

Annual Report 2022



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Welcome to your Annual Report, Calvary!

This was compiled with great care and detail. An Annual Report serves several purposes: it reminds us as an organization here in the present about all that we have accomplished, and it informs those in the future about our history as a church. It records times that were difficult but show our perseverance and creativity (hello COVID-19!). It shows great successes and good ideas. And it shows how we have discerned and listened to God's voice through a changing culture and a changing church. So curl up with your favorite hot beverage, and enjoy this record of our ministries in 2022!

-Pastor Alice

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2022 STAFF



Rev. Anne J. Scalfaro
Senior Pastor



Rev. Morgan C. Fletcher
Pastor



Rev. Alice Horner Nelson
Pastor



Rev. Mary A. Hulst
Pastoral Associate &
Pastor Emerita



Dr. David Farwig
Director of Music



Chad H. Lawrence
Facilities &
Operations Manager



Angela Leonard
Children's Ministry
Coordinator



Denise Lanning
Organist



Steven Jackson
Senior Sound Tech



Tessa Farland
Sound Tech



Evan Coulter
Sound Tech



Luwan Jones
Accountant



Ye Ye Wong
Accounting Assistant



Ben Carroll
Set-Up & Security



Senior Pastor

Rev. Anne J. Scalfaro

"I don't want to make it to the promised land if it means I forget the wilderness."

— Cole Arthur Riley,

This Here Flesh: Spirituality, Liberation, and the Stories That Make Us

"The important thing is not to stop questioning.

Curiosity has its own reason for existing.

One cannot help but be in awe when one contemplates the mysteries of eternity...

Never lose a holy curiosity."

- Albert Einstein

At Calvary, 2022 began with more 'wilderness' time as we returned to virtual ministry for two months as COVID numbers were very high in Denver. That marks three years of our ministry that were significantly touched by this pandemic. And we continue to live in the after-effects of how pandemic shut-down has changed all of our lives, and our church's life too. Our congregation looks different now as our worshippers are not just in the pews – but are spread out over metro-Denver and the country. Our livestream ministry keeps us connected in worship and zoom allows many to participate with greater ease in small groups. While we reach more people by offering hybrid ministry, it has its challenges too. We don't always feel as connected to and with each other as our congregation grows and as each of us worships and connects in different ways.

Through this ongoing wilderness time – as we continue to figure out what it means to 'be' church together in these new ways, Calvary your resilience, strength, and faith continues to shine. Your faith in God and your commitment to this church inspire me on a daily basis. Additionally, your generosity of spirit continues to support this church and sustain

me as your leader. After 14 years of ministry together, thank you for the opportunity to take a second sabbatical this year; it was a very restorative time for me spiritually and personally. I am so grateful that I continue to grow and learn with you; thank you for that privilege.

More specifically, this past year as Senior Pastor my attention has been focused on:

- COVID-19 decisions
- preaching and worship
- staff and congregational leadership including major staff transitions (the resignations of Facilities & Operations Manager Lori Grohskopf and Custodian Charles Hillig – who were both amazing staff members and employees; and the transition of Pastoral Administrative Assistant David Farwig and Pastoral Assistant/Lead Office Volunteer Coordinator Marlys Marshall) and the process of interviewing, hiring, and onboarding new staff (Set-up/Security Staff Ben Carroll, Accounting Assistant Ye Ye Wong, Facilities & Operations Manager Chad Lawrence, new Lead Office Volunteer Devon Moyer)
- resting and taking a sabbatical
- adapting pastoral job descriptions for Pastors Morgan, Alice, and myself to better suit our needs, including new emphasis areas for ministry (see attachment below entitled Pastoral Team Areas of Accountability)
- finances and stewardship (including budget reconciliation),
- missions and pastoral care and leading Tuesday Prayer & Study group,
- developing a connection with the Evergreen Association of ABC-USA (the region we joined on January 1st),
- and re-developing the partnership Calvary has with New Hope Baptist (through connection

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Senior Pastor

Rev. Anne J. Scalfaro

with Rev. Dr. Eugene Downing, Jr., our staffs, and our Stedman Reading Partnership).

Our theme this year of having a Spirit of Curiosity has proven helpful as we adapt and try new forms of ministry together. The innovative and creative leadership of staff, Council, and all of our lay volunteers and ministry teams allowed ministry at Calvary to thrive in 2022. Thank you. And a special thanks to Bill Warren and Morgan Fletcher for serving as Interim Facilities & Operations Managers throughout the spring and summer and for training Ben Carroll and Chad Lawrence while I was on Sabbatical. Special thanks to Beth Dickinson for her extraordinary support as Chair of Staff Relations as well.

Calvary, as we end 2022, I am encouraged by the ministry we are doing in Denver, and by who we are becoming as a church community throughout the past three years of pivots and changes.



- Jan. 1 – Calvary’s first official day as part of the Evergreen Association of ABC-USA
- Jan. 2 – Continuing with our third year using the Narrative Lectionary in worship for our scriptures for preaching; this second half of the year focused on the Gospel of John, the book of Acts, and Paul’s letter to the Philippians (Jan – May)
- Jan. 4 – Continued with Tuesday Prayer & Study Groups 2021-2022 study on *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together* by Heather McGhee (**group pictured upper right**)
- Jan. 6 – Letter & Video Message to the Congregation re: going back to virtual ministry only due to rising COVID-19 numbers in Denver
- Jan. 13 – Began CPE Internship Supervision for Brian Muir, along with Pastors Morgan and Alice
- Jan. 23 – CBC Facing Racism Cohort Meetings continued on the 4th Sunday every month
- Jan. 30 – Annual Meeting (held virtually on Zoom)
- Feb. 11-12 – Attended Evergreen Association Clergy Leadership Retreat (Zoom)
- Feb. 22 – Led Healing & Wholeness Service (Zoom)
- Mar. 1 – Begin new study with Tuesday Prayer & Study group on *The Peacemaker’s Path: Multifaith Reflections to Deepen Your Spirituality* by Jerry Zehr
- Mar. 2 – Ash Wednesday Service in the Sanctuary
- Mar. 6 – First Sunday in Lent, beginning the theme Turning the Tables, including guest preacher – Rev. Doug Avilesbernal, Executive Minister of Evergreen Association of ABC-USA
- Mar. 8 – Begin Tuesday Lenten Midweek Study (Zoom) – Tuesdays in Lent
- Mar. 12 – Attended Evergreen Association Quarterly Meeting (Zoom)
- Mar. 15 – April 1 – Pilgrimage to Andalusia, Spain with Rev. Brad Berglund and Calvary members
- April 10 – Palm Sunday Worship
- April 11-12 – Holy Week Video Reflections released
- April 14 – Maundy Thursday Worship Service
- April 15 – Good Friday “Seven Last Words of Christ” Worship with New Hope Baptist Church (virtual)
- April 16 – Holy Saturday Service (chapel)

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Senior Pastor

Rev. Anne J. Scalfaro

- April 17 – Easter Sunday Worship in Parking Lots (Flowering the Cross & Communion) & Easter Sunday worship (sanctuary), beginning new theme of A Moveable Feast
- April 19 – Begin new study with Tuesday Prayer & Study group on *I Never Thought of It That Way: How to Have Fearlessly Curious Conversations in Dangerously Divided Times* by Mónica Guzmán
- April 24 – Interment & Memorial Service for Dave Crane (FOTCC / Sanctuary)
- April 25-29 – Attended MMBB Women Pastors' Colloquium in Orlando, Florida (continuing education)
- April 30 – Memorial Service for Jack Fredericks (Sanctuary)
- May 11 – Calvary/New Hope Literacy Event at Stedman Elementary School with 3rd Grade Classes **(pictured below)**



- June 5 – Pentecost Worship Celebration w/ Charlotte Kroeker from the Church Music Institute in Dallas, TX (Culmination of Lilly Grant Scholarship Program with Dr. David Farwig & Rev. Anne J. Scalfaro)
- June 7-8 – Pastoral Planning Retreat
- June 11 – Attended Evergreen Association Quarterly Meeting (Zoom)
- June 12 – Pastors Pondering Forum with Pastors Morgan, Alice, & Anne
- June 12 – Begin new summer theme in worship of Unpacking the Parables
- June 14 – Led Healing & Wholeness Service (Hybrid – Chapel & Zoom)
- June 15 – First stage of Orientation for Chad Lawrence, Facilities & Operations Manager
- June 15-16 – Pastoral Planning Retreat
- June 23 – Pastoral Leader in Interfaith PRIDE Worship Service (First Unitarian Society, Denver)
- June 25 – Interment & Memorial Service for Barbara Ford (FOTCC / Sanctuary)
- June 27-28 – Attend Pastoral Resident Reunion at Wilshire Baptist Church in Dallas, Texas
- July 10 – Final Sermon before Sabbatical & Sabbatical Blessing in Worship
- July 11-Oct. 10 – SABBATICAL
 - Highlights include:
 - Connection with Damon and Deacon on a regular basis – focusing on self, family, & home

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Senior Pastor

Rev. Anne J. Scalfaro

- Projects around the house and yard
- Trip to Dallas to spend time with my pastor and mentor, and with my best friend and her family
- Reading a lot of poetry, fiction, and theology/justice/ecclesiology books
- Puzzles and podcasts
- Daily yoga practice
- Camping with friends in Colorado
- Supporting Damon and his business, Wondurdog, at SuperZoo in Las Vegas
- Day trips and day hikes, including spiritual retreat times to the Sanctuary Center in Castle Rock
- Vocational Ministry Conference and connecting with colleagues in Boston, MA
- Annual Anniversary trip to Estes Park with Damon
- August & December – We began hosting families experiencing homelessness again in our building through Family Promise after a two-year break due to COVID-19
- Oct. 11 – First Day back in the office after Sabbatical
- Oct. 14-15 – Attended and Led two breakout sessions with Rev. Dr. Eugene Downing of New Hope Baptist at the Evergreen Association Annual Meeting (First Baptist, Denver)
- Oct. 15 – Led in worship at Evergreen Association Annual Meeting Worship Service & Calvary “officially” welcomed as a new Evergreen congregation
- Oct. 16 – Stewardship Theme and Sermon Series begins, Spirit of Curiosity: Chronos & Kairos (Time to INVESTigate Stewardship)
- Oct. 29 – Led the Cupcake Walk as Cookie Monster at Trunk or Treat
- Oct. 30 – First 5th Sunday Schedule (Fellowship Meal, Service in Community, Worship Service)
- Nov. 4 – Calvary/New Hope Reading Program Begins again with 3rd Graders at Stedman Elementary (reading every other Friday)
- Nov. 6 – All Saints’ Worship Service
- Nov. 6, 13, 20 – Led Connections Class for Guests & New Members
- Nov. 8 – Begin new study with Tuesday Prayer & Study Group on Hebrews by Rev. Anne J. Scalfaro & Rev. Andrew Daugherty
- Nov. 10 – Attended Warming Ways of Winter Family Promise Auction (Temple Emmanuel) **(pictured below)**



- Nov. 12 – Attended Member’s 100th Birthday Party
- Nov. 15 – Interment Service for Betty Ellis (FOTCC)
- Nov. 19 – Attended Member’s 80th Birthday Party
- Nov. 20 – Commitment Sunday
- Nov. 27 – Hanging of the Greens and First Sunday of Advent, beginning the theme, Spirit of Curiosity: Womb & Wonder
- Dec. 4 – Sabbatical Meeting w/ Pastors from New Hope & Calvary
- Dec. 6 – Staff Christmas Party
- Dec. 11 – Attended Caritas Christmas Party
- Dec. 11 – Attended Member’s 70th Birthday Party
- Dec. 13 – Led Advent Healing & Wholeness Service (hybrid – chapel & Zoom)
- Dec. 14 – Spoke at Colorado Faith Communities United to End Gun Violence

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Senior Pastor

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- Prayer Vigil on the 10th Anniversary of Sandy Hook (First Plymouth Congregational Church) **(pictured right)**
- Dec. 16 – Co-lead Fireside Chat on Race and Partnerships for Civic DNA Fellows (Leaders across Denver) with Rev. Dr. Eugene Downing, Jr. (Chamber of Commerce)
- Dec. 18 – Christmas Concert (narrator) **(pictured right)**, followed by Cookies & Craft Reception
- Dec. 20 – Marlys Marshall's Retirement Party (29 Years as Pastoral Assistant/Lead Office Volunteer) **(pictured right)**
- Dec. 20 – Senior Pastor Performance Review & Evaluation
- Dec. 24 – Christmas Eve Services, 4pm & 11pm
- Dec. 25 – Christmas Day Worship Service **(pictured right)**

To Calvary's amazing staff: you have shown such resilience and adaptability and creativity and such an unwavering commitment to showing up and meeting the demands of this difficult time with humor, creativity, wisdom, and grace. I truly feel that Calvary has had the right staff with the right set of gifts for such a time as this. In so many ways, I have seen the movement of God's spirit and presence with our staff and church family each and every day.

