

**Calvary Baptist Church of Denver**  
**Church Council Minutes**  
**September 20, 2023 – 6:30 p.m. MT – Zoom**

- Present:** Rick Breitenbecher, Erin Gangloff, Judy Griswold, Cindy Ponikvar, Beth Dickinson, Jim Comstock, Natalie Ralston, Barbara Carter, Allie Aoyagi, David Peterson, Bill Ponikvar, Ryan Robinson, Christine Zeiler, Corry Doty
- Staff:** Senior Pastor Anne Scalfaro, Pastor Morgan Fletcher, Pastor Alice Horner Nelson
- Absent:** Sarah Brooks, Bill Warren
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**Call to Order and Review of Agenda (Erin Gangloff, Co-Moderator):**

- Called meeting to order at 6:33 p.m. (MT)
  - Reviewed agenda.
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**Prayer Time (Pastor Alice Horner Nelson):**

- Made additions to the most recent prayer list.
  - Centered Council's thoughts through intentional breathing, shared a blessing “For This Tired Day,” and prayed.
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**Approval of August Council Minutes (Erin Gangloff, Co-Moderator):**

- Asked if there were any changes or additions to the Minutes that had been sent out. There were none.
  - August Minutes were approved as read.
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**Financial Report for August 2023 (Cindy Ponikvar, Church Treasurer):**

- August Financial Review:
    - Total Operating Revenues were \$36,957.54
    - Total Operating Expenses were \$70,172.74
    - Net Operating Loss as of August 31, 2023 was \$33,215.20
  - Provided a Year over Year (2022/2023) report as of August 31
  - A question was asked about what is in the “Earned Income” line item.
    - Cindy explained that Earned Income has sub accounts including Building Use Fees; Fee Income, and Other Income. In particular, Building Use Fees (the largest of the Earned Income items) are funds that have been allocated to the Operating Budget. The total annual allocation is \$21,600 spread over 4 quarters at \$5,400 each quarter.
  - Barbara Ford’s \$30,000 bequest is still in the operating budget in an unrestricted fund until designated for use. The money will be moved from the operating budget at the end of the year.
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## **Committee Reports**

### **Staff Relations (Beth Dickinson, Chair):**

#### Committee Updates:

- Staff Relations gave Anne the month off as the rest of us planned and organized her 15th anniversary celebration. Hopefully you will all be able to attend this coming Sunday, September 24, after worship!

#### Upcoming:

- We will be having a baby shower for Angela Leonard on October 15 following worship. Plan to attend – there's no Bronco's game that Sunday!
- We expect to hear about our medical rates for 2024 in the coming month or two and will need to address any required rate and plan changes.
- There will likely be additional budget iterations forthcoming!

### **Resource Management (Bill Warren, Chair):**

#### Committee Updates:

- Rebuilt streaming computer in sanctuary due to SSD failure
- Removed dying tree in ACE playground
- Added security camera at Southwest door
- Replaced failed computer in accounting office
- Hanged Marvel Fisher paintings in room 119
- Replaced small sink in west side of kitchen
- Painted over graffiti in chapel/sanctuary courtyard
- Cleared dryer ducts in bootstraps area
- Installed door sweeps in Youth Courtyard

#### Upcoming:

- Removal of weeds and refresh of mulch between chapel and sanctuary
- Preparation for winter (blow out sprinklers, replace batteries in temperature sensors, etc.)

### **Stewardship (Natalie Ralston, Chair):**

#### Committee Update:

- Fully immersed in planning for this fall's Stewardship Season.
- Moment of Gratitude speaker planning continues.
- Committee member Mimi Leonard has written thank you notes to three new donors since our August Council meeting.
- As Stewardship Chair, Natalie continues to participate in the Financial Wellness insight group (next meeting in October to discuss feedback from the August ILT Forum).

