posted outside the Prayer Room.*

David Peterson voiced gratitude for how the doors operate, under the new system, for the Bootstraps & Blessings ministry on Mondays.

Financial Report for March 2023: Cindy Ponikvar, Church Treasurer, reported:

- Total Operating Revenues = \$37,939.32
 - Total Operating Expenses = \$84,855.80
 - Net Operating Loss as of March 31, 2023 = <\$46,916.48>
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Approval of March Council Minutes: Rick Breitenbecher, Co-Moderator, asked if there were any requested changes or edits to the Minutes sent out by Judy Griswold, Church Secretary. The March Minutes were approved as submitted.

Church Highlights, from the past month, included:

- Accolades for how beautiful and joyous the Easter service and music were, in fact for the whole Holy Week, including Todd Clough's painting and the Easter photo booth.
 - The Easter egg hunt made for good fellowship.
 - Thanks for the skills of the Calvary recording/streaming team at the Red Rocks Easter Sunrise Service.
 - Joy in participating in and being facilitators in the discernment process.
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Faith Formation led by Pastor Morgan:

- Put Council members in break-out rooms with 2-3 people in each group to share about ministries at Calvary and pray for the ministries discussed.
 - Council got back together as a large group and shared the ministries they discussed.
 - Pastor Morgan closed with prayer, focusing on the ministries mentioned.
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COMMITTEE TEAM REPORTS

Beth Dickinson, Staff Relations Chair,

- The primary activity for the Committee this month has been planning for Pastor Alice's 5th anniversary celebration Sunday, April 23, after worship. The theme is "Alice in Calvaryland."
- We completed our series in the Enews on "Pastors Prioritizing."
- Pastor Morgan just completed her second week of sabbatical.
- Beth has been continuing to sort out use of the Altitude Payroll system for time off requests and recording, and serving with the church discernment facilitator group.

Bill Warren, Resource Management Chair,

- He built the platform that Todd Clough used during the Palm Sunday and Easter Services.
- Room 109 was painted.
- TV and Ethernet cabling were installed in room 154.
- A lot of the team's efforts were directed toward preparing for the Red Rocks Easter Sunrise Service livestream. This was not specifically a Calvary activity, but were able to garner a little publicity for CBC by doing so.

Natalie Ralston, Stewardship Chair,

- The Committee continues to plan Moments of Gratitude for worship.
- They continue to write thank you notes to new donors.
- At their next meeting on May 7, they will begin planning for the fall Stewardship Season.

STAFF UPDATES

Rev. Anne J. Scalfaro, Senior Pastor,

Big Picture Focus:

- Congregational Discernment Process, Every Voice in 40 Days – Many thanks to our Discernment Facilitators and to Pastor Morgan for helping coordinate all of the listening sessions throughout the season of Lent. Three facilitators have collated all of the data for us. The Discernment Facilitators, along with Pastors Morgan, Pastor Alice, and herself, will have a retreat with Rev. Sam Kim from Evergreen this weekend to draw observations and insights from the data and create a plan for next steps. We will also be determining how to communicate to the congregation what we have discovered and the frequency of our meetings going forward and how the plan will unfold.

Items of Priority the Next 2-3 Months:

- Finalizing Summer Worship Theme and Scriptures
- Getting familiar with/comfortable with new database and new phone/texting service
- Congregational Discernment Process Follow Up and Next Steps
- Pastoral Planning Retreat
- Connecting with Council leaders one-on-one
- 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?
 - how does the timing of this job search intersect with the timing of discernment?

- Reaching out to our International Missionaries Global Servants
- Pastoral Care (incl. Bennie Williams Memorial Service)

Excited About:

- The meaningful Good Friday worship service and the joyous energy from Easter morning's worship service, and Todd Clough's painting that he created depicting the 8 days of Holy Week
- Pastor Alice's 5th Anniversary Celebration & Senior Sunday on April 23
- Pastor Morgan's upcoming/ongoing sabbatical breaks; rejoicing in her opportunity for rest and renewal
- Seeing where the Discernment Conversations and Observations will lead our congregation
- Preparing personally/spiritually/emotionally for the Civil Rights Road Trip

Random items:

- Very proud of our livestream team (Bill Warren, Cory Crile, Tom Madden) that streamed the Easter Sunrise Service for the Colorado Council of Churches at Red Rocks Amphitheatre
- Grateful to attend the Community Wide Discussion on Gun Violence and Mental Health at New Hope Baptist Church following the two shootings at East High School; she will share in the Enews the total amount of money received for our Good Friday offering which will support the A+ Angels Mentoring Program at East High School.
- Missions Ministry payments from our operating budget have been going out as scheduled.

Rev. Morgan Fletcher, Pastor,

Big Picture Focus:

- Summer schedule & Ministry Teams begin scheduling the I Am Calvary Series
- Learning how summer forums may be used for the follow-up/through with the discernment process
- Children and youth schedules
- Summer trip logistics
- Faith formation focus for midweeks
- Finding 2 more people to serve on the Congregational Care Ministry Team for congregational contacts
- Working with Faith Formation Ministry Team to support our small group leaders and format our digital library layout

Next 2 – 3 months:

- Building out each of the items listed above
- Schedule staff development dates
- Senior Sunday gifts and gathering
- End of program year follow-up with each of our small group leaders
- Finalizing sabbatical coverage for July & August

Random:

- Easter Egg hunt was a great source of fellowship. Working with Angela on how to support experiences like that in the next program year.
- 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.

Excited About:

- Continuing education program on coaching has been a great source of growth both personally and professionally. She's grateful to be able to harness these skills within her pastoral care with four church members who are interested in helping her with her continuing education hours.

Rev. Alice Horner Nelson, Pastor,

Big picture focus:

- We have a new database!! This is extremely beneficial for staff to manage all of our congregant information and notes. It's also beneficial for the congregation to now have a digital directory in an app to look up others' information easily. It saves staff time because congregants can edit their own information, and self select which info they want published.

Next 2-3 months:

- Participating in Discernment retreat with leaders on April 21 and 22, and whatever steps may follow.
- Starting pastoral planning (brainstorming themes/worship ideas for summer and the next year) with Anne and Morgan
- Continuing to film and produce Calvary stories
- Assisting folks who need help with our new digital directory
- Reaching out to our community partners for updated information that we could communicate to the Calvary Community, i.e., creating a business card that details how to sign up for Jewish Family Service's food.

Excited about:

- Marking her 5 year anniversary.
- The civil rights road trip!
- How meaningful Holy Week worship was for folks.
- All the photos from the Easter photobooth. Deanna Geldens helped staff the photobooth before worship.
- How our copy room is getting more organized. Devon Moyer has been helping with that and it's so nice to be able to find things.

Random:

- Loves creating CBC's newsletter and putting in pictures from Holy Week and Easter. Pastor Morgan also helped with taking photos so we have even more to share.

Council Roles and Responsibilities: Rick Breitenbecher, Co-Moderator, read the Council Roles from the Calvary By-laws that set the stage for the work Council members are involved with to provide leadership for the church. From our Council Retreat, in Feb. 2023, Rick highlighted various Council Expectations to further Council's active participation in the life of Calvary. Rick reminded everyone if they have any questions to not hesitate to ask him or Erin Gangloff. There were no additions suggested for the upcoming May Council Meeting.