I am, as always, grateful for the privilege of being your Senior Pastor. I do not take this responsibility lightly, and the joys and challenges of this ministry are enriched by the relationships and love that Damon and I feel from you, the Calvary congregation.

Thank you, Calvary, for helping me keep a Spirit of Curiosity – even in the wilderness – and for trusting God all along the way. It is good to be church together. I can't imagine doing life or growing in my faith without you!

Peace,
~Pastor Anne



Pastoral Team Areas of Accountability

Pastoral Team Areas of Accountability – As of November 2022

Pastor Anne:

- Worship
- Pastoral Care
- Council & Staff Leadership
- Stewardship & Finance
- Executive Decisions
- Missions: Congregational & Denominational Partnerships – partnerships that are connected to Baptist life or ecumenical/interfaith organizations, such as American Baptist Churches USA, Evergreen Association of ABC, International Ministries Global servants, New Hope/Calvary partnership, Kentucky Circle Village, New Baptist Covenant, Baptist Joint Committee, Association of Welcoming & Affirming Baptists, The Interfaith Alliance of Colorado, and our four denominational offerings

Pastor Morgan:

- Faith Formation (all ages, including student ministry)
- Congregational Life
- Member Care
- Missions: Serving & Learning Partnerships – opportunities that involve Calvary volunteers on-site or near Calvary and/or Calvary members learning and engaging around advocacy, such as Bootstraps & Blessings, Calvary's Host Weeks for Family Promise, Facing Racism Alumni Small Group, ONESpirit, Habitat for Humanity build days

Pastor Alice:

- Office & Communications (print & online publications, website, social media, etc.)
- Storytelling (helping tell the story of our church and the stories of our members)

- Membership & Outreach
- Missions: Community Partnerships – community partners where our primary relationship is sharing event information with the congregation and/or where we help tell the story of that organization to Calvary, such as Jewish Family Service, Family Promise of Greater Denver, Habitat for Humanity of Metro Denver, Colorado Faith Communities United to End Gun Violence, Soul 2 Soul Sisters, PRIDEfest

Though we each have these specified Areas of Accountability, in many of these areas we share responsibilities under various areas, whether they fall under us or not. For example:

- Worship is one of my Areas of Accountability – however Morgan and Alice attend worship planning, preach, and lead worship
- Communications is an Area of Accountability for Alice – however Morgan helps with many aspects of our online/digital ministries
- Faith Formation is an Area of Accountability for Morgan – however I lead a small group and Alice helps with Midweek Devotions

We have a team approach to ministry, so our responsibilities often shift during different seasons of ministry based on what is most needed and that is why you will see crossover with all three of us in many of areas. That said, the main Areas of Accountability indicate the final say on decision making and ministry implementation, and should you have a question about any area of ministry or want to volunteer or engage with that area, please contact the assigned pastor.

Worship Themes

Worship Themes for 2022:

We continued to use the Narrative Lectionary. We were in the Year of John's Gospel for the first part of 2022 and in the Year of Matthew's Gospel for the second half of 2022.

The Scripture for today comes from the Narrative Lectionary (NL), which is a four-year cycle of readings for use in worship to help root us in the narrative arc of God's story. The NL follows the program year—Sept. to May—and is shaped by the church calendar. Each year the preaching texts provide an overview of the biblical story:

- Old Testament: From Labor Day through Advent, Old Testament readings move through the story of God's interactions with Israel and culminate in Advent with the prophets' longing and hope for the coming Messiah.
- Gospel: From Christmas to Easter, readings from one Gospel tell the story of the birth of the Messiah at Christmas, the revelation of the Messiah during Epiphany, and Jesus' passion through Lent and Holy Week.
- Early Church: From Easter Sunday through the Day of Pentecost, readings from the Gospels, Acts, and Paul's letters reveal the power of the Holy Spirit in the early church's story.
- Summer Readings from the Sunday after Pentecost through the summer are flexible and include different miniseries on books of the bibles or topics such as The Ten Commandments or the Lord's Prayer, etc.

Learn more at workingpreacher.org/narrative-faq.

Themes for First Half of 2022

Calvary's theme for this program year (2021-2022) is "A Place at the Table." After many months of distance and separation, we are celebrating the gift of gathering together around a variety of different kinds of tables (including virtual!) as we share in life and faith together. All of these tables symbolize in some way a key aspect of the central Table for our lives –the Lord's Table, where we experience the love of God and the grace of Christ.

Gathering around tables and inviting others to join us is a recurring theme in Scripture—whether sitting down with our enemies, eating with sinners and outcasts, recognizing the presence of God in our midst in the breaking of bread, or establishing an early spiritual practice for worship. Still today, tables symbolize key aspects of our shared life together: Fellowship (gathering, eating, crafting, playing games), Worship (Communion/The Lord's Supper –all are welcome at God's Table), Welcome/Advocacy/Inclusion (ensuring everyone has a place at God's table, Calvary's table, and our own tables), Service & Hospitality (creating space for diverse palates and traditions, sharing resources/gifts), Stewardship (a table of abundance versus scarcity), and Faith Formation (sharing stories, Bible study, and prayer around "tables").

Finding "A Place at the Table" and ensuring others have "A Place at the Table" can be light-hearted and fun as we gather, eat, and play together. It can be nourishing and healing through partaking in communion or shared stories and experiences. It can also be deeply challenging through faith formation and service. Tables connect the past (memories), the present (the Lord's Table), and the future (heavenly banquet/communion of the

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Worship Themes

saints). And –people of all ages and cultures gather around tables! We hope you will join us in finding your place at the table and invite others do the same as we make our way through another year in the Narrative Lectionary and explore these themes together:

- Gathering Sunday Season (Sept. 12 – Oct. 10) A Place at the Table
- Stewardship Season (Oct. 17 – Nov. 21) Table of Abundance
- Advent/Christmas (Nov. 28 – Jan. 2) Setting the Table
- Epiphany Season (Jan. 9 – Feb. 27) What Jesus Serves Up
- Lent (Mar. 6 – April 10) Turning the Tables
- Eastertide (April 17 – May 31) A Moveable Feast

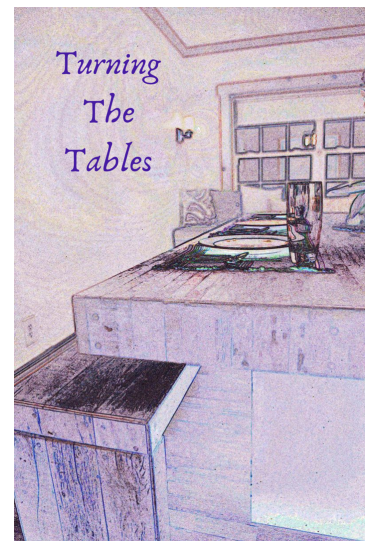
Epiphany Season (Jan. 9 – Feb. 27) – What Jesus Serves Up

As we continue in our year-long theme of A Place at the Table, during the season of Epiphany we'll be diving into John's Gospel exploring a new sub-theme: What Jesus Serves Up. The scriptures for these eight weeks focus on what Jesus feeds us with – literally and spiritually. He turns water into wine, he says he is the Bread of Life and encourages us to drink of the water he gives us and we will never thirst again (among other metaphors of spiritual nourishment). During these weeks, we will be encouraged to feast on all the goodness that Jesus offers to us as his followers, and how his nourishment gives us the strength we need for our journeys. The image on the cover depicts our new graphic for the series "What Jesus Serves Up." On each plate you can see our topics for the eight Sundays of the series.



Lent (Mar. 6 – April 10) – Turning the Tables

As we continue in our year-long theme of A Place at the Table, this Lent we'll explore how Jesus was always Turning the Tables upside down for our world by how he lived his life and the message he proclaimed. Lent is about the journey of following Jesus wherever he leads us, and not going just where we want to go. This includes even following him through suffering to his death on the cross. So often we get comfortable sitting at our own table and sitting with who we like, but how do we get the courage to follow Jesus and sit down with him at the tables of people who may make us uncomfortable? What does it take for us to intentionally change up where we sit and how we live in the world? (In the hospitality industry "turning a table" means that a table is getting ready for the next guest after one guest leaves; there's a constant rotation of people; the server is always preparing for the next person to serve.) As we go through this season, ask yourself: What is one way that being a follower of Jesus has "turned the tables" upside down in your life



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Worship Themes

or caused you to change the way you do something or who you talk with? Or, what is a time you sat at someone else's table (literal or metaphorical) and learned something about God, faith, life, yourself? What tables do you think God is leading you to sit at and what tables would you like pull up a chair to in order to learn more?

Easter (April 17 – May 31) – A Moveable Feast

As we continue in our year-long theme of A Place at the Table, this Easter season we're exploring how Jesus invites us to take our faith out into the world as A Moveable Feast! Easter is all about the Resurrected Christ making the "feast of God's love and grace" available to the entire world; the empty tomb means the presence of Christ is let loose into the world in new and surprising ways. How do we move the abundance of God's love from all that we experience and love about Calvary out into the world beyond Calvary? How are we serving, learning, growing, in and with the communities and people around us?

Summer Theme – Unpacking the Parables

Jesus often taught in parables, which are simple stories used to set up a comparison between life as we know it and the life made possible by the gospel. Parables are "truths thrown alongside" (Greek: para meaning alongside and ballo meaning to throw). Parables are stories with intent; they encourage us to see things from different angles. And parables are often challenging to understand because they have an immediate context and specific meaning while also revealing a deeper meaning beyond that immediate context. Essentially, you could say that a parable reveals a truth that points to a bigger truth. Most importantly, parables are subversive – they challenge how we see the world. As poet Emily Dickinson writes,

*Tell all the truth but tell it slant –
Success in Circuit lies
Too bright for our infirm Delight
The Truth's superb surprise
As Lightning to the Children eased
With explanation kind
The Truth must dazzle gradually
Or every man be blind –*

Join us this summer as we unpack the parables of Jesus and explore how they continue to speak to our lives today.

Matthew 13:1-23 – Parable of the Sower

Matthew 13:31-35 – Parables of the Mustard Seed and the Yeast

Matthew 13:44-52 – Parables of the Hidden Treasure, the Pearl, and the Net

Matthew 20:1-16 – Parable of the Workers in the Vineyard

Matthew 21:28-32 – Parable of the Two Sons

Luke 10:25-37 – Parable of the Good Samaritan

Luke 11:1-13 – Parable of the Friend at Midnight

Luke 12:13-34 – Parable of the Rich Fool

Luke 12:35-48 – Parables of the Faithful Servants and the Exuberant Master and the Faithless

Servant and the Furious Master

Luke 13:6-9 – Parable of the Barren Fig Tree

Luke 14:15-24 – Parable of the Great Banquet

Luke 15:1-32 – Parables of the Lost Sheep, the Lost Coin, and the Lost Son

Luke 18:1-8 – Parable of the Persistent Widow

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Worship Themes

2022/2023 Theme – Spirit of Curiosity

The image on the cover was designed by Rev. Alice Horner Nelson and the pastoral staff. It portrays a dove with a colored tail representing the Spirit, carrying in its beak an olive branch with the sub-theme in the branch. As we progress through the liturgical year, the colors in its tail will change, as well the sub-themes in the branch. Like the dove in the story of Noah and the ark, it inspires us to remain curious, seek new landscapes and search out new life in unknown territory.

Each season, the tail feathers (also serving as the “S” below) of the dove will change colors according to liturgical season or emphasis, and the words in the branch will change to be the sub-theme for the season. By Pentecost, we’ll have six branches surrounding the dove, which represents for us – the Spirit of Curiosity.

Additionally, a dove is a symbol of peace – reminding us that curiosity is best pursued with a peaceful, humble spirit. And the dove is a symbol of the Holy Spirit, indeed the very spirit that came down when Jesus’ was baptized with the voice proclaiming, “This is son, the beloved, with you I am well pleased.” Curiosity begins and ends with the inherent belief that all people are beloved children of God and each of our stories and experiences and perspectives matter. Being curious about each other honors our unique belovedness.