#### Upcoming:

- Fall Stewardship Season: October and November 2023

### **Nominating (Jim Comstock, Chair):**

- No report.
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## Staff Updates

### Rev. Alice Horner Nelson, Pastor

#### Big Picture:

- As always continuing to create communications about ways to plug in, worship events, prayer requests etc. Website has been updated with new fall information.

#### 2-3 Items of Focus for the Upcoming Month:

- Leading Tuesday Bible study through "Sermon on the Mount" by Amy Jill Levine
- Helping small groups launch their fall activities by promoting their activities
- Reaching out to Connect 2 participants to see if any are interested in providing testimonies
- Helping the Accounting department make the complete switch from Pushpay to Vanco (you'll see communications about this in the coming weeks)
- Along with Pastors Anne and Morgan - brainstorming possibilities around lay leadership structure with members of Council/Exec Team of Council and ILT

#### I am Excited About:

- Bill Warren, Cody Crile, and Tom Madden got some fantastic drone footage of our campus. I'm figuring out how to feature it on our website. I have wanted a drone to use for video for YEARS because of the lovely interlay of the mountains with our cross. This was a fantastic surprise from our tech team.

#### Something I need help dreaming/workshopping/brainstorming/thinking through:

- Thank you for your feedback on newsletter frequency at the August meeting. We are back to a weekly newsletter. I'm grateful to know our publications help you feel connected!

#### Random item(s):

- For awareness, many of those we invited to our fall connections class weren't able to attend since fall is so busy for them. We have postponed until Lent (Feb 18, Feb 25, March 3).
- Assisting Pastor Morgan in securing details for our January congregational retreat.
- Insight Leadership Team:
  - I have a meeting scheduled in October with a few ILT members to discuss the feedback received at the August 27 forum on how people would like to receive financial information about Calvary (what types of information, what format it's communicated, etc.)
  - I created a new FAQ page for the ILT on our website.

### Rev. Morgan Fletcher, Pastor

#### Big Picture Priority:

- Beginning Missions Evaluation with Kevin Jonell & Rick Breitenbecher as part of the strategic process of the discernment insights around Lay leaders and staff well being. This is already naturally happening within the rhythms of Bootstraps and Blessings and Family Promise.

#### 2-3 Items of Focus for the Upcoming Month:

- Staff development with Rev. John Ballenger

- Celebrating Pastor Anne (15<sup>th</sup> Anniversary) & Ms. Angela (Baby Shower)
- Checking with Faith Formation leaders on the start of the program year

**I Am Excited About:**

- Our fantastic youth leaders: Angelique Watts, Taylor Goodman, Nyabauth Tuom, Reggie Ridlen, & Ryan Robinson. And the brilliant energy that brought to this year's first gathering.
- Midweek's focusing on this year's theme, "*It is Well...*"

**Something I Need Help Dreaming/Working Through**

- Lay leadership structure: council, ILT, ministry teams

**Random Item(s):**

- Planning to begin the process of having my ordination recognized within ABCUSA via Evergreen which is now possible since any of our members can go before their ordination council.

**Ministry Teams:**

- I'll be checking in with both the Congregational Care Ministry Team and the Faith Formation Ministry Team in the coming weeks.

**Rev. Anne J. Scalfaro, Senior Pastor**

**Big Picture Priority:**

- Exploring "wellness" and how to "be well" as lay leadership, staff, and congregation. This includes thinking creatively about our lay leadership structure and support, nurturing faith-filled stewardship as we prepare the budget for 2024, and ensuring staff and leaders have the support they need to be well.

**2-3 Items of Focus for the Upcoming Month:**

- Working with the Stewardship Committee on the stewardship campaign and all relevant items and assignments around Financial Wellness (sub-team of Insight Leadership Team)
- Pastoral Care, Preaching, Worship – including Andy Gibbs' memorial service and All Saints' Sunday
- Brainstorming possibilities around lay leadership structure (with members of Council/Exec Team of Council and the Insight Leadership Team and pastoral staff and other support as necessary)

**I am Excited About:**

- Coming Up:
  - Beginning Stedman Reading program on Monday, September 25 with Calvary/New Hope readers.
  - Celebrating with Calvary 15 years of pastor/congregational ministry together on Sunday, September 24; having my pastor and mentor, Rev. Dr. George A. Mason preaching at Calvary.
  - The Community Forum on Homelessness on Tuesday, October 17 with wide-ranging experience and expertise from panel guests and moderator.
- Past:
  - Finished all 16 of my one-on-one meetings with Council members.
  - Gathering Sunday and beginning the "*It is Well...*" theme.