Spirit of Curiosity Theme Description

From our Creator God who revealed divine presence by asking the man and woman in the garden, “Where are you?” –
 to Moses’ curiosity about why a bush was burning yet not consumed –
 to the prophets who charged their people to dream of a world beyond the one they saw before them –
 to Jesus who asked questions (307 to be exact!) as his method of teaching vital spiritual truths –
 to Paul who reminds us that in seeking to know the love of Christ we will come to know the fullness of God and be invited into kin-dom work beyond what we could imagine on our own –
 having a “Spirit of Curiosity” is a central invitation and spiritual practice in the Story of God and God’s People.

As Albert Einstein says, there is a holiness about curiosity that keeps us learning, growing, and remaining in awe and wonder. Children are naturally curious; as we grow older we often lose our curiosity because we are so often taught that having the right answer is more important than asking questions. Or we may be taught that being curious is a waste of time. When we seek to be curious and understand something more deeply about ourselves, others, or God – rather than assume or rely only on previous

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Worship Themes

knowledge or experience – we grow in compassion, empathy, and understanding. When practiced with intention – with a spirit that seeks to explore rather than exploit – curiosity can build a bridge across divides that we previously thought were uncrossable, leading us to people and perspectives very different than us.

It seems that our country, our churches, and even our very selves are plagued by division and fear. As a life practice, curiosity might just be one of the most helpful keys we have to unlock the rigidity we find ourselves trapped in. Curiosity can help us have hard conversations without getting defensive. Curiosity can give us compassion for the people who do not share our life experience or worldview. Curiosity can free us from constraints of long held beliefs so that we can live more fully and freely as ourselves. Curiosity cultivates humility. Curiosity requires us to set aside our preconceived notions, to learn how to listen well, and to use our imaginations. Just as in science, where everything is a hypothesis until another question or test proves it otherwise, curiosity leads to innovation and growth in our faith that is rooted in conviction without the need for absolute certainty.

Throughout this year, as we journey through Scripture, we will be exploring what it means for us to have a Spirit of Curiosity in our faith and in our lives. Following the model of Jesus, who prioritized questions over answers, we will learn how asking questions of ourselves, one another, and our faith can invite us to deeper understanding and growth. In a similar spirit to former Calvary pastor Larry Loughhead who ended his sermons by saying “Think about that,” Jesus asks, “What do you think?” three times in

the span of four chapters in Matthew (chapters 17, 18, 21)! This year we will explore practical tools and tips for cultivating curiosity in our day to day lives and in our theological perspectives. We will take time to be curious in silence and in nature, in scripture and in worship, in conversation and in community. We will get curious about our church – Calvary – and about how God is working through us as a people of faith. We will learn how curiosity gives us the courage we need to share the Good News of God’s Love in our communities and the world around us. We will see how when we loosen our grip just a little on what we think we know, we might be able to grasp what God has been wanting to show us all along – that there is more to our understanding and experience of God, ourselves, others, and the world around us than we ever thought possible.

Sub-Themes/Seasons of Spirit of Curiosity

Gathering Season (Sept. 11 – Oct. 9):

Call & Covenant Rainbow

Stewardship Season (Oct. 16 – Nov. 20):

Chronos & Kairos Green

Advent/Christmas Season (Nov. 27 – Jan. 1):

Womb & Wonder Blue

Epiphany Season (Jan. 8 – Feb. 19):

Pace & Practice White & Gold

Lenten Season (Feb. 26 – April 2):

Courage & Kin-dom Purple

Easter Season (April 9 – May 21):

Compassion & Commission Red

Narrative Lectionary link:

https://www.workingpreacher.org/wp-content/uploads/2022/02/narrative_lectionary_matthew_2022-23.pdf

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Senior Pastor

Rev. Anne J. Scalfaro

Gathering Season (Sept. 11 - Oct. 9): Call & Covenant

During this season, we will introduce the concept of curiosity as it relates to our faith, and explore how the call to curiosity is rooted in the call of God to God's people. As we look at stories from the Old Testament, we'll see how curiosity about our gifts and potential is what invites God to call us to new endeavors – and – curiosity is what allows ordinary people of faith like us to answer God's call instead of immediately saying "no" or "I can't do that." Curiosity leads us to liberation, freeing us from our past to the future God longs for all of us to share. And, curiosity is what continues to connect God to God's people through covenant – even in times of doubt, despair, or disobedience.

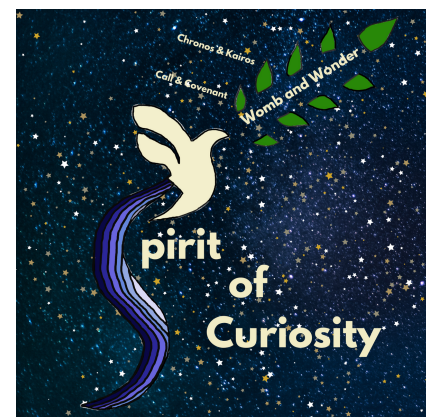
Stewardship Season (Oct. 16- Nov. 20): Chronos & Kairos

During this season, we will explore the character of curiosity. We'll read scriptures that reveal what happens when we are properly curiously about others, ourselves, and the world around us – and what happens when we instead assert ego and desire in unhealthy ways. We will learn how curiosity can help move us from our limited experience of chronos time (a quantitative, measurable time that we live in day to day) to Kairos time (a qualitative time that is 'outside of' or 'beyond' the time our clocks keep, the Time that God invites us to imagine as the kin-dom of God is lived out; it is called by the Greeks the "opportune time"). Days like All Saints Day remind us that we are connected beyond this world to the next, and part of curiosity is thinking about the legacy we want to leave and the legacy people we love have left us.

Additionally, in these weeks of focusing on stewardship and gratitude, we will "get curious about Calvary" – about our ministry together and how we can learn more about and support our church's vital ministries. As we explore the ministry Christ is doing through Calvary, we'll invite you to be curious about your own financial giving as we collectively remain open to God's call for our church and community. What we give today will give us the foundation we need for wherever God's curiosity calls us to in the future. We will give thanks for the ministries of our church that exist in Chronos time – past, present, and future – while recognize that it is all a part of building the kin-dom of God in Kairos time.

Advent/Christmas Season (Nov. 27 - Jan. 1): Womb & Wonder

In Advent we experience God's curiosity for us. With the foundation of the wonder of the prophets, "Curiosity Comes Down" at Christmas in the form of the Christ child, the one who will grow into the man who teaches by asking questions and who loves by drawing near to people to learn about their lives. In this season we learn that God is so curious about humanity that God chooses to come into the world as a child, learning and experiencing life from our human perspective – which is truly wondrous. In the days of Advent – of waiting in the womb of expectation and preparation and holy silence and nurture – we seek to allow God to grow curiosity within us, even as we experience the child-like wonder and curiosity of Christmas anew.



2022 Ministry Statistics

from Oct. 2021-Oct. 2022

These statistics are from our Ministry-At-A-Glance document published with stewardship materials in October 2022.

Worship

- 189 Morning Worship Volunteers & Leaders
- Healing & Wholeness Services: 6-10 participants
- Blessing of the Animals Service: 19 participants (furry and human)
- 17 Memorial or Committal Service
- 85 Livestreamed or Pre-recorded Worship Services
- 29 people received imposition of ashes on Ash Wednesday

YouTube Channel:

- 21, 640 views (a view often represents several in a household)
- 85 new subscribers
- Highest viewed video: How to Create a Prayer Altar in Your Home (7,228 views)

Morning Worship:

- 115 average in-person worship attendance
- 7,116 views on livestream

The Gathering Contemporary Worship (Nov-March): 1270 views

- Praise & Ritual views/participants: 356
- Virtual Christmas Pageant: 29 participants, 164 views
- Virtual Christmas Card: 57 participants, 214 views
- Holy Monday digital liturgy: 213 opens, 34 clicks
- Holy Tuesday digital liturgy: 209 opens, 28 clicks
- Holy Wednesday digital liturgy: 174 opens, 58 clicks

- Maundy Thursday: 50 Attended, 97 views
- New Hope & Calvary Combined Good Friday Service: 318 views, 8 leaders

Music Ministry

- 32 Calvary Choir Members
- 8 Jubellation Handbell Ringers
- 10 Additional lay musicians who led in worship
- 4 Choral Assistants – two new for 2022-23 (Madison Williams, soprano; Trey Fitzgerald, tenor); Funding through Dec. 2022 has continued through operating budget and one donor (Norma Wick in memory of her husband, Robert Wick)

Faith Formation

- 4 New Baby Bags
- 5 Child Dedications
- 1 First Grade Bible
- 2000+ Easter Eggs
- 22 children and 21 volunteers participated in Vacation Bible School
- 8 Youth Gatherings (online & offsite)
- 4 Graduating Seniors
- 31 Students, Teachers, and Administrators blessed at Blessing of the Backpacks
- 14 adult church school classes and small groups
- 12 Monthly Faith Formation segments at Council
- 130 questions in Table Talk Part 2 boxes, cut out by 12+ volunteers, given out on Pentecost Sunday
- One candidate in the ordination process

continued on next page

2022 Ministry Statistics

from Oct. 2021-Oct. 2022

Missions & Advocacy Support

Bootstraps & Blessings – serving our community

- 24 Volunteers (2 new volunteers)
- Served 286 clients from 11/1/2021 through 10/17/2022
- 168 are experiencing homelessness
- 37 are disabled
- 17 are veterans
- 225 people are dependent on our clients.
- 853 visits from the 286 clients
- 1251 King Soopers Cards (\$6,255) and 1005 RTD Passes (\$2814)
- 349 Showers were taken and 173 people did laundry (some did more than one load a day)
- New washers/dryers were installed by Bill Warren, Ken DeHate and Gordon Pelton. Very needed and appreciated!
- Hundreds of donations of peanut butter, tuna
- packets, crackers, granola bars, and more!

Stedman Elementary & New Hope Partnership With New Hope:

- provided 70 bags filled with books and educational materials to 3 teachers and 70 third graders at Stedman Elementary
- provided 3 gift cards to 3 teachers

Family Promise

- Welcomed 4 families back into our building with a 2 week shift starting August 14-28, 2022
- 74 volunteer shifts filled
- upcoming two-week shift in December

Additional Financial Support & Advocacy

- Supported 14 Calvary families in need/crisis
- Financially supported IM Global Servants Joyce & David Reed, Dwight & Barb Bolick, and Luran Bethell
- Financially supported advocacy organizations: New Baptist Covenant, Baptist Joint Committee, Association of Welcoming & Affirming Baptists, The Interfaith Alliance of Colorado, and Welcome Home
- Financially supported organizations that work with people experiencing homelessness and affordable housing: Family Promise of Greater Denver, Jewish Family Service, Kentucky Circle Village, and Habitat Helpers
- Financially supported the ministries of American Baptist Churches USA

Community Events & Outreach

- Hosted booth at Denver PRIDEFEST, met 100+ neighbors
- 15 Calvary volunteers hosted Calvary's PRIDE table
- 22 children and 21 volunteers participated in Vacation Bible School (most of the children were not previously a part of Calvary)
- At time of printing, we were one week out from Trunk or Treat with a goal of 25 cars! Last year over 200 people came.
- Partnership with the Jewish Family Service ACE Program began in 2021 and they now use our East Wing during the week.
- JFS uses Calvary's parking lot for monthly Mobile Pet Pantry
- Evergreen (ABC-USA) Annual Gathering at First Baptist Denver: 4 van volunteers & 11 participants & 3 pastors leading

continued on next page

2022 Ministry Statistics

from Oct. 2021-Oct. 2022

Property & Resource Management

- 32 volunteers on Work Day and 9 Resource Management volunteers
- Complete rebuild of Hampden sprinkler manifold
- Remodeled Prayer Room, including FOTCC sound system
- Removed pergola and remodeled Foot of the Cross Courtyard
- Upgraded Livestream Equipment in Sanctuary & Chapel
- Multiple repairs to van
- 100+ new lightbulbs throughout building
- Parking Lot cracks being filled
- New Sanctuary Lighting for Lectern and Pulpit
- Tech upgrades throughout building
- Quarterly HVAC maintenance and piano/organ tunings
- Chapel improvements
- New landscaping items
- Gardening upkeep around Welcome Sign and other flower beds
- Continual upkeep and gardening in the Foot of the Cross Courtyard
- Worked with Xcel Energy to resolve power availability issues
- Made plumbing and drainage repairs
- Hired full time Facilities & Operations Manager, Chad Lawrence and Set Up & Security staff, Ben Carroll

Congregational Life

- 200 stickers made, 200 magnets made and gifted on Gathering Sunday
- 130 questions in Table Talk Part 2 boxes, cut out by 12+ volunteers, given out on Pentecost Sunday
- 90 households attended Annual Meeting in January 2022
- 14 Ushers; 6 Greeters
- 12 Monthly Men's group gatherings

Member Care

- 429 pastoral calls via phone or in person to home or hospital
- 39 home centered VIPs (Very Inspiring People)
- 1,067 miles covered for VIP visits
- 1000 + envelopes and or post cards hand addressed and stamped
- Countless numbers of flowers delivered and meals arranged
- Quarterly deliveries to VIPs with a homemade treat (i.e. peanut butter blossoms, sugar cookies, pumpkin muffins)
- Phone calls and text messages in abundance
- Christine Zeiler, online greeter, takes prayer requests and ministers to our online viewers

Leadership

31 members on Committees & Ministry Teams
 14 office volunteers
 11 Council Meetings
 4 Council Officers
 4 Committee Chairs
 8 At-Large Council Members

Anne's COVID Letters

January 2022 COVID-19 Announcement #1

January 6, 2022

Calvary,

Though you are reading this message on Friday, I am writing it on January 6th – Epiphany. Epiphany celebrates the manifestation, or revealing, of God's presence in the person of Jesus to the Magi, and therefore, to the world. Epiphany reminds us that God's love extends to all people. When Jesus says "love your neighbor as yourself," the love he calls us to extend is a love that regards all of humanity as our community and our neighbor.

Once again, we find ourselves in a new phase of the pandemic; the Omicron variant is affecting those in our own community as well as our neighbors. You have more than likely known someone in the last few weeks to have tested positive for COVID-19. The data signifies "one out of every four people getting tested in Colorado is positive for COVID-19. The seven-day positivity rate in our state is now the highest it's been since the start of the pandemic – more than 25%." This surge is impacting hospitals and health care workers and creating shortages in staffing across many sectors. While it is hopeful that this variant seems to cause less severe illness, especially for those vaccinated and boosted, it is much more contagious. The data shows that more specific masking is needed to be effective and that there are more breakthrough cases of those who are vaccinated and boosted. (I speak from personal experience since my husband Damon – who was vaccinated, boosted, and masks in public – tested positive for COVID-19 in late December. He has recovered well; thank you for your prayers!)

From the beginning of the pandemic, our decisions as a church have been guided by a commitment to the common good. During these

peak weeks, we feel it is important to lead by example and to do our part to reduce spread and risk to the community, including our members. For that reason, Calvary has decided to move to virtual ministry through January 31*:

- Worship services on Sunday mornings and evenings will be live streamed on Calvary's YouTube channel without the congregation present in the sanctuary or chapel.
- Calvary small groups, classes, groups, or events will not meet in person in the building. You are encouraged to meet virtually, as many groups are already doing. Contact Pastor Morgan if you need assistance with meeting virtually.
- The church office will be closed; you may reach staff members via email or phone. Contact cbc@calvarydenver.org or 303-757-8421 if you need a staff member's contact information. Staff continue to be available for pastoral care and conversation as needed.

*timeline will be evaluated in late January based on COVID-19 data in the Denver-metro area

Even as we join other churches who are also making this decision, we all feel the impact in different ways. We are all weary of the pandemic and of being apart. I am too. And yet as we continue to learn, the call to "love one another" sometimes includes being "apart from one another" for a time. You may contact me if you have any questions about this decision.

Calvary – thank you for your resilience and understanding. Hold fast to the God who holds you. We are not alone on this journey,

~ Pastor Anne

Along with Calvary's Staff and Co-Moderators Rick Breitenbecher & Sharon Murphy, Treasurer Virg Musil, Chair of Staff Relations Mick Davey, Chair of Resource Management Bill Warren, & Chair of Stewardship John Kron

Anne's COVID Letters

January 2022 COVID-19 Announcement #2

January 28, 2022

Hello Calvary,

I hope you are doing well. I miss seeing your faces and gathering together. Personally, I am definitely feeling “COVID fatigue” at a whole new level right now, and if you are as well, I empathize with you.

If you are following COVID-19 information for our city and state then you know that the Omicron wave has not peaked as quickly as we hoped it would. As I’m writing this letter, the positivity rate of reported cases of COVID-19 in Denver county is 24% and the state positivity rate is 22%. Even for those who are vaccinated, indoor activities are considered high risk right now, especially gatherings of 50 people or more. And, for Denver county and surrounding counties, almost all categories show us in the red or “severe risk” category of the COVID-19 dial. As you can see from this website on the “Hospital Resource Use” chart, the hospital bed count for COVID-19 is not projected to drop below 1,000 until Feb. 23, and those levels won’t return to the same level they were in December until around that same time. I share this information with you as a means of communicating a few of the metrics that we use to evaluate whether to have our building open for ministry or to continue with virtual ministry. While there are many variables to consider, two of the guiding metrics that shape our decisions include positive case percentages (above 10% = strongly consider virtual ministry) and/or hospital beds needed for COVID-19 patients (more than 1,000 = strongly consider virtual ministry).

Given the current numbers, and Calvary’s commitment to “love our neighbor” by reducing community spread, the COVID-19 leadership team has decided to continue virtual ministry through

February and to keep our building closed through the end of February:

- Worship services on Sunday mornings and evenings will be live streamed on Calvary’s YouTube channel without the congregation present in the sanctuary or chapel.
- Calvary small groups, classes, groups, or events will not meet in person in the building. You are encouraged to meet virtually, as many groups are already doing. Contact Pastor Morgan if you need assistance with meeting virtually.
- The church office will be closed; you may reach staff members via email or phone. Contact cbc@calvarydenver.org or 303-757-8421 if you need a staff member’s contact information. Staff continue to be available for pastoral care and conversation as needed.

Leadership will re-evaluate the data at the February Council meeting and will make an announcement shortly thereafter about March. As always, you may contact me or anyone on the COVID-19 leadership team if you have any questions about this decision.

I know this news is difficult for many of us, myself included. When I feel frustrated, I do my best to focus less on what I personally might be missing out on, and I focus more on the importance of keeping hospital employees and other essential workers healthy and able to work, as well as keeping schools open and teachers and students healthy. Calvary is blessed to have amazing technology in place that keeps us connected and allows us to do so much of our ministry off-site; not all churches have the resources and volunteers that we do. I also remind myself that churches also tend to engage in higher risk activities when it comes to COVID – such as singing, handshakes/hugging/drawing close, and sharing in coffee hour or other hospitality events. Additionally, we draw together people from across many counties

Anne's COVID Letters

and sectors of society and share space for longer than 5-15 minutes. We are a relational community, not a transactional institution – and that truly sets us apart from other businesses. That, and the fact that our ethic of love prioritizes the common good of all people, and not just ourselves.

Calvary – thank you for your resilience and understanding as this pandemic persists. One of my favorite scripture verses is Joshua 1:9. I pray that it edifies you in this time of staying together in the Spirit while physically apart: “Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.” Each day, I wake up and do my best to ground myself in the truth that God is with me – no matter the situation or circumstance. May we all take deep breaths as we center ourselves in God’s peace and strength as we face whatever the day may bring!

~Pastor Anne Scalfaro, along with

Calvary’s Pastoral & Administrative Staff

Co-Moderators – Rick Breitenbecher & Sharon Murphy

Incoming Co-Moderator – Erin Gangloff

Chair of Resource Management – Bill Warren

Chair of Staff Relations – Mick Davey

Incoming Chair of Staff Relations – Beth Dickinson

Treasurer – Virg Musil

Chair of Stewardship – John Kron

Annual Enrollment Report 2022

In Memoriam

Bill Armstrong
 Edythe Berglund
 Patricia Crandall
 Jeanine Crane
 Jimmy Doolittle
 Betty Ellis
 Barbara Ford

Ilene Groom
 Glenn Hill
 Tyler Vesti Martinson
 Ruth "Topsy" Miller
 Delores Moore
 Royce Nation
 Carl A. Ramay
 Ruth Shanklin

Calvary 2022 Population

Births - 2
 Baptisms - 3
 Christian Experience - 5
 By Profession of Faith - 4
 By Letter - 0
 Total - 14

Deaths - 15
 Letter of Transfer - 2
 Requests - 0
 Placed on Inactive - 0
 Total - 17

Resident Members - 343
 Non-Resident Members - 18
 Active Members - 361
 Regular Attenders - 59

Dr. David Farwig

Director of Music

This year, I:

- Worked in a cohesive team with the pastoral staff to plan for all Sunday and special services
- Restarted the Calvary Choir Advisory Team with new members
- Supervised all aspects of music and sound including coordinating with lay leaders, pastors, organist, sound techs, livestream tech, staff, music librarian, and congregation
- Programmed and rehearsed choral anthems and other music with the Calvary Choir, JuBellation Bell Choir, professional guest musicians, and volunteer congregational member musicians
- Consistently worked to improve the Calvary Choir's overall musicianship and vocal quality, including continuing annual choir breakfast retreat for the purpose of rehearsing, and building group morale while also preparing Christmas concert
- Recruited and hired TWO new Choral Assistants (soprano & tenor) as a continuation of the Choral Assistant program (assistants pictured bottom right) designed for outreach and support for the Calvary choir; also sought out further funding, resulting in an additional \$5000 donation from a former congregant
- In charge of the Music Budget, to include responsible purchasing of new music, supplies, etc. and making timely payment to guest musicians; also supervises use of Memorial Funds used to purchase new music
- Brought a high level of diverse/versatile musical and vocal performance skill to all services, including solo work and playing guitar and other instruments
- Assisted Livestream techs by creating weekly seating and tech productions documents; supervised volunteer with weekly PowerPoint files for Sunday morning service livestreaming
- Provides weekly correspondence with worship leaders, including creating and sending out Sunday morning tech guide, Order of Worship, chancel seating chart and other important aspects of the worship service
- Continuing Ed: Participated in four professional concert series in Tucson, AZ, offering a wide range of opportunities for personal musical growth and enrichment
- Prepared and presented Christmas concert with guest musicians and narrators



Choral Assistants
left to right: A.J.,
Lilli, Trey,
Madison

Dr. David Farwig

Pastoral Administrative Assistant

I served as Pastoral Administrative Assistant from January-September 2022.

- Hired as Pastoral Administrative Assistant (updated title from “Office & Administrative Coordinator”); focusing on assisting all administrative aspects of pastoral duties
- Coordinated all Gathering Sunday activities with pastors, staff, and congregational volunteers
- Supervised and worked closely with office volunteers, continuing, and building congenial and effective relationships with all volunteers
- Supervised aspects of office management and worship resources, including ordering of supplies, maintaining organized workspace and being the point of contact for all outside visitors and vendors
- Worked closely with senior pastor, assisting with scheduling/calendar as well as sending out missions letters and new visitor letters
- Coordinated all memorial services including being POC with mortuary, Hospitality Coordinator (Nadou), Bereavement Assistants, and ushers; also corresponded with families to handle financial and other matters relevant to service
- Coordinated Baby Dedications including creating certificates and reaching out to families and clergy
- Coordinated stewardship campaign with Senior Pastor, including ordering and printing of materials and mailings
- Handled all incoming messages on phone service, including resetting a malfunctioning system to field new messages; collected and distributed all incoming USPS mail as well as Calvary’s general email



Pastor Rev. Alice Horner Nelson

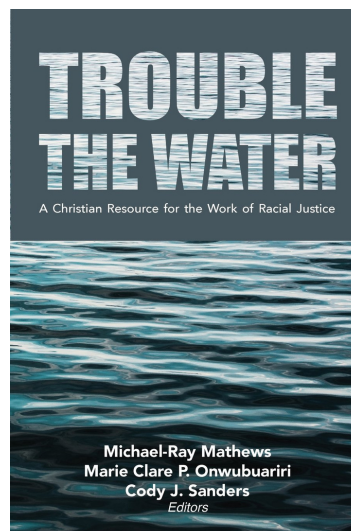
The biggest part of 2022 was discerning Calvary's need for contemporary worship. I intuited the need for a weekly service to end at the beginning of the year, and The Gathering concluded in March. In April I started the monthly service Praise & Ritual. I played around with ritual stations, emphasizing how our senses can help us connect to God. After six months of observation, I finally made the decision to cancel the service when we consistently only had 1 or 2 attendees. I had to make the really hard decision that although it was a service and style I loved, it wasn't using Calvary's resources wisely. Praise & Ritual's last service was December 17.

In 2022 I started having a photobooth on big Sundays, and our first one was Pentecost. I love doing these because it allows the photography of our congregation to be doubled or tripled, and it makes for excellent content in our newsletter. People love seeing photos! A passion of mine is making photography accessible to others. For folks who may not get their photo taken often, they get a nice digital copy to enjoy.