## **Something I need help dreaming/workshopping/brainstorming/thinking through:**

- Lay Leadership Structure at Calvary (we will discuss at tonight's meeting)

## **Random item(s):**

- Kentucky Circle Village "Re-stock the pantry" challenge launched on Gathering Sunday and culminates on October 1, World Communion Sunday
- World Mission Offering emphasis runs throughout the month of October
- Will be attending (virtually) the Evergreen ABC-USA Region Annual Meeting – October 12-14
- Am in the process of annual performance reviews for staff (October and November)

## **Ministry Teams:**

### **• Missions Ministry Team:**

- Mission Payments from our operating budget have been going out as scheduled.
- Missionaries Nora & Pieter Kalkman (Europe & Middle East) reached out to Calvary to come on October 1<sup>st</sup> and share about their ministry. Executive Minister of American Baptist Churches of the Rocky Mountains (ABCRM), Steve Van Ostran, introduced them to me at the ABC-USA biennial in Puerto Rico in June. The Kalkmans will be in Denver for the ABCRM annual gathering and wanted to present at Calvary on October 1. In conferring with the Missions Ministry Team, we declined their offer (with compassion and encouragement) on the basis of our goal of supporting fewer global servants at a higher rate (rather than more global servants at a lower financial support rate).

### **• Insight Leadership Team:**

- Rick Breitenbecher will give full update, but a few notes:
  - Moving to monthly meetings in October to allow more time for sub-teams to meet
  - I handed off the pastoral support for the "Evaluation of Ministry Programs" sub-team to Pastor Morgan now that she is back from sabbatical.
  - I continue to work with the Financial Wellness sub-team
    - A couple of us met with some representatives from Thrivent to hear about educational workshop opportunities; we have not yet made a decision about this; will speak with staff about two possible opportunities.
    - We have a meeting scheduled in October with Pastor Alice to discuss the feedback received at the August 27 forum on how people would like to receive financial information about Calvary (what types of information, what format it's communicated, etc.)
  - Evaluation of Connect 2 is beginning. Connect 6 groups have launched.
  - New FAQ document with all of our linked documents is available on the website, and ILT representatives are in narthex twice a month to answer questions from congregation members.

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## **Faith Formation (Pastor Morgan Fletcher):**

- Read a section from chapter four of *How To Lead When You Don't Know Where You're Going?*, which had been previously distributed to Council this summer
- Asked whether each Council member naturally gravitated toward *A Decision Making or A Discerning Approach*. Overall discussion showed there were benefits to both. We all need

to consider what the other person might be saying. Both decision and discerning can be closely aligned.

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### **Council Discussion – Lay Leadership Structure (Senior Pastor Anne Scalfaro & Co-Moderator Erin Gangloff):**

Pastor Anne stated that lay leadership is the foundation of the church.

She invited us to consider a potential shift in how lay leadership at Calvary is structured, naming several reasons, including:

- During COVID things were naturally heavily staff led, and now we are moving more and more back to lay leadership – we are still making our way with this and things are ‘clunky’ in terms of efficiency and participation. Burnout is still evident.
- Bill Warren presented a plan to Executive Committee for possible changes to Resource Management structure, involving changing the committee as we think of it today. There are many reasons for this, including needing terms without limits or much longer limits for expertise in certain areas. How budgeting works (on a practical level) is also a factor, and having a full time Facilities & Operations Manager.
- What Bill is seeing in Resource Management, is something we see in most of our committees right now. High expertise in the chair position that takes a long time to master/learn because of the complexity of those positions. Continual turnover is not necessarily a benefit in these areas. Additionally, many other members on these committees may not be needed, and therefore could be freed up to volunteer and serve in other ways.
- We have been discussing the role of at-large members on Council, and the role of Council as a whole.
- Ministry Teams are functioning well, but usually only when staff initiated. Committees have to wait to be elected and serve limited terms.
- The ILT has been drafting some policies around how it functions to bring before Council.
- We are already beginning an evaluation process for lay leadership in mission program areas this fall, and will continue with faith formation areas this spring. If those ministry team and program leadership models are being examined, it makes sense to examine our overarching lay leadership structure as well.
- There are different models of church leadership: For example, many churches have a smaller board that is more like a Board of Trustees that deals with the financial/executive matters of the organization (requiring laity with expertise in certain areas), and then have a visioning/ministerial board that is more agile and requires a different skill set (sometimes called Deacons or Council). These groups meet separately as they have a separate purpose, but then come together once a quarter or however frequently as needed as one larger leadership body – especially for big votes – such as on the budget.

All of these factors (and more), are leading the Executive Committee to look at our entire lay leadership structure at Calvary and how that functions with pastors – to ensure we are meeting Calvary’s needs at this time. We could wait, but why wait when we have this opportunity. It falls naturally within our discernment data and findings. In addition, we cannot really address (in full) items such as staffing needs and financial wellness, until we have a lay leadership structure that is working at its full potential – maximizing the gifts within our congregation. This is a very big discussion, and potentially includes:

- Looking at all areas of lay leadership and volunteers.

- Changing bylaws and policies and procedures.
- Going to the congregation for a vote to delay our regular voting process on the traditional nominating ballot, meaning, we would most likely not be ready to vote on lay leadership in January.
- Asking current Council and committee members to extend their terms a few months past January while we figure out the best way forward.
- Continual listening to the Spirit if we need to take longer to make big decisions for our church.

Erin Gangloff posed 3 questions, followed by a discussion by Council members:

- What is best for Calvary?
- What should the structure look like?
- Do we need to pause to figure this out?

Many comments were made during discussion, indicating that there is a need for such a review of our lay leadership structure.

Erin Gangloff stated the goal was to have an outside facilitator help Council and the ILT to review our structure based on changes. This would take a few meetings (most likely on the weekends) with those who are interested from Council and ILT and others to really work and dream about new possibilities.

Pastor Anne asked the questions:

- Do you also feel, overall, that we need to re-examine our lay leadership structure?
- Do we have the sense, as well, that our structure isn't serving our current needs in the best way?

The outcome to the discussion was an official vote, with all Council members voting YES, to move forward with the plan to re-examine our lay leadership structure. All Council members agreed to extend their service time several months until our lay leadership structure is finalized to meet our church needs.

### **Church Highlights (All):**

- Wonderful sermons and amazing music
- Maddie Hulst and her children's sermon
- All-female staff and their leadership
- Brunch to honor all the women of Calvary coming up this weekend – what amazing leadership, WOW!
- Christine Zeiler's dynamic greetings, including for our meeting tonight
- Alice making use of Zoom
- Gathering Sunday and our new theme, plus language to express our wellness
- Four new Youth Leaders and the beginning of Youth Programming
- Having the most kids in K-5 Sunday School in a long time

### **Wrap-up (All):**

- An update was requested about the lady involved in the church break-in. Pastor Anne responded there has been no response to her several attempts to contact the woman, who has not been back to Bootstraps. Pastor Anne & Chad Lawrence (Facilities and Operations

Manager) are not considering pressing charges at this time; we are still hopeful about a process of grace and reconciliation should the woman return to Calvary's premises.

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**Adjourn (Erin Gangloff, Co-Moderator):**

- Adjourned the meeting at 8:10 p.m. (MT)
- Next Council Meeting is Wed., October 18, 2023, 6:30-8:30 p.m. (MT) on Zoom