Another memorable highlight was the Festival of Homiletics conference. I've never been to a conference focused solely on preaching before, and I enjoyed it immensely. We attended with New Hope ministers and pastors and got to connect with one another on the most meaningful parts of the conference. Calvary made it possible for me to attend; thank you Calvary!

I'm also a member of the Anti-Racism Team within the Euro caucus of the Evergreen Association (our regional affiliation). We meet once a month to work on our latest endeavors. I suggested a book study as a summer activity, and so I led two studies on the book *Trouble the Water*. It's really meaningful being a Calvary representative in this manner.

I was a class leader for the younger class at Vacation Bible School. Children's ministry is my background and a passion of mine, and I love supporting it.



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Pastor Rev. Alice Horner Nelson

As part of Anne's sabbatical coverage, I taught Tuesday Prayer & Study with Brian McLaren's book *Faith After Doubt* in early fall. I love leading small groups, don't get to do it enough, and I really enjoyed it.

Another meaningful summer project was preparing and organizing our presence at PRIDEfest. Gosh I love being at PRIDE. People are surprised to see a church at PRIDE, surprised to see a Baptist church, and surprised even more to see a female pastor. Some come up to me with tears in their eyes. All are encouraged. I created a fun photobooth activity for our visitors to remind them God loves them (**pictured below**).

In late summer, my work on a new church directory began. There was the signing up for photos process, finding those who didn't sign up and getting a submitted photo, and working to catch everyone. We had a rescheduled photo makeup day which was helpful in catching even more people. And then came the creation of the roster, making sure all the details were correct with everyone's personal information. It was an arduous task.

Another part of my job is welcoming our guests and visitors. I update our welcome bags, receive connection cards, and answer questions about our community. I wanted to give a shout-out to our ushers (**some pictured upper right**) who are key in welcoming new folks. While pastors are up on the chancel leading in worship, ushers are in the back making a first impression on visitors who walk through our doors.

Outside of work, my greatest joy was watching Felicity grow and develop and be cared for by her two church families. A personal highlight was her dedication at Calvary (**pictured right**), officiated marvelously by Pastor Morgan. Morgan researched all the children's workers' names at Heritage United Methodist (my husband's church) so they too could be included in the dedication. That was a delightfully meaningful pastoral touch.

Thank you for all meaningful experiences we have shared together in 2022 Calvary.



Communications

Our 2022 Web Presence Statistics

YouTube Channel

- 22,287 views
- 81 new subscribers
- 40% of viewers find us from websites and apps that embed our videos or link to our videos on YouTube (half of those viewers use a Google search)
- viewers from United States, United Kingdom, India, Cambodia, South Africa
- most popular video: How to Create a Prayer Altar in Your Own Home (8,013 views and 117 likes)
- 249 YouTube videos produced (89 services streamed, 160 videos made)

Our Website

- 11,126 new users (88.1%), 1,496 returning visitors (11.9%)
- two spikes in users - April 26 (669 users) post Easter, June 30 (697 users) post PRIDEFest
- users in United States, China, Canada, India and more
- 262 users found website through Facebook (Ads or posts)

Google Maps and Business Profile

Our church gets about 400-500 "business profile interactions" a month on Google (i.e. people looking us up on Google and Google Maps)

About 100 clicks to our website a month from Google

25 Google reviews with a 4.7 average star rating. Write a review of us on Google!

Top Pages on Our Website

	Landing Page ?	Acquisition		
		Users ? ↓	New Users ?	Sessions ?
		4,883 % of Total: 43.58% (11,205)	4,852 % of Total: 43.75% (11,090)	5,849 % of Total: 40.86% (14,314)
<input type="checkbox"/>	1. /	2,006 (39.62%)	1,964 (40.48%)	2,618 (44.76%)
<input type="checkbox"/>	2. /give	116 (2.29%)	112 (2.31%)	116 (1.98%)
<input type="checkbox"/>	3. /our-resources/we-are-hiring-a-facilities-operations-manager	99 (1.96%)	98 (2.02%)	116 (1.98%)
<input type="checkbox"/>	4. /about/leadership/staff	91 (1.80%)	69 (1.42%)	99 (1.69%)
<input type="checkbox"/>	5. /contact	75 (1.48%)	72 (1.48%)	77 (1.32%)
<input type="checkbox"/>	6. /about	67 (1.32%)	57 (1.17%)	73 (1.25%)
<input type="checkbox"/>	7. /about/what-we-believe	60 (1.19%)	58 (1.20%)	76 (1.30%)
<input type="checkbox"/>	8. /about/who-we-are	55 (1.09%)	51 (1.05%)	56 (0.96%)
<input type="checkbox"/>	9. /about/leadership	52 (1.03%)	50 (1.03%)	52 (0.89%)
<input type="checkbox"/>	10. /serve	52 (1.03%)	51 (1.05%)	52 (0.89%)

The "/" page is our home page of our website.

Staff Relations

Your Staff Relations (SR) team hit the ground running at the beginning of their term with Lori Grohskopf's submission of her resignation as Facilities and Operations Manager, Charles Hillig's subsequent resignation from his positions in Set-up/Security and Custodial, and Church Accountant Luwan Jones' expressed interest in reducing her hours and adding an Accounting Assistant to take on some of her duties. This resulted in setting up job postings with several sites online, assessing future requirements (including determination that a full-time Facilities and Operations Manager was appropriate to Calvary's needs for managing rentals, the building, and processes and procedures for both), revising job descriptions, drafting multiple levels of interview questions, assessing benefits plans and salaries, working with Resource Management to fund a portion of the Facilities and Operations Manager position from Building Use Fees, preparing employment offers/paperwork, and on-boarding new staff. This was an "interesting" market in which to recruit! Over the next several months, we were pleased to welcome Ye Ye Wong (Accounting Assistant), Ben Carroll (Set-up and Security), and Chad Lawrence (Facilities and Operations Manager) to the Calvary staff! Many thanks to our Interim Facilities and Operations Managers, Bill Warren (3 weeks) and Morgan Fletcher (3 months) who made the Facilities and Operations transitions as easy as possible given the circumstances.

Here are some other highlights of the year:

- Evaluated/approved Pastor Anne's proposed 2022 sabbatical dates and plan, and supported staff as needed through Anne's sabbatical
- Evaluated/approved Pastor Morgan's proposed sabbatical dates and plan for 2023
- Established a retirement savings plan through the Ministers and Missionaries Benefits Board for non-ministerial staff
- Created a template Service Agreement for Independent Contractors and added a Senior Sound Tech role
- Held a mini-retreat for core staff and SR members - introduced 2 tools, SWOT (Strengths, Weaknesses, Threats, and Opportunities) and RACI (Responsible, Accountable, Consulted, and Informed) that can be used in analyzing an organization, a situation, or a process/procedure and ensuing that selected solutions are successfully implemented
- Invited a different core staff member to attend each monthly SR meeting to learn about their activities, priorities, and goals, and offer support
- Pastors Anne, Morgan, and Alice updated their job descriptions after the end of the contemporary worship service was announced, to better balance their workloads and take advantage of each individual's strengths and preferences so that the team is stronger as a whole, as well as to absorb duties of the Pastoral Administrative Assistant - vacated by David Farwig November 1 - until such time as next year's budget is determined
- Returned Dr. David Farwig to 30 hours per week as Calvary's Director of Music but with some added duties related to the Order of Worship and Worship Planning

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Staff Relations

- Worked with our payroll provider to implement online time off accruals, requests, and approvals, eliminating use of manual calculations and manual time-off tracking; data cleansing undertaken as part of the process
- Implemented the Colorado Healthy Families and Workplaces Act (sick leave for all employees), ensured that tax deductions would begin January 1 for the new Colorado Family and Medical Leave Insurance program (under which benefits will begin in 2024), and revised Calvary's vacation carryover provisions to improve ease of administration
- Evaluated current health insurance plans, conducted a workshop with full time staff about their priorities for health insurance, and selected new plans for 2023
- Created a new cost-sharing model for staff participating in health insurance plans
- Communicated with congregation via E-News about various events related to SR matters
- Completed Pastor Anne's 2022 annual performance appraisal
- Created many potential iterations of the budget during the 2023 budget reconciliation planning process!
- Recognized Angela Leonard's 5-year anniversary as Children's Ministry Coordinator in September 2022
- Recognized Luwan Jones' 10-year anniversary as Church Accountant in October 2022
- We are grateful for the gifts and talents of Matt Nelson (vocals, guitar, & lead music coordination for Praise & Ritual) and Holly Holverson (pianist for Praise & Ritual), and upon the conclusion of that service in December and we wish them well in their future endeavors

It has been our pleasure to serve Calvary this year! As Chair, I would like to express my thanks to all members of the SR team for their invaluable input and assistance, and to the staff for being really easy to work with as well as flexible, creative, insightful, hard-working, responsive and all-around great people!

Beth Dickinson
Chair, Staff Relations

Stewardship

Our committee members were: John Kron, chair; Amy Kehew, Mimi Leonard, Estela Schweissing, and Kent Shira replacing Chuck Goertz.

The committee met a number of times via Zoom to accommodate member schedules and availability. We sent out With Gratitude notes to congregants who made initial pledges or increased pledges. New givers throughout the year were also thanked for their support.

Skipping a spring campaign in favor of a mid-summer push to “Clear the Bases,” we encouraged givers to “ketchup” on their pledges, and “relish” the chance to support Calvary.

The fall stewardship campaign brought in E. T. Call Holmes, Nancy Drew, Flossie of the Bobbsey Twins, Vacation Holmes (assisted by Colorado Jones), and Inspector Clouseau for “Time to INVESTigate Stewardship.” We encouraged the congregation to look closely at the compelling reasons to support Calvary’s ministries and missions, and to examine their own means to financially provide support.

The committee also scheduled twenty speakers to offer Moments of Gratitude during worship services throughout the year.

As always, the Stewardship Committee strives to inspire an attitude of gratitude throughout our congregation, and thereby encourage personal and material support for this church’s ministries and missions, now and into the future.

As John Kron completes his four-year term as the inaugural chairperson of the Stewardship Committee, he would like to thank all of the people who have served as members of this committee over the past four years, helping to define its mission and fulfill its commitment to Calvary’s financial strength: Rachel Chang, Todd Clough, Chuck Goertz, Amy Kehew, Mimi Leonard, Natalie Ralston, Estela Schweissing, Kent Shira, and Susan Wirt.

Submitted by John Kron



Anne's Stewardship Letter

Dear Calvary,

In these unprecedented times, thank you for having a “Spirit of Curiosity” about our life together at Calvary. Every time you engage with Calvary – in person, online, or out serving in the community – you are helping us rediscover what it means to be the “Church” in the world today. Each point of connection makes an impact. Without you, Calvary cannot live out our fullest expression of God’s love to the world. Getting curious about stewardship is an essential aspect of our faith as we respond to God’s faithfulness and blessings. So, let’s INVESTigate Stewardship, beginning with “The Five W’s:”

- **WHY?** We support Calvary because Calvary impacts lives in tangible ways. Ministries like Bootstraps and Blessings, Habitat for Humanity, and Family Promise help people who need food, shelter, a shower, or a smile. Bible studies, small groups, classes, activities for children and youth, worship services, and Midweek Devotions keep us connected. The upkeep of our beautiful facility provides a space for sacred connection and meaningful service. The support of our staff ensures we are moving forward in our mission and vision.
- **WHAT?** Stewardship is multifaceted and means something different to each of us. Merriam-Webster defines stewardship as “the careful and responsible management of something entrusted to one’s care.” Scripture reminds us that everything we have comes from God and all that we give has already been given to us by God (1 Chronicles 29:11-14). Because God has entrusted us with abundance it follows that it is our responsibility to respond faithfully by caring for our church, one another, and the community.
- **WHO?** We are grateful to, and reliant upon, YOU and the many people who give to Calvary financially. It takes money to make ministry happen. It also takes time and talent. Teachers,



volunteers, musicians, committee members, leaders, pastors, greeters, hospitality workers, ushers, artists, innovators, techies, thinkers, doers, fixer-uppers – all are essential, and their impact is immeasurable. Everyone is a steward.

- **WHERE?** Your giving has impact far beyond our church walls. Our partnership with New Hope Baptist Church to read with students at Stedman Elementary, our participation in organizations working for LGBTQ+ inclusion and racial justice, our outreach to children and families through Vacation Bible School and Trunk or Treat, our support of missionaries and ecumenical and denominational partners, and our loving care for our VIPs are just some of the ways your giving spreads God’s love far and wide.
- **WHEN?** Any time is the right time to support Calvary. And NOW is the time to prayerfully INVESTigate your financial commitment to Calvary for 2023. If you are curious about how your gifts will make a difference, look around at our beautiful building, think about the parts and people that create meaningful worship services and mission opportunities, and consider what this church means to you. Use the enclosed Giving Chart to INVESTigate how you might increase

Anne's Stewardship Letter

- your commitment as you are able. Calvary is a congregation-supported church. No gift is too large or too small.
- HOW? Please fill out the enclosed Commitment Card and bring it with you to worship on Commitment Sunday, November 13. You may also mail it to the church or drop it off in the office. To plan responsibly for our 2023 ministry budget, your Commitment is needed by Tuesday, December 6th.

In the “Spirit of Curiosity,” please join Damon and me in making a bold commitment to Calvary for 2023 and beyond. For 141 years our church has celebrated the abundance of God’s blessings through faithful financial giving. Your giving continues that legacy and builds upon it in ways that only God can yet see; how exciting is that!? How we INVESTigate stewardship today will determine how we INVEST in and INSPIRE lives tomorrow.

In the “Spirit of Curiosity,”

Rev. Anne J. Scalfaro, Senior Pastor

Church Council

For Calvary and our Council, 2022 was another year of exploring change and creativity within the world in which we find ourselves. Covid's lingering effects have meant a new reality for many churches, and Calvary is no exception. This year, we see the definitive markings of a new kind of congregation here to stay, the 'hybrid' congregation of both in-person and online worshippers. This raises new questions like "how do we include online worshippers at our common table, how do we welcome them to share their stories when they're not here under our roof?" When Covid began in 2020, our entire congregation was virtual, online, and now that we've gone back to the sanctuary we still find many online worshippers attend every week and wish to continue to do so. Our Council and staff have begun to look at what this means for our congregation, and what opportunities it creates for sharing God's word from the sanctuary as we continue to reach out to both local and non-local Calvary worshippers on YouTube.

Also in 2022, Calvary began the year with our brand new affiliation, the Evergreen Association of American Baptist Churches. Calvary became part of this new family at the end of 2021 and continues to grow its relationship with Evergreen, having taken part in the Association Annual Meeting here in Denver in October of last year. Last year also saw the hiring of a new Facilities and Operations Manager, Pastor Anne taking a sabbatical, and the sunsetting of The Gathering service on Sunday nights. Members of Calvary's staff stepped up in 2022, sometimes filling different responsibilities outside of their wheelhouse. It allowed for gaps to be filled in where they arose, such as with office duties after Lori Groskopf left, and pastoral care while Anne was out of the office, ensuring a smooth continuity of ministry and operations.

Facing 2023, our Council will discern the meaning of "What does it mean for us, as church leadership, to navigate changing times, knowing we serve God and lead Calvary? How do we help navigate these changing times?" This is germane to the Council as well as our committees of Staff Relations, Resource Management, Nominating, and Stewardship, all of whom worked hard in 2022 to put in many hours of work, ensuring the smooth operation of our church facilities and ministry.

As Council and committees consider the stewardship of our precious resources, these questions will lead us in our thinking, prayers, discussion, and decision-making for the year ahead. We know God's hand will continue to guide us!

Submitted by Rick Breitenbecher & Erin Gangloff,
Co-Moderators

Our Building

It seems like everything we used to know doesn't matter any more in our (post?) COVID hybrid world.

We were able to complete a lot of fairly big projects during the building closures, but alas, new things came along to demand our attention. But some of those large projects completed during the closure have benefited us greatly and allowed us to focus on some new areas.

It was also nice to see our building slip back into a more regular usage cycle. Following is a summary of major and minor projects done this year.

Major Projects:

East Wing Restoration – The last of the work from the previous year's February deep-freeze was finally completed. We are making very good use of this portion of the building with our building partner, the ACE group of Jewish Family Services (**handicap-accessible stairs pictured right**)

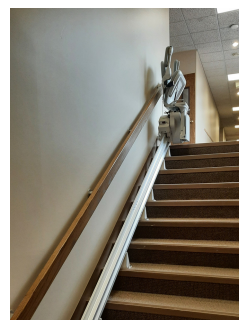
Foot of the Cross Courtyard – The pergola removal was completed early in the year and the general repainting is complete except for the columbarium. This was a big job and it will be good to put the final touches on it (**pictured on page 37**).

Prayer Room – This project feels like the FOTCC's little brother but it was big enough to be an entirely separate project. The old altar table was replaced with a tiled one, the walls repainted and floor recarpeted and the sound system was

replaced in a new location by the west pillar.

Main Sprinkler Manifold – This unit had incurred some serious damage during the winter and could not be repaired. This required a complete rebuild, which was completed in May.

Tree Removal – Volunteers Gordon Pelton and Roger Dickinson removed a small forest of dead trees along the Girard Street corridor. This short sentence completely fails to recognize what an onerous job this was.



continued on next page

Our Building

Minor Projects:

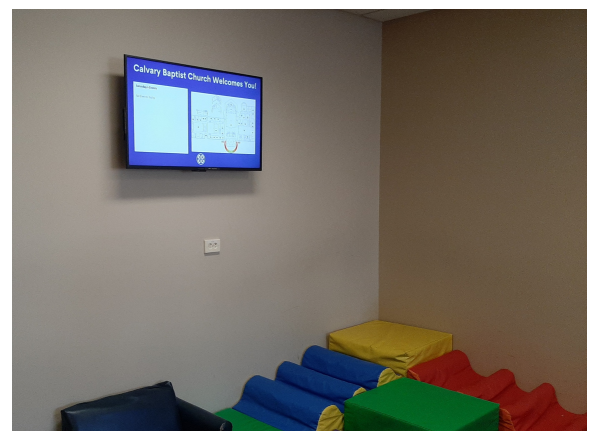
Some of the less involved items completed this year included:

- Replaced touchless faucets in main men's room.
- Replaced faulty ethernet run Northwest Hallway Wi-Fi service point.
- Added Ethernet connection hub to the chancel steps.
- Added tile to Chapel (**pictured right**)
- Ran cable and installed a service monitor in the Toddler's Room (**pictured bottom right**)
- Ceiling tiles in room 119 needed to be re-worked. Unfortunately, several hundred pounds of old tiles had been abandoned above the current drop ceiling and had to be removed.
- Replaced a toilet in main lady's room.
- Replaced faucet in Youth Lounge.
- Repaired security camera in fireplace room.
- Installed new water fountain in east wing.
- The livestream computer in the chapel was replaced with a more efficient and capable PC.
- Disconnected the main kitchen garbage disposal.
- Installed pulpit and lectern spotlights in the sanctuary.
- Performed some repairs on the Zoom carts.
- Replace failed light switches in north central hallway.
- Troubleshoot multiple electrical problems during Excel partial outage.
- Relocated key cabinets.
- Installed air conditioners in rooms 326 and 363.
- Cleared roof drains in several locations above east wing.
- Cleared long-term blockages in the sump drains for basement storage room and boiler room.
- Replaced urinal hardware in main men's room.
- Replaced fire doors in music room and closet 152.

It is important to recognize that a large portion of these tasks was accomplished through the efforts of volunteers who work out of a sense of dedication to Calvary. Anyone who works in Resource Management knows that many tasks and repairs are completed that never make this list. Many thanks to all of them: Ken DeHate, Beth Dickinson, Ian Fletcher, Bill Leonard, Tom Madden, Cory Crile, and particularly to Gordon Pelton, Calvary's Property Coordinator, whose tireless sense of dedication has resulted so many of these tasks being accomplished. Also, a shout-out is due to every one of you who choose to give up precious personal time to help our efforts to make Calvary better.

William Warren

Chairman, Resource Management



Our Building

FOTCC Pergola and Re-Painting Before & After



New Sound System in Columbarium



Foot of the Cross Courtyard

The Foot of the Cross Courtyard provides enough space for committal services with 20 or more family and friends. Even without the pergola, which was removed in 2021, it is a beautiful and welcoming space. The pergola was removed by **Bill Warren, Gordon Pelton and Roger Dickinson** and in 2022 they worked together to repair and paint the walls of the Courtyard, which are actually exterior church walls. This work was completed in 2022; the work remaining for 2023 is patching and painting the large stucco case that holds the columbarium niches.

The Prayer Room was completely renovated during 2022, giving it a fresh, clean look – with this work also expertly performed by Bill, Gordon and Roger. By definition, a prayer room is a “shared space,” but this one is further “shared” because it is connected to the Courtyard via the Nana Wall (described below). It supports committal services in the Courtyard and stores supplies used by the Columbarium Committee.

The Nana Wall. The 3-section glass wall that connects the Prayer Room and the Courtyard folds against the inside wall of the Prayer Room. The open, combined space is useful for interments and other occasions. HOWEVER, the Nana Wall is fragile, easily broken and expensive to repair. A large laminated diagram of how to safely use the Nana Wall is on the shelf of the bookcase beneath the Book of Remembrance. Please use that guide to open and close the Nana Wall door. For assistance, contact Corry.

Two Projects in Process

Pergolas have, in 2022, become important outdoor features in both residences and commercial properties. Larry Jenks, our architect who designed the first pergola in the FOTCC, has followed up on suggestions about designs, materials, and related costs; consulted with Carl Mangone, structural engineer; researched interesting designs that might work for the shape of our space, and created a unique design that remains on the drawing board. More in 2023. **(See Pergola before and after on page 37.)**

The Plaque of Names of Those Interred in the Common Urn is running out of space. Larry has designed a larger replacement piece that will look much like the Wall of Remembrance with the inscription Resting Together as the Body of Christ. Cost and funding will be addressed in 2023.

Increased interest in the Common Urn prompted the creation of an illustrated guide to **Preparing the Common Urn for an Interment**. This is primarily for committee members who are called on to staff a Common Urn service.



July 24, 2022, the Berglund family places Edythe's cremains in the Common Urn, joining her grandson Brandon. Brandon was the first interment in the Common Urn, July 18, 2009.

Foot of the Cross Courtyard

2022 by the numbers

- 4 interments in Columbarium Niches: total # of people interred in niches is now 49.
- 65 of the total 153 niches have been purchased – 88 remain available for purchase.
- 5 people were interred in the Common Urn in 2022, a total of 13 to date. In the fullness of time, 7 more will be committed to the Common Urn.

Interments in Columbarium Niches

Dave Crane
Glenn Hill
Bill Armstrong
Betty Ellis

Interments in the Common Urn

Carl Ramay
Barbara Ford and her mother Alla Tchikoff Ford
Edythe Berglund
Tyler Vesti Martinson

Wall of Remembrance

At the passing of Ruth Shanklin, her years of birth and death 1925 – 2022 were added to her inscription

Donations and memorial gifts help make possible annual professional maintenance, replacement of plants, and repairs. Gifts also help build a reserve to provide for the Columbarium in decades to come. This year gifts were given by Brenda and John Goodman, Rita and Brad Berglund, Judy Griswold/the Jane Doris Lehmann Charitable Fund, Corry and Phil Doty, and Korrie and Spencer Armstrong.

Bequest. Glenn Hill was a Founding Member of the Columbarium Committee, involved from our earliest meetings. He took many assignments and offered useful advice. Even when age precluded regular participation, his strong interest in the Columbarium remained. As we mourn Glenn's death, we celebrate his life of ministry and service, and we are grateful for Glenn's final gift, a bequest of \$14,836.53 to the Columbarium Fund.

Professional Support. John Paul Malik, Landscape Horticulturist, provides spring, autumn and as needed service to the Courtyard: all plants, irrigation system, water feature, lighting. This summer Denver experienced a high level of insect infestation. John Paul identified leafhoppers, aphids, thrips and more. He recommended a strong insecticide and provided safe spraying instructions. Beginning July 19, Corry sprayed 3 times and John Paul cleared out dead leaves.

Committee Members are active participants in all the tasks needed to maintain Courtyard excellence and professionalism of operation. Anne Michel retired after 16 summers of work in the FOTCC – thank you, Anne! These friends are recognized with gratitude for their service in 2022: Carmelita Hammon, Corry and Phil Doty, Judy Griswold and Jon Mikesell, Karen and Ken Pinkham, Larry Jenks, Lorri Burck, Marie and Jim Dykes, Susan and Kent Oakes, Mary and Jack Hulst, Walter Rowell and David Peterson.

2022 Columbarium Fund Financial Report is available from Carm Hammon or Corry Doty.

Submitted by Corry Doty



Pastor Rev. Morgan C. Fletcher

2022 has been one of the longest and shortest in my time at Calvary. A personal highlight for our family took place on the first Sunday in January when we finally were able to dedicate both of our children. We had delayed it due to Covid-19 shutdowns or high numbers and January 2 was this liminal space as we felt we had a window of opportunity to dedicate both Julian and Mavis.

Then the following week church leadership had the hard decision to respond to hospital bed numbers and positivity rates of Covid-19 by going back to online ministry for the remainder of January and all of February. The second shutdown of the building was the first time several of my ministry areas felt the impact of shutdown. The main ministry area to be impacted was youth group. After January and February it was really hard to regain momentum. Students were still engaging in various ways – volunteers to run worship slides, helping in the nursery, support VBS, lead in worship, hold roles in the Christmas Tableau.

Our small group leaders were flexible with the changes, with all but one moving back to online gatherings throughout the two month online ministry. With the reopening of the building ministries shifted back to meeting in person or resuming hybrid gatherings. Two of our groups met solely online, four met in a hybrid capacity, and the others met in person only. Each group finding their own practices that worked best for them.

In the middle of March there was a shift with our Facilities and Operations Manager position and due to a baseline knowledge it was assessed between Pastor Anne, Beth Dickinson (Chair of Staff Relations), Bill Warren (Chair of Resource Management), that I would serve as interim FOM while the search for a new staff member took place. From late March to early July I learned more than I ever thought I would have about our 48,000 square foot building. Two highlights of my learning is how to reset the boiler and ensuring the Share Drive (the cloud database staff uses) would



Pastor Rev. Morgan C. Fletcher

survive staff transitions. Many thanks to Bill Warren and team for their constant support as I named my gaps in knowledge, skill, and resources.

During the Spring we had our first baptism since the 2020 shutdown and it was a joy and privilege to baptize three of our church members. Then in July Chad Lawrence started working full-time in the role of Facility and Operations Manager and a few days later Pastor Anne went on Sabbatical.

Several memorable moments in supporting Pastor Anne's sabbatical coverage were: supporting Denise Wylde and Debbie Honeker (and Susan Oakes from First Plymouth) with our first host week with Family Promise since 2019; continuing to learn from the skill and wisdom of Luwan Jones (church accountant), Virg Musil (chair of Finance committee), Beth Dickinson, and Bill Warren as I was their staff contact; leading staff gatherings – which has continued post sabbatical coverage; preaching on Gathering Sunday and the first Sundays on a new sermon series; beginning our midweek prayer and devotional videos.

The end of Fall and end of the calendar year were marked by a shift in my role with missions – now serving as the pastoral point for any of our mission partners or ministries that take place onsite at Calvary or are learning focused. It was a joy to have our Fall Connections Class with nine new regular attends or new members attending. Every year I get

to work with our amazing Children's ministry coordinator Angela Leonard. She is flexible, creative, and a wonder with children. This year it was a joy to see her oversee VBS, Trunk Or Treat, and Parents' Afternoon Out. Each a meaningful outreach to the surrounding community. Christmas Eve 4pm held a tableau telling of the Christmas story and we had members of church council as our shepherds because they help shepherd our congregation, and members of resource management as angels because they are often the angels who fix our building, among many others who beautifully captured the story of the Christ Child's



birth. And throughout this whole year I wouldn't have been able to support staff openings or sabbaticals without the amazing volunteers who lead our small groups, work in the front office, and care for our building – to all of you thank you, thank you, thank you. And an extra thank you to my amazing colleagues who do wonderful work in a time in church life in the States that is shifting in unprecedented ways. It is a joy and gift to work with you, serve alongside you, and live out the Gospel with you.

Faith Formation

Tuesday Prayer & Study Group

The group, of approximately 15 women and men, has stayed strong and ready to learn during 2022 on Tuesday mornings from 9:00 - 10:00 a.m. We've continued a combination of Zoom, in-person and a quarterly social, as health and weather permit, so we can stay personally connected. We continued to look at a variety of books/topics to select and study throughout the year. We began each gathering with specific prayers for family, friends, church members and world issues. We were blessed to have Pastor Anne, and Pastor Alice facilitate our group as we read and discussed the following books:

- *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together*, by Heather McGhee
- *The Peacemaker's Path: Multifaith Reflections to Deepen Your Spirituality*, by Jerry Zehr
- *I Never Thought of it That Way: How to Have Fearlessly Curious Conversations in Dangerously Divided Times*, by Monica Guzman
- *Faith After Doubt: Why Your Beliefs Stopped Working and What to Do About It*, by Brian McLaren
- Currently we're reading *The Biblical Book of Hebrews* and *Hebrews* commentary by Anne Scalfaro and Andrew Daugherty

Contact Judy Griswold, jgandjm@aol.com, if you'd like more information about joining the group.

Submitted by Judy Griswold

Calvary Book Group

Calvary Book Group is in its 37th year. It meets the third Monday of the month at 7:00 pm. Everyone is invited. We meet 8 times a year. The February book is entitled *The Night Watchman* by Louise Erdrich. It is led by members of the group each session. We currently meet on zoom. Judy Griswold is in charge of the email list and Gordon Kieft coordinates. Contact Judy or Gordon for more information.

Tuesday Bible Study

In 2022 Tuesday Bible study continued to meet in a hybrid fashion with roughly half the group joining via zoom and the other half in person on a given week. Our studies included: *The Words of Jesus* by Phyllis Tickle; *Wholehearted Faith* by Rachel Held Evans; *Everything Happens for a Reason - and other lies I've loved* by Kate Bowler; *The Very Good Gospel* by Lisa Sharon Harper.



Faith Formation

Caritas Class

Thank goodness Covid subsided this year, and most of us were able to meet as a Hybrid Class because of our teacher Rev Daniel Schweissing and Diana McGahan as Zoom tech.

In the Spring we studied the Psalms. In the Fall, we studied the Biblical Book of Hebrews plus *Hebrews* (Preaching the Word Commentary) by Pastors Anne Scalfaro and Andrew Daugherty.

Our big social event was a classroom Christmas Brunch with guests Pastor Anne and Ben Carroll.

We enjoyed festive decorations, great egg and sausage casseroles, yummy fruit breads and cookies. Seventeen classmates celebrated joyous fellowship around a big table.

Our Caritas leadership team this year: Teacher, Rev. Daniel Schweissing; President, Karen Pinkham; Sunshine person, Sara Sieker; and Treasurer, Ken Pinkham.

Submitted by Karen Pinkham

Explorer's Class

Calvary's seniors class resumed regular Bible Study in March. We use Judson Press "Journeys" as a resource. But that resource is greatly embellished by the depth of Biblical experience shared by Calvary's most senior (since 1976!) teacher Larry Davila.

Members Phyllis Bennett and Lee Shultz are home-centered and missed. And we have a new member, Allison Matthews. Judy Goldman serves as secretary/ treasurer. We made donations to Bootstraps, Family Promise and the Youth program. Submitted by Walter Rowell

Koinonia Class

Our class once again celebrated each other by caring, sharing, and loving. We mourned losses, made meals, sent cards and prayed for each other. Meanwhile, we studied God's word, hoping to learn

what God has for each of us in our daily lives. We read Richard Rohr's book "The Universal Christ" and found that Christ means so much more than Jesus. We also enjoyed our usual potluck breakfasts and welcomed some new members. Our weekly offerings helped support Bootstraps and Blessings, Family Promise, and Calvary's Emergency Fund. Our leaders are John Kron and Libby Johnson.

Submitted by Libby Johnson

Ribbons

The class continued to meet in a hybrid capacity where we gather socially via zoom on the first Saturday of the month and gather for our discussion on Richard Rohr's *Falling Upward* on the third Sunday of the month onsite at Calvary and via zoom. Being able to meet in the adjusted capacities post-shutdown has been meaningful to our class.

Voyagers Class

We started with *Laugh Like a Kid Again* by Phil Callaway. With Biblical citations in every chapter, his thesis is to "Live without regret and leave footsteps worth following". We followed this by studying the book of Hebrews by reading the commentary written by Anne Scalfaro and Andrew Daugherty, with Pastor Anne leading us one Sunday. It was interesting to read how the book's author wanted to get "the Jesus story" straight in light of all the separate beliefs that had arisen since his death. Next was *Freeing Jesus* by Diana Butler Bass: *Rediscovering Jesus as Friend, Teacher, Savior, Lord, Way and Presence*. She spent her career studying many of the ways people think of Jesus. Currently, we are watching a video series by Bart Ehrman called *The Historical Jesus*. We are learning about the many ways the Jesus story has been remembered and passed down.

Children's Ministry

Easter Sunday: Over 1,000 eggs filled, lots of candy donated. Children participated in Easter crafts before worship

Vacation Bible School: 25 children registered for VBS and 16 adults. Discovery on Adventure Island, the Quest for God's Great Light. Kids 4-12 spent a whole week at Calvary building friendships, playing games, creating snacks, Science experiments, crafts, recreation, and worship. *Save the Date* Vacation Bible School 2023 will be June 26th-June 30th!

July All Church Gathering: 4 youth, 1 child

Trunk OR Treat: Around 125 community visitors came to Calvary's parking lot for Trunk or Treating, games, Cupcake walk, photo booth, and snacks. We had 19 vehicles participating and dressing up to hand out candy.

Parents Day Out: 10 kids, 9 volunteers. Spent the day playing Christmas games, creating gifts for families, crafting, lunch, and Christmas Movies.

Christmas: Children were invited to attend the adults Christmas Concert followed by crafts and cookies to decorate.

K-5th Graders (on a typical Sunday): 10

3-5 Year Olds: 3

Infant-toddler: 6



Student Ministry

Experiencing the Divine in Nature



Games at Summer Retreat



Ice Skating in Parker



Ice cream run



Walking a labyrinth in Evergreen



Above & Below: Garden of the Gods Hike

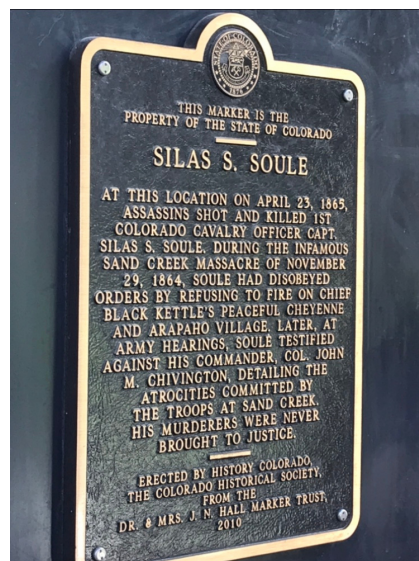


Hike in Evergreen



Facing Racism Alumni

We did a field trip in Downtown Denver (historic markers for Preston Porter lynching, Silas Soule assassination, Hop Alley riot) way back in Oct. 2021. Our field trips in 2022 were a walking tour of historic Welton Street in Five Points Cultural District (Oct.1) and a weekend trip to southeast Colorado (Oct. 29 at Granada Museum and Camp Amache National Historic Landmark, Oct. 30 at Sand Creek Massacre National Historic Site). Hank Wyeno spoke to us at Calvary on Sept. 25 about the experiences of Japanese-Americans who were sent to the Granada Relocation Center (Camp Amache). All of these 2022 experiences were open to other Calvary members and friends.





Rev. Mary A. Hulst

Pastor Emerita & Pastoral Associate

As I write, Jack and I have just completed the fourth quarter deliveries of a small treat for each of our VIP's - Calvary's Very Inspiring People. They are that. The 41 VIP's on my list fit that label. They are resilient, courageous, strong, flexible, hopeful and a joy to be around.. It was Henry David Thoreau who said, "The language of friendship is not words but meanings." These incredible people, for whom I care so much, and love so deeply, are special friends who add joy, hope, and love to my days-what meaning that is. They do inspire me. The real grief of this past year was losing 10 of these special saints.

Quarterly Jack and I (great to have a personal chauffeur) do a whirlwind trip to see all VIP's, Over parts of 6 days, we made 40 stops and delivered 58 packets of "Snowman Soup" A recipe poem and packet that included everything needed to make a very special mug of hot chocolate. There were packets for the VIPs plus all in the household, where needed. I am so grateful for the help of Lakshmi Muniswamy, wife of Babu Bachu, who helped assemble these gifts. Quarterly gifts have included homemade muffins, homemade applesauce, lots of cookies from my kitchen and a variety of trail mix recipes. We covered 277 miles to get to all on this round.

In addition to this last round of visits to VIP's, I have made 551 personal visits in the course of this year, I have actually not recorded all phone visits, though there have been many. Our CRV Red Honda has traveled 2,021 miles on these visits this year.

With the beginning of the weekly newsletter, I have sent copies to the VIPs who are unable to access a computer. It is such a valuable way to make connection with folks unable to be in church regularly. Alice Horner-Nelson produces and edits that exceptional tool of communication.

I value the times I am able to participate in a memorial service and pay tribute to those I have loved and for whom I have cared. I have shared in eight services this past year. Periodic Sunday worship participation is also a joy for me.

I continue to be so grateful for the opportunity to serve at Calvary. My thanks to Anne for her stellar, faithful and creative leadership and her welcome to me. It is pure delight to serve with Anne, Morgan, Alice, David, Chad, Angela and Ben and what a gift Marlys Marshall has been for me for 29 years. They are all friends who add meaning and joy to my days.

With Gratitude and Blessings,
Mary



2022 Connect

Calvary's Men's Group is led by the Steering Committee whose function is to organize and support the Men's Group purpose of Fellowship, Education, and Missions. The Group meets the last Friday of each month to share a program, lunch, and connect socially with one another to promote Christian Fellowship. In 2022 we hosted these programs: a zoom from a Holocaust Survivor, March Madness presentation, a Serious Look at Comedy, the 5th annual Picnic and Cornhole Tournament, 2 Alzheimers Association presentations, a presentation from the Colorado Golf Association with a Putt-Tac-Toe Contest, and a tour of the Centennial Airport Tower operations.

In 2022 The Men's Group initiated the Dave Crane Scholarship fund to provide a monetary award to a Calvary youth who is continuing their education. This reward recognizes Dave's interest and support of Calvary, in particular his affinity for our youth programs and deserving students. This a yearly award and is funded by donations from the Men's Group, the Calvary congregation, and friends of Dave Crane.

We are working on our 2023 schedule and invite all Calvary men and their guests to come to our programs and luncheon.

-Submitted by Mick Davey

Lunch Bunch

This all-inclusive monthly lunch activity began again in 2022 after time off during the pandemic. It quickly became popular with about 25 people attending each month (not all the same people each time). All Calvary-connected people are invited through the E-News and Sunday notices, and once they've indicated an interest and given co-leaders Ken Pinkham and Nancy Hoffmaster their email addresses, they receive invitations each month. The lunch gatherings are at different restaurants and people attend as they can. It is a perfect way to stay connected with our Calvary friends. It is truly "open to all, closed to none" as long as the reservation is made in time.



Calvary Film Group (aka BFF-Baptist Film Fanatics)

The Calvary film discussion group had a great year in 2022 with monthly meetings on Zoom January-May and September-December. None of us are film experts so we shared leadership by choosing a film (mostly from online streaming sources such as Netflix or Amazon), researching it, and then facilitating the discussion with trivia, background information, and questions about the personal impact of the film. About 10-15 people, including a couple of "remote" CBC members, were faithful in participating by seeing the film on their own and being present for the discussion. Some of the films we looked at in 2022 and discussed were "Philomena", "Don't Look Up", "Belfast", "Field of Dreams", "Tenet", and "The Woman King". The group will continue to meet by Zoom on the 4th Friday of the month from 6-7:30 p.m. on Zoom and all are welcome to join us. Watch for future announcements in the eNews and Sunday Order of Worship.



Missions Giving Supported in 2022 Budget

Missionaries: Joyce & David Reed, Dwight & Barbara Bolick, Lauran Bethell

National Missions Support: American Baptist Churches USA (Evergreen Association)

Local Missions Support: Family Promise of Greater Denver, Jewish Family Service, Kentucky Circle Village, Habitat Helpers

National Justice & Advocacy Support: New Baptist Covenant, Baptist Joint Committee, Association of Welcoming & Affirming Baptists

Local Justice & Advocacy Support: Interfaith Alliance of Colorado, Calvary/New Hope Partnership – Racial Justice, PRIDEfest, Colorado Faith Communities United to End Gun Violence, Soul 2 Soul Sisters

Mission Response: The Center for Ministry, Instruments of Praise (Nicaragua)

(See the 2022 Financial Plan for descriptions of these organizations)

Over and Above Missions Giving in 2022:

Donations to Calvary Family Emergency Fund in 2022 = \$14,137.00

Donations to Bootstraps & Blessings in 2022 = \$2,911.00

Money Earned for Bootstrap & Blessings from
Calvary Members & Friends Shopping
at King Soopers and Safeway = \$2,671.75

Donations to Family Promise Restricted Fund = \$1,455.00

Donations to Habitat for Humanity Restricted Fund = \$1,650.00

America for Christ Offering = \$2,859.00

One Great Hour of Sharing Offering = \$3,560.00

World Mission Offering = \$1,833.10

Retired Ministers & Missionaries Offering = \$2,386.10

TOTAL "Over and Above Missions Giving" = \$33,462.95*

*This does not include in kind donations for Bootstraps & Blessings, Family Promise, or Stedman Elementary

Missions Committee

During 2022, Calvary continued its monthly financial support for David and Joyce Reed (global consultants for spiritual formation), Lauren Bethell (global consultant for human trafficking), and Dwight and Barb Bolick (Latin America regional consultants for economic development and ministries to at-risk women and children).

In addition to line-item monthly financial support, the Missions Committee designated the 2022 World Missionary Offering to the Reeds' and the Bolicks' ministries (dividing it 50/50 between each missionary unit) in order to help them both meet their fundraising goals for this year.

In conjunction with the ABCRM Region Meetings, Calvary enjoyed a visit in September from Ketly and Vital Pierre, missionaries to the Dominican Republic, and Pastora Escarlet from Bethel Baptist Church on the Atlantic Coast of Nicaragua. Over dinner in the Fellowship Hall, we got better acquainted with our guests and, then, they gave a brief presentation about the ministry in both of their respective countries. In addition, we raised \$153 to support the purchase of musical instruments for the children's and youth ministries at Bethel Baptist Church in Nicaragua. This small contribution was part of a larger project supported by our sister-churches in the ABCRM.

For 2023, the Missions Committee looks forward to organizing missionary visits—either virtual or in-person—from one or more of our missionaries.

Respectfully Submitted,

Rev. Daniel M. Schweissing
Missions Chair



2022 Bootstraps & Blessings

Bootstrap and Blessings continued to serve our unhoused neighbors through Covid outbreaks and a tumultuous 2022, thanks to our great volunteers and donations from our church congregation.

From January 3, 2022 through December 19, 2022, we had 314 guests/969 visits, who took 415 showers and did 212 plus loads of laundry. Of those guests, 19 said they were Veterans, 40 said they were disabled, and 189 checked that they were homeless. An additional 214 persons who were part of our guests' families may have benefited from our services. Several volunteered that they were looking for jobs and we are adding that as a question on our intake form.

1396 \$5 King Soopers cards (\$6980 value) and 1142 RTD passes (\$1598.80 value) were given out in 2022. Compared to 2021, both the # of Kings Soopers cards and RTD passes given out more than doubled.

During 2022, we had to call 911 for a longtime guest who later returned to thank us. We have added Narcan as a emergency backup to use while we call 911. We also had one guest bring in a large knife and have since added a note on our intake form that neither drugs or weapons are allowed inside the church. At our appreciation meeting for our volunteers in September, we reviewed our procedures and came up with some new solutions. In December and early January, we again served lunch, thanks to the generosity of our church members.

During 2022, Bootstraps revenue income from King Soopers and donations totaled \$5582.75. We spent \$8221.82 on supplies, RTD and King Soopers cards, resulting in a net loss of \$2637.07. Fortunately, our funds from prior years enable us

to start 2023 with \$16,091.56.

We had 22 volunteers, lost two and got two new ones. They are:

Ben Carroll	Geraldine Saunders-
David Peterson	Cooks
Bill and Cindy Ponikvar	Walter Rowell
Allison Szabelski	Angelique Watts
John and Kathy Kron	Diana McGahan
Gordon and Beth Kieft	Pat Westcott Hagen
Mary Hulst	Margaret Weijers
Nancy Hoffmaster	Laurel Weingarten
Linda Jagger	Margie Jonell
Estela Schweissing	Nadou Lawson

We have been fortunate to have such a great team of volunteers who often recruit their family members to help. We also are thankful for the young woman who needed service hours who cleaned out the storeroom and to our Bill Warren, Gordon Pelton and other staff who kept everything running.

Bootstraps and Blessings' 10th anniversary will be in February 2023. Thanks to Mary Hulst for creating this mission and the vision of she and others to make it successful and sustainable.

Pat Hagen and David Peterson



Stedman 2022 Reading Program

Stedman Reading Program 2022

Due to Covid, the Stedman Reading Program was put on hold for almost a year and a half. The decision was made that we would put together gift bags for all the third graders at Stedman and have an end-of-year party for the students since we had not been able to meet with them in person. One day in May, 2022, we delivered 70 bags filled with books, notepads, crayons, games, word search books, etc. The children gathered on the front lawn of the school and Becky Whitaker told a story that kept the attention of 70 9-year-olds!

During the fall we began the recruitment process of finding more volunteers from both Calvary and New Hope Baptist Church. After a training session in October and renewing our background checks to be able to work within the DPS schools, we have had reading days every other Friday with a room full of excited third graders. Calvary has had 9 volunteers and New Hope has had 7 volunteers during the fall. Anne Comstock and Margie Jonell are the coordinators from Calvary and Gail Pough is the coordinator from New Hope.

We have been told that reading scores have increased as a result of these special reading days. Perhaps the greatest benefit for the children is that they can work one-on-one with a caring adult who listens and takes an interest in them. The reading program also helps our two churches build relationships with each other.

Margie Jonell
Anne Comstock



Thank You Marlys Marshall

Marlys Marshall, our head office volunteer, retired from her position after 29 years. We celebrated her retirement at the end of December with people who have served in different positions with Marlys over the years. It was a true testament to her volunteer legacy!



2023 Leadership

**Term Ends January 2025
(New Term or Position)**

To Be Voted On at Annual Meeting 1/29/23

First Term

At-Large Council Members

Sarah Brooks
Barbara Carter
Ryan Robinson
Corry Doty

Nominating Committee

Jim Comstock, Chair

Staff Relations

Debbie Rohrer

Council/ Church Officers

Cindy Ponikvar, Church Treasurer

Stewardship

Natalie Ralston, Chair
Kent Shira
Susan Wirt

Finance Committee

Vonda Liming, Memorials Coordinator

Resource Management

Cory Crile
Diane Newcom
Topher Palmisano

Second Term

At-Large Council Member

Christine Zeiler

Stewardship Committee

Mimi Leonard

Finance Committee

Nancy Chick
Del Walker

Resource Management

Ken DeHate
Ian Fletcher

2023 Elected Leadership Listed by Council and Committee

Council

At-Large Council Members

Sarah Brooks
Barbara Carter
Allie Hulst
David Peterson
Bill Ponikvar
Ryan Robinson
Corry Doty
Christine Zeiler

Specified Council Members

Beth Dickinson, Chair Staff Relations
Jim Comstock, Chair Nominating
Natalie Ralston, Chair Stewardship
Bill Warren, Chair Resource Management

Council/ Church Officers

Rick Breitenbecher, Co-Moderator
Erin Gangloff, Co-Moderator
Judy Griswold, Church Secretary
Cindy Ponikvar, Church Treasurer

Committees

Nominating

Jim Comstock, Chair
Margie Jonell

Finance

Cindy Ponikvar, Church Treasurer
Steve Brooks
Nancy Chick
Kevin Jonell
Vonda Liming, Memorials Coordinator
Del Walker

Stewardship

Natalie Ralston, Chair
Mimi Leonard
Estela Schweissing
Kent Shira
Susan Wirt

Resource Management

Bill Warren, Chair
Cory Crile
Ken DeHate
Ian Fletcher
Bill Leonard
Tom Madden
Diane Newcom
Topher Palmisano

Staff Relations

Beth Dickinson, Chair
Larry Davila
Linda Fischer
Nancy Johnson
Debbie Rohrer

Retiring from Elected Leadership

Council/ Church Officers

Virgil Musil, Church Treasurer

At-Large Council Members

Jim Armstrong

David Ferguson *

Diana McGahan

Becky Worford

Steven Wang

Nominating Committee

Walter Rowell, Chair

Sara Sieker

Resource Management

Gordon Pelton, Property Chair

Finance Committee

Virgil Musil, Chair/ Church

Secretary

Beth Kieft, Memorials

Coordinator

Staff Relations

Jacob Goertz *

Stewardship

John Kron, Chair

Chuck Goertz *

Amy Kehew

• Resigned